

3rd UIC Barcelona Gender Equality Plan (2022-2026)

Approved by the Executive Committee of the Board of
Governors and signed by the 3rd Gender Equality
Plan working group in January 2022

Table of contents

1. Introduction	3
2. Framework	5
3. Strategic pillars.....	7
3.1 Strategic pillar 1: culture	7
3.2 Strategic pillar 2: work and people management.....	10
3.3 Strategic pillar 3: academia	14
4. Annex	18
4.1 Regional regulatory framework for gender equality policies in the university sphere	18
4.2 National regulatory framework for gender equality policies in the university sphere.....	18
4.3 European and international regulatory framework for gender equality policies in the university sphere.....	19

1. Introduction

The Universitat Internacional de Catalunya (UIC Barcelona) is a private institution that was founded in 1997 under Spain's Organic Law 11/1983, on university reform, and Law 26/1984 of the Parliament of Catalonia. It currently has over eight thousand students and offers sixteen bachelor's degrees, eight double degrees, around thirty international double degrees and an extensive catalogue of master's degrees, postgraduate degrees and continuing education courses.

The 3rd Gender Equality Plan, like all institutional documents published by the University, is rooted in respect for people and their rights, as stated in Article 8 of its ideology:

“The University has a universal spirit that is open to all kinds of people, without discrimination on the grounds of religion, nationality, social background, geographic origin, sex, race, ideology, or any other reason”

UIC Barcelona's first Gender Equality Plan (18 May 2009) focused primarily on promoting and consolidating measures for a balanced work-family life, as well as analysing the presence of women in positions of responsibility under equal conditions (in terms of salary, treatment and career development). This goal has been achieved, as shown by recent years' data and the University's effort to highlight women in academia (inaugural lectures, graduation ceremonies, speeches at seminars and conferences, etc.).

The second Gender Equality Plan was approved by the Executive Committee of the Board of Governors, with support from the Works Council, on 28 October 2020. This was around the same time that two new royal decrees (Royal Decree 901/2020 and Royal Decree 902/2020) were published, calling for greater detail and commitment and making it compulsory to reopen equality plans, keep salary registers and perform payroll audits. This plan highlighted the University's progressive achievements over the ten years leading up to it, and pointed out areas for improvement, namely internal communication and employee training in equality and work-life balance.

The present Gender Equality Plan (2022-2026) is a continuation of the two that came before. It analyses the points amended by the royal decree (RD 901/2020 i RD 902/2020) and also sets out new indicators, objectives and target groups. Likewise, it identifies exactly who is responsible for pursuing these objectives. It is worth noting the successful roll-out of the flexitime measure approved by the Board of Governors in July 2020; the fact that the plan has been effectively communicated to all administration and service staff and teaching and research staff; and the continuity in the Training and Professional Development Plan for better use of the yearly professional evaluation platform, UIConversation.

When drafting the 3rd Gender Equality Plan, we considered the specific needs of the University, based on the data breakdowns for recent academic years contained in this plan and the previous two. Our systematic data collection provides accurate insight into the state of UIC Barcelona, its main needs and other key matters. These findings, as well as our preliminary analysis, have been presented to various representation and governing bodies, including the Department of People Management, the Equality Committee, the Works Council and the Board of Governors.

The express commitments made by the University's various units and services, combined with the sum of all our efforts, will allow us to advance beyond the achievements reached under the two previous plans. In doing so, we will contribute as an institution to making the working conditions of men and women more equitable. At the same time, we will continue working to define jobs in a better way; improve selection and professional promotion processes; ensure fair pay between men and women in the same professional category; show inclusivity towards all people, including those with disabilities; and further develop a culture of respect and zero tolerance towards any kind of harassment, as set out in the protocol published on 15 July 2020.

