

## **UIC Barcelona Gender Equality Plan (2020-2025)**

*Approved on 28 October 2020 by the  
Executive Committee of the Board of Governors  
With the approval of the Works Council*

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## Introduction

On an international level, and as indicated in the **United Nations** Convention, “the maximum participation of women on equal terms with men, in all fields, is essential for the full and complete development of a country, the welfare of the world and peace»<sup>1</sup>.

The **SDGs** (Sustainable Development Goals), effective until 2030 and originating from the MDGs (Millennium Development Goals), include among their 17 objectives, the fifth Goal dedicated to gender equality.

In Spain, the recent **Royal Decree 6/2019** of 1 March, on measures to guarantee equal treatment and opportunities for women and men, raises several new points, such as the need to implement equality plans in companies with 50 or more employees and the modification and extension of the content of the measures that appear in **Organic Law 3/2007**<sup>2</sup>; the equal rights of part-time and full-time workers, the consideration of situations of temporary disability, birth, adoption, foster care with adoption purposes, placement, risk during pregnancy or breastfeeding and gender violence so as not to interrupt the calculation of contract duration in training and learning (Art. 11.2.b of the ET.) Also, breastfeeding leave is extended to include the individual right of female workers, which cannot be transferred to the other parent. Although this leave is intended until the infant is nine months old, it may be extended until they reach twelve months, but with a proportional reduction in salary from the nine-month mark.

It is important to mention **Catalan Law 17/2015** on effective equality between women and men, with its own regulations. At state level, the LOU (Organic Law on Universities) declares students' right to be *free from sexist or discriminatory treatment*.

In addition, **Law 14/2011** on Science, Technology and Innovation promotes equality among the governing and representative bodies of the university and encourages female leadership in research groups.

However, Royal Decree **Law 3/2019** of 8 February, on urgent measures in the field of science, technology, innovation and universities, is much more specific on the matter. This law outlines the need to guarantee equal opportunities in the development of professional careers in research, development and innovation. It encourages *selection and assessment procedures for teaching and research staff* to take into account situations of temporary disability, risk during pregnancy, maternity, foster care with adoption purposes, placement, risk during breastfeeding and paternity; guaranteeing the same opportunities as the rest of the personnel who participate in the selection and assessment processes, so that they are not penalised for time spent in these situations.

In this context, universities are seen as a specific type of organisation with their own objectives, promoting their own regulations. Both in Catalonia and in Spain, *there are still a few women*

*leading research projects* and who are at the forefront of scientific rankings, particularly in the traditionally male-dominated fields of science.

### 1. Data at UIC Barcelona (2009-2019)

UIC Barcelona is a private university founded in 1997 under **Organic Law 11/1983** on university reform (LRU) along with the **Law 26/1984 of the Parliament of Catalonia**.

The university is currently home to over *7,000 students* and offers *15 bachelor's degrees, 26 double international degrees* and a wide range of master's and postgraduate degrees as well as continuing education courses. Over the last 23 years, the university's student body has grown by 50%. The growth in the range of continuing education courses and seminars, as well as doctoral studies is noteworthy, indicating the university's clear commitment to research:

UIC Barcelona data	2008-2009		2018-2019	
	Total	Percentage	Total	Percentage
<b>Students</b>	4.029		7.840	
<b>Bachelor's degrees</b>	3.076	76 %	3.635	46 %
Men	1.081	34 %	1.344	36 %
Women	1.995	64 %	2.291	63 %
<b>Master's and postgraduate degrees</b>	812	20 %	1.022	13 %
Men	308	38 %	396	38 %
Women	504	62 %	626	61 %
<b>Continuing education / Seminars</b>	141	3,40 %	2.945	37 %
Men	53	37 %	999	34 %
Women	88	62 %	1.946	67 %
<b>Doctoral degrees</b>			238	3 %
Men	No hi ha dades		104	43 %
Women	No hi ha dades		134	56 %

Division by gender and percentage of students in teaching programmes (2008-2019)

With regards to *staff* profile, there is a clear majority of women, especially regarding administration and service staff (PAS), and there has been a progressive equalisation of women and men in teaching and research positions (PDI) over the last few years:

	2008-2009		2009-2010		2010-2011		2017-2018		2018-2019	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>PDI permanent</b>	41 %	59 %	45 %	55 %	51 %	49 %	45 %	55 %	50 %	50 %
<b>PAS</b>	70 %	30 %	73 %	27 %	78 %	22 %	73 %	27 %	79 %	21 %
<b>PDI associate</b>	33 %	67 %	42 %	58 %	47 %	53 %	39 %	61 %	47 %	53 %

Representation of men and women in PDI and PAS positions (2008-2019)

Within the governing bodies of the university, women are represented in a greater proportion as deans, vice-deans and management positions. In fact, the UIC Barcelona Board of Governors, as shown in the following table, has reached the same level as the Faculty Boards:

	2008-2009		2009-2010		2010-2011		2017-2018		2018-2019	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Board of Governors</b>	43 %	57 %	50 %	50 %	29 %	71 %	40 %	60 %	40 %	60 %
<b>Faculty Boards</b>	50 %	50 %	48 %	52 %	56 %	44 %	58 %	42 %	45 %	55 %

