



Working Group within EATLP for Promoting Gender Equality in the Tax Academic World

This document stems from four EATLP members¹ who convened online to suggest the formation of a working group dedicated to advancing gender equality in our professional sphere.

The initiative was prompted by an invitation from EU law colleague, Graínne de Búrca, seeking insights into how EATLP addresses gender issues in academic tax law. De Búrca is involved in a comparative study on gender equality in Europe and globally. Cécile Brokelind was approached to facilitate EATLP's collaboration by providing membership data, including gender demographics. Consequently, Brokelind sought approval from the Executive Board (EB) to establish a working group with two objectives: 1) To compile and maintain a data registry (in compliance with GDPR) for members interested in responding to De Búrca's inquiry,² and 2) To promote gender equality within EATLP by formulating a dedicated policy through a working group. The EB approved De Búrca's invitation during the meeting held on September 6, 2023, as well as the WG's launch.

This document pertains specifically to the latter part of the initiative—officially launching a Working Group chaired by the EB Chairwoman. The group aims to identify biases and barriers to gender-neutral participation in the academic tax law profession, both within and outside EATLP.³

This effort complements the scientific focus of the 2024 Annual Meeting on "tax inequalities" and seeks to stimulate discourse among EATLP members on enhancing

¹ Cécile Brokelind, Rita de la Fera, Werner Haslehner, Rita Szudoczky.

² The official answer to De Burca should be formulated in cooperation with the WG members based on the available data.

³ For more details on what is meant by bias, see for instance C. Criado Perez, *Invisible Women: Exposing Data Bias in a World Designed for Men*, 2019, Chatto Windus. See as well the list of readings loaded in the webpage dedicated to this WG.

female representation across professional levels. The Working Group will explore best practices, including:

- Suggesting conference formats that ensure gender-balanced representation and panel composition, while facilitating female scholars' participation.
- Promoting transparency in academic hiring processes by publicizing selection criteria for positions in academic institutions.
- Supporting women's career progression in tax academia (e.g., establishing peer groups to review female academics' work before submission to journals and encouraging female student interest in academic careers).
- Advocating for equal access to education for male and female students, including addressing gender disparities in certain academic programs.

Progress reports from Working Group meetings will be shared on a dedicated webpage within EATLP's website under "working parties". Ultimately, our aim is to propose a gender-equality policy for EATLP consideration and adoption by its members, after discussion within the WG and together with the EATLP members.