The gender equality plans are firm commitments that the University makes in full accordance with the principles of its founding ideology and the various strategic plans that have guided its governance, as stated in Article 6 of its ideology:

"In order for the University to provide its intended service, it is essential for everyone in the university community, as well as the university work itself, to display the highest opinion of human dignity and the utmost respect for human rights. This will allow the University to help prepare students for responsible social coexistence"

These values pave the way to excellence in teaching, research and management, with a style shaped by our goal to comprehensively develop people: administration and service staff, teaching and research staff, and students.

We took into account the following references when drawing up the 3rd Gender Equality Plan: the Catalan University Quality Assurance Agency's (AQU Catalunya) *General framework for incorporating the gender perspective in higher education teaching*; the list of ten good practices for gender equality plans in Catalan universities, approved by the Inter-university Council of Catalonia's Women and Science Committee; the advocacy strategies contained in the Government of Catalonia's Strategic Plan for Gender Equality Policies; and the Vives Network of Universities' report on gender bias in university staff recruitment, promotion and retention. The Annex lists the regional, national, European and international regulations that were also taken into consideration.

It should be noted that the works councils of our two campuses (Barcelona and Sant Cugat), as legal representatives of the workers, have negotiated policies, actions and initiatives relating to equal opportunities, as reflected in the first two gender equality plans (2009 and 2020).

2. Framework

UIC Barcelona's 3rd Gender Equality Plan (2022-2026) was drawn up in accordance with the provisions of Royal Decree 901/2020, of 13 October, regulating equality plans and their register and amending Royal Decree 713/210. This provided a new opportunity to reflect on how our structures and services work, and to review our good practices, the work we have accomplished in recent years and the improvements still to be made.

As mentioned, there are two previous gender equality plans (2009 and 2020), which are available on the Equality Office's website and the University's intranet. Equality of opportunity, respect and non-discrimination are also accounted for in the University's ideology and its various strategic plans.

In order to assess the current situation and determine the strategic pillars of the new gender equality plan, as well as the associated actions, indicators, objectives, target groups and units responsible, the Equality Office, in coordination with UIC Barcelona's Department of People Management and the plan's working and monitoring group (whose members represent the social and business sides of the University), drew on the following sources:

The quantitative data collected and structured by UIC Barcelona's Department of People Management, based on the spreadsheets available on the Catalan Ministry of Labour, Social Affairs and Families' website.

The institutional and corporate documents available on our intranet and the various governing documents and commitments.

The qualitative and quantitative data available on the *Transparency portal* on the Equality Office's website.

Current international, national and regional legislation regarding equal opportunities, both in general and in universities specifically.

This review and analysis, as well as our retrospective previous-year comparisons, provided an accurate overview of our University's current situation in terms of equality, uses of time, work-family balance and career development.

It should be noted that the Equality Office is working on ensuring equal opportunities between women and men in participatory structures. This body was formally created on 17 June 2019, when Dr Consuelo León, who was also the director of the Institute for Advanced Family Studies' Observatory for Family Policies, was appointed to run it.

The 3rd Gender Equality Plan's working and monitoring group is made up of business and social representatives. On the business side are Patricia Delgado Ojeda, from the Department of People Management, and Dr Consuelo León, head of the Equality Office. On the social side are Works Council representatives Lucas García, from the Vice-Rectorate for Academic Organisation and Teaching Staff, and Sergi Jiménez, from the University's Office for Statistical Data and Rankings. The group, which has analysed the data and undertaken to monitor the plan's progress, has also received advice and guidance from Dr Marc Grau, lecturer at the Faculty of Education Sciences and expert in this field.

As a new feature of this plan, explicit mention is made of the harassment protocol approved on 15 July 2020 and of the payroll audit carried out in response to Royal Decree 902/2020.

3. Strategic pillars

UIC Barcelona's 3rd Gender Equality Plan rests on three strategic pillars: culture, work and people management, and academia.

3.1 Strategic pillar 1: culture

The aim of this pillar is to consolidate a culture and an environment of internal and external communication that encourage equal opportunities, parity, a work-life balance, healthy relationships in the workplace and non-discrimination.

