Gender Strategy Update to Teagasc Authority

Valerie Farrell
5th Feb 2020
Teagasc Gender Strategy

Strategic Objectives

1. Build a gender equality culture

2. Develop career support measures

3. Reshape decision making and governance
Summary of the Journey so far
2017

- Gender Project Team Set up
- Start to analyse Gender Data
- New policies on short-listing

2018

- First International Women’s Day Event
- Career Insight Lunches

2019

- Second International Women’s Day Event
- Develop Gender Equality Plan - participatory approach

2020

- Audit on Culture and Career Supports
- Third IWD Event

2021<

- Implement Gender Action Plan =>
Highlights

- Gender Ratio improving
- Leading from Within staff development programme
  - 80 female staff attended
  - 7 of those staff have since been promoted
  - Strong support networks formed
  - Follow up Learning Series for all Graduates
- Good staff engagement and visibility of Gender Initiatives
- Excellent engagement from staff, management and Authority on Gender Audits
- Diversity & Inclusion Policy and Action Plan developed by a cross representative staff group. Business Case made clear.
- Symbols changing
Highlights – Gender SMART

- Teagasc Work Package Lead
  - Culture Audit Framework developed and shared with all Partners
  - Participatory Workshops with Managers and Staff on Gender Values and Career Supports
  - Guidelines for Gender Sensitive Communications

- Gender Action Plan drafted
Challenges

- 17% of senior management posts are held by women
- Lack of role models
- Gender Pay Gap – 20%
- Impact of working reduced hours
  - Reduction in pay
  - Taking work home
  - Less Outputs for promotion
  - Perception of less opportunities
- Increasing awareness to our biases
- Gender balance at events/boards etc.
- Cultural change takes time
Staff Profile by Gender

Summary Changes since 2017:

• Increase from 38% to 41% of All Staff are Female
• Numbers of Female Managers has stayed the same (8/46)
• Ratio of Female staff in higher Advisory Grades slight improvement
• Ratio of Female staff in SRO Grade slightly dis-improved
• Pipeline of female advisors recruited is steady from 25-27%
• Pipeline of research Scholars and Post Doc’s is reasonably balanced
Advisory Staff

Percentage

2017

2019

Advisors 2017
Lead Advisors 2017
Senior Advisors 2017
Head of KT Dept/Programme 2017
Advisors 2019
Lead Advisors 2019
Senior Advisors 2019
Head of K 2019T Dept/Programme 2019

Male
Female
Pipeline

Percentage

2017

2019

Post Docs 2017

Walsh Fellows 2017

Post Docs 2019

Walsh Fellows 2019

Male

Female

Teagasc
People Strategy

Gender
SMART
Equality Benefits All

Agriculture and Food Development Authority
High Level Actions (1/2)

- Gender Equality Values
- Diversity and Inclusion Training and specific Gender Awareness Workshops for managers
- Monitor gender ratios and profiles
- Challenge Stereotypes and our unconscious biases
- Revise management job specifications
- Mentoring for staff
- Review and improve Promotion Processes
- Gender Balance at Events – Try much harder
Gender Equality Plan 2020-2022

High Level Actions (2/2)

- Gender Sensitive Communications
- Data Analytics
- Challenge Perceptions: Farmer as a man, Advisor as a man
- Review profile of committees, challenge the status quo
- Staff & Manager Guide – Going on and returning from Leave
- Identify the constraints (internal and external) and gender biases causing underrepresentation of women in senior management and decision making positions
- Develop Work Life Balance Proposals
- More out reach activities to build our pipeline
“Achieving gender equality requires the engagement of women and men, girls and boys. It is everyones responsibility.”

— Ban Ki-Moon