To achieve the proposed objectives, the University will carry out the following actions:

ACTION 1	
Continue encouraging equal representation in governing bodies, areas and departments that are less represented by one gender or the other	
Description	Ensure that there is nothing hindering more equal representation by periodically reviewing the development, promotion and access of staff to certain positions
Indicators	Equal presence of women and men in governing bodies Ratio of women to men in departments where one or the other is under-represented
Objectives or expected outcomes	Encourage and improve the equal presence of women and men across all departments, governing bodies, committees and representation bodies
Target groups	Teaching and research staff Administration and service staff
Who is responsible	Department of People Management Vice-Rectorate for Academic Organisation and Teaching Staff
Timeline	Initial assessment: April 2022 Yearly follow-up

ACTION 2 Promote healthy relationships in the workplace: training in harassment prevention and protocol	
Description	<p>Raise awareness of the harassment protocol throughout the institution and provide training to prevent harassment and violence and to encourage healthy relationships</p> <p>Use the Equality Office's and the University Ombudsman's platform to inform people about the Counselling and support services available</p>
Indicators	<p>Performance of these two services</p> <p>Activities promoted</p> <p>Queries received</p> <p>Work carried out in coordination with other departments</p>
Objectives or expected outcomes	<p>Strengthen the student counselling and support services for any member of the university community (administration and service staff, and teaching and research staff), to deal with situations involving discrimination, harassment or other types of violence</p> <p>Help the institution handle and respond to these situations</p> <p>Address the reality of violence on social media (digital violence)</p> <p>Train students to become professionals who are able to work in teams with all sorts of people, exercising respect and civic-mindedness</p>
Target groups	The entire university community
Who is responsible	<p>Equality Office</p> <p>Department of People Management</p>
Timeline	<p>Communication effort to raise awareness of the harassment protocol: March 2022</p> <p>Yearly case follow-ups: every November</p> <p>Specific training on violence prevention and the promotion of healthy relationships on campus: 2022 to 2023</p>

ACTION 3 Efficiently publicise/disseminate/communicate the policies of the 3rd Gender Equality Plan across all of UIC Barcelona's internal and external communication channels	
Description	Promote the 3rd Gender Equality Plan Set a communicative tone for the plan, both in terms of its content and the way it is disseminated Convey a tone of respect and equity through the institutional image both internally and externally, and use neutral, non-sexist language in written and oral documents and at institutional events or meetings
Indicators	Presence of these criteria in UIC Barcelona's institutional documents (sheets, templates, print-outs, forms, newsletters, etc.), as well as on the website
Objectives or expected outcomes	Ensure a communication strategy that is sensitive to equal opportunities, equity and inclusion Ensure that images, communication content and all presentation materials, including the website, use inclusive language and avoid stereotypes Meet the indicators in AQU Catalunya's general framework
Target groups	The entire university community
Who is responsible	Equality Office
Collaborating departments	Communication Management Marketing Faculties and schools (Doctoral School and School of Architecture) Departments, research institutes and chairs
Timeline	From 2022 to 2023 Yearly follow-up

3.2 Strategic pillar 2: work and people management

The aims of this pillar are to:

- Promote and implement the Gender Equality Plan;
- Provide training in equal opportunities, flexibility and work-family balance; and
- Ensure responsible use of work-family balance and flexibility measures.

To achieve the proposed objectives, the University will carry out the following actions:

ACTION 1	
Promote and centralise training on the 3rd Gender Equality Plan (2022-2026)	
Description	Guarantee training actions to ensure that the 3rd Gender Equality Plan is carried out effectively Ensure that this training covers equality, work-family balance and the responsible use of flexitime.
Indicators	Incorporate training actions into the training policies for administration and service staff and teaching and research staff Track the number of scheduled training actions and their impact, i.e. the number of people trained Keep a record of how many women and men on staff take part in these training actions
Objectives or expected outcomes	Improve the management of staff training in order to mainstream an appropriate gender perspective across all policies and offer equal opportunities throughout the institution Ensure that those responsible for implementing and evaluating the actions in this plan have the right knowledge for this, as well as resources adapted to their level and professional profile
Target groups	Teaching and research staff Administration and service staff
Who is responsible	Equality Office Department of People Management
Timeline	2022 to 2026

ACTION 2	
Ensure that selection, evaluation, recruitment and promotion criteria are free of any type of indirect discrimination	
Description	<p>Ensure compliance with equal opportunity provisions, criteria and practices</p> <p>Make possible improvements to those already in place to guarantee women's access to specific jobs, professional categories or career paths</p>
Indicators	<p>Review the promotion processes allowing women on staff to attain positions traditionally occupied by men</p> <p>Draw up an internal administration and service staff promotion procedure that ensures equal opportunities</p> <p>Monitor the impact of new measures aimed at female teaching and research staff members with dependent minors</p> <p>Track and assess the co-responsibility measures in place, making sure that they do not limit or condition people's academic career or the analysis of their merits</p> <p>Conduct an exit interview with staff members who resign, in order to ascertain whether a lack of work-family balance or equity had anything to do with their decision; use this information to implement corrective measures</p>
Objectives or expected outcomes	Ensure that staff selection and promotion processes are free of any type of indirect discrimination
Target groups	<p>Teaching and research staff</p> <p>Administration and service staff</p>
Who is responsible	Department of People Management
Timeline	The 2022 calendar year

ACTION 3	Working time and co-responsibility
Description	Evaluate the use of work-family balance and leave measures in the institution Track and monitor flexible working hours
Indicators	Yearly data on work-family balance and leave measures, broken down by gender. Recording of working hours and efficiency in the workplace
Objectives or expected outcomes	Improvement in employees' self-management, work performance and work-life-family balance Work management based on clear objectives, favouring physical attendance and the attentiveness of the service
Target groups	Teaching and research staff Administration and service staff
Who is responsible	Department of People Management
Timeline	Assessment at the end of the 2022-2023 academic year Yearly follow-up

ACTION 4	
Remuneration: draw up a procedure for managing bonuses and variable income for administration and service staff that ensures equal opportunities	
Description	Draw up a procedure for managing bonuses at UIC Barcelona, in keeping with the University's aim to provide mechanisms for ensuring pay transparency (payroll audit and salary register), under the terms of Royal Decree 902/2020, of 13 October, on equal pay for women and men
Indicators	Payroll auditing and results analysis Application of the procedure for managing bonuses and variable income
Objectives or expected outcomes	Enforce the legal mandate to provide pay transparency mechanisms Use these mechanisms as a means of ensuring the elimination of any possible gender biases Uphold an institutional commitment to equal pay
Target groups	Administration and service staff
Who is responsible	Department of People Management
Timeline	Assessment at the end of the 2022-2023 academic year Yearly follow-up

3.3 Strategic pillar 3: academia

The aim of this pillar is to mainstream the gender perspective and ensure equal opportunities in teaching and research at UIC Barcelona.

To achieve the proposed objectives, the University will carry out the following actions:

ACTION 1	
Scope out issues associated with the gender perspective in programmes of study and degree reports. Promote this content in final bachelor's degree projects	
Description	<p>Measure the extent to which gender issues are included in degree reports and teaching guides</p> <p>Suggest competencies and learning outcomes</p> <p>Foster a gender-sensitive teaching and research culture by promoting final bachelor's degree projects on equal opportunities and diversity</p> <p>Provide specific training (methodologies and resources)</p>
Indicators	<p>Project the gender perspective in the language used, the topics addressed, in teaching activities, in the definition of specific competencies, in curricular practices and in the learning outcomes of teaching guides and reports</p>
Objectives or expected outcomes	<p>Accurately assess the gender perspective situation in teaching, obtaining accounts and contributions from the teaching and research staff and the student body</p> <p>Schedule debates on gender studies and teaching</p> <p>Discuss the need for new optional subjects or the inclusion, when necessary, of this content in current core subjects (access to education, women's invisibilization and history, access to employment and pay, uses of time and care, work-family balance, co-responsibility policies, etc.).</p> <p>Take this perspective into account when designing new teaching programmes</p> <p>Fine-tune the description of cross-disciplinary competencies in equality in the academic curriculum and degree reports</p> <p>Ensure that students are educated in these subjects</p> <p>Disseminate final bachelor's degree projects on these subjects</p> <p>Comply with AQU Catalunya's general framework</p>
Target groups	<p>Teaching and research staff</p>

	Students
Who is responsible	Equality Office Innovation and Educational Quality Service Vice-Rectorate for the University Community Vice-Rectorate for Academic Organisation and Teaching Staff Faculties
Timeline	Internal reflection and discussion with teaching and research staff: November 2022 Yearly review: 2022 to 2026

ACTION 2	Promote training on gender mainstreaming in the research projects and knowledge transfer activities carried out by the research groups
Description	Specific training on methodologies and resources for conducting gender-sensitive research
Indicators	Impact of these courses on academic education (number of training actions, hours of teaching in these subjects and student enrolment)
Objectives or expected outcomes	Ensure that doctoral students, as well as UIC Barcelona's teaching and research staff, are able to receive training in gender-sensitive research Deliver seminars on how to include the gender perspective in research (Doctoral School)
Target groups	Doctoral students at the Doctoral School UIC Barcelona teaching and research staff undergoing training
Who is responsible	Doctoral School Equality Office Outside specialists
Timeline	2022 to 2026 Seminars and sessions: April 2023

ACTION 3	
Promote training actions on the gender perspective for teaching and research staff	
Description	Organise training actions to instruct UIC Barcelona teaching staff on how to incorporate gender issues into their classroom teaching Design these actions in direct collaboration with experts, the Vice-Rectorate for Academic Organisation and Teaching Staff and the UIC Barcelona faculties
Indicators	Number of scheduled training activities (courses, workshops, seminars, etc.) given throughout the academic year Impact of these training activities on teaching guides
Objectives or expected outcomes	Identify in-house lecturers and outside experts for these training activities Ensure that teaching staff have the necessary tools and knowledge to effectively incorporate this subject matter into classroom teaching Train students to become professionals who are sensitive to the culture of equality, inclusion and co-responsibility
Target groups	Teaching and research staff
Who is responsible	Equality Office Vice-Rectorate for Research, Innovation, and the Transfer of Knowledge Vice-Rectorate for Academic Organisation and Teaching Staff Faculties Outside specialists
Timeline	Exploration of expert groups: early 2024 Programming throughout the academic year

ACTION 4 Offer grants, scholarships and awards for projects that promote values tied to equal opportunities and respect for diversity	
Description	Promote values tied to equal opportunities and the gender perspective in UIC Barcelona's calls for applications for grants, scholarships and awards
Indicators	Number of applications for these grants, scholarships and awards
Objectives or expected outcomes	<p>Promote the values of equality and respect for diversity in the grants, scholarships and awards offered at UIC Barcelona</p> <p>Raise awareness, educate, promote critical reflection and create a state of opinion</p> <p>Seek funding bodies for these grants and awards</p>
Target groups	<p>Students</p> <p>Teaching and research staff</p>
Who is responsible	<p>Equality Office</p> <p>Vice-Rectorate for the University Community</p>
Timeline	Beginning of the 2024-2025 academic year

4. Annex

4.1 Regional regulatory framework for gender equality policies in the university sphere

- Articles 4, 19, 40, 41, 45.3, 56.3 and 153 of the Statute of Autonomy of Catalonia, as amended by Organic Law 6/2006, of 19 July (Official Journal of the Government of Catalonia no. 4680, of 19 July 2006). Of particular note is Article 41, entitled “Gender perspective”.
- Law 17/2015, of 21 July, on effective equality between women and men (Official Journal of the Government of Catalonia no. 6919, of 23 July 2015), which lays down the obligation to ensure equality between women and men as a fundamental right. Of particular note is Article 28, entitled “Universities and research”.
- Law 5/2008, of 24 April, on the right of women to eradicate gender-based violence, as amended by Law 17/2020, of 22 December (Official Journal of the Government of Catalonia no. 6730, of 17 October 2014).
- Law 11/2014, of 10 October, for guaranteeing the rights of lesbian, gay, bisexual, transgender and intersexual people and eradicating homophobia, biphobia and transphobia (Official Journal of the Government of Catalonia no. 6730, of 17 October 2014).
- Law 1/2003, of 19 February, on Catalan universities (Official Journal of the Government of Catalonia no. 3826, of 20 February 2003), whose eighth additional provision establishes universities’ duty to promote actions to achieve equal opportunities for women and men in all university areas.

4.2 National regulatory framework for gender equality policies in the university sphere

- Organic Law 3/2007, of 22 March, for the effective equality of women and men (Spanish Official State Gazette no. 71, of 23 March 2007).
- Organic Law 1/2004, of 28 December, on comprehensive protection measures against gender violence (Spanish Official State Gazette no. 313, of 29 December 2004).
- Organic Law 4/2007, of 12 April, amending Organic Law 6/2001, of 21 December, on universities (Spanish Official State Gazette no. 89, of 13 April 2007).
- Law 14/2011, of 1 June, on science, technology and innovation (Spanish Official State Gazette no. 131, of 2 June 2011).
- Royal Legislative Decree 5/2015, of 30 October, approving the consolidated text of the Law on the Basic Statute of Public Employees (Spanish Official State Gazette no. 278, of 20 November 2015).
- Royal Decree 902/2020, of 13 October, on equal pay for women and men (Spanish Official State Gazette no. 272, of 14 October 2020).

4.3 European and international regulatory framework for gender equality policies in the university sphere

Gender equality is the fifth of the 17 Sustainable Development Goals set out in the 2030 Agenda for Sustainable Development, adopted by the UN in 2015.

The United Nations has made its commitment to equality clear since it adopted and signed its founding treaty, the Charter of the United Nations, at the San Francisco Conference on 26 June 1945. Articles 55 and 56 lay down the obligation for all Member States to promote universal respect for, and observance of, human rights and fundamental freedoms for all without distinction between women and men.

The Convention on the Elimination of All Forms of Discrimination against Women, adopted by the United Nations General Assembly in Resolution 34/180 of 18 December 1979, provides for affirmative action measures aimed at accelerating de facto equality between women and men, including measures to protect maternity (Article 4).

The World Conference on Women in Nairobi (1985) proposed a new strategy for achieving gender equality: gender mainstreaming. Since the Beijing Conference (1995), this has meant acting across all areas, at all levels and in a coordinated manner. The transfer of this approach to all levels of government was later endorsed by UNESCO, especially in the World Science Report (1996) and in the World Declaration on Higher Education for the Twenty-First Century (1998).

In terms of European Union law, the Treaty of Lisbon (2007) guarantees equality between women and men as one of the EU's five founding values. The EU is committed to achieving equality in all its activities, as stated in Articles 2 and 3 of the Treaty on European Union and Article 8 of the Treaty on the Functioning of the European Union.

The Charter of Fundamental Rights of the European Union (2009) states that equality between women and men must be ensured in all areas, including employment, work and pay, and that the principle of equality does not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex (Article 23). Article 33 of this legislation guarantees the right to reconcile family and professional life and states that families shall enjoy legal, economic and social protection.

This has given rise to regulations aimed at guaranteeing equal treatment in matters of social security (Directives 73/117/EC, 79/7/EEC and 86/378/EEC), the protection of pregnant women (Directive 92/85/EEC), access to employment and vocational training and promotion (Directive 2006/54/EC), self-employed activities (Directive 2010/41/EU) and – as an example of all of them – parental leave (Directive 2010/18/EU), among many other areas with a direct or tangential impact on gender policies, including in the university sphere.