Representation of men and women in the Board of Governors and Faculty Boards (2008-20019)

	Men	Women
<b>Vice chancellor</b>	67 %	33 %
<b>Dean</b>	43 %	57 %
<b>Vice dean</b>	41 %	59 %
<b>Director</b>	43 %	57 %
<b>Deputy director</b>	50 %	50 %
<b>Lecturers / Researchers</b>	50 %	50 %
<b>Lecturers / Researchers</b>	53 %	47 %
<b>Lecturers / Researchers</b>	15 %	85 %

Representation of men and women in management positions (2019)

One of the possible reasons as to why UIC Barcelona attracts female talent lies in its *policies to promote a balanced work-family life* and the professional development of women who are also mothers.

The average number of children per employee is one of the indicators of this reality and that UIC Barcelona is a family-friendly organisation.

It is important to note that the *average number of children* is much higher in the case of women, especially those on the Board of Governors and on Faculty Boards.

	2008-2009		2009-2010		2010-2011		2017-2018		2018-2019	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Board of Governors</b>	2,67	0,50	3,38	0,38	2,50	2,50	3,60	1,20	3,60	1,20
<b>Faculty Boards</b>	3,38	0,52	2,73	0,64	2,92	2,70	2,80	2,60	2,80	2,60

Average number of children per men and women in management positions

Yet this average is low if we focus on the entire university staff:

2018-2019	N.º hijos	N.º trabajadores	Media hijos/persona
<b>PAS permanent</b>	333	339	0,98
<b>PDI permanent</b>	322	318	1,01
<b>PDI associate permanent</b>	202	239	0,85
<b>PDI grant holders</b>	2	20	0,10
<b>Total</b>	859	916	0,94

General average number of children per employee according to staff members (2018-2019)

Looking only at the *employees with children* —423 in total, representing the majority of UIC Barcelona staff— the average number of children doubles, *reaching the index of population replacement*. The average being just over two children per person, the numbers for PDI associate are slightly higher than for the PAS.

2018-2019	Nº children	Nº employees	Average children/person
<b>PAS permanent</b>	333	167	1,99
<b>PDI permanent</b>	322	159	2,03
<b>PDI associate permanent</b>	202	96	2,10
<b>PDI grant holders</b>	2	1	2,00
<b>Total</b>	<b>859</b>	<b>423</b>	<b>2,03</b>

Employees with children (general average 2018-2019)

The Department of People Management has compiled the evolution of four fundamental measures from the first and second Gender Equality Plans, written 10 years ago: *Maternity leave*, *paternity leave*, *reduced working hours for family care* and *leave of absence for childcare*. These data are useful for better assessing the previous plan and taking more appropriate measures in the future.

Overall, it is important to note that the number of paternity leaves did increase slightly, but less than the number of maternity leaves, despite the recent legislative changes such as the Decree of 1 April 2019 extending the paternity leave to eight weeks.

Regarding the *leave of absence for family care*, numbers are notably low (except for the 2017-2018 academic year).

	2006	2007	2008	2009	2010	2017	2018
	2007	2008	2009	2010	2011	2018	2019
<b>Maternity leave</b>	14	16	10	7	9	34	30
<b>Paternity leave</b>	0	2	2	2	1	8	4
<b>Reduction in working hours for family care</b>	62	53	51	57	62	121	39
<b>Leave of absence for childcare</b>	3	3	2	2	2	12	7
<b>Total</b>	<b>79</b>	<b>74</b>	<b>65</b>	<b>68</b>	<b>74</b>	<b>216</b>	<b>80</b>

Evolution in the use of reconciliation measures at UIC Barcelona (2006-2019)

With regard to *reductions in working hours*, there has been an uneven evolution between the two professional groups (PAS and PDI) with a notable increase in the adoption of this measure during the 2017-2018 academic year. All reductions were requested by female PAS members, due to a need for more time to care for children. The new measure on working schedule flexibility in place for the coming academic year should solve most requests coming from mothers working at UIC Barcelona.

As for PDI, most reductions in working hours come from men who have had to balance their job at UIC Barcelona with another occupation. In addition, it should be noted that PDI have always been more flexible in terms of working hours than PAS, which could also explain the differences in the adoption of this measure.

	Men	Women
<b>PAS permanent</b>	6	72
<b>PDI permanent</b>	35	8
<b>Total</b>	41	80

Reduction in working hours PDI/PAS academic year 2017-2018

## 2. Diagnosis and assesment of the previous Gender Equality Pplan

UIC Barcelona's **first Gender Equality Plan (published 18 May 2009)** focused on promoting measures for a balanced work-family life, encouraging female presence in decision-making positions and reviewing salaries and career paths.

This commitment provided for equal treatment among employees and therefore among men and women, as well as the promotion of a greater presence of women in the academic field (inauguration speeches, graduation ceremonies, seminar and conference speakers, etc.).

An **Equality Unit** has now been established at the university. The head of the Unit represents the university in various commissions, promotes equality and reconciliation policies at UIC Barcelona, oversees the implementation of the Gender Equality Plan and compliance with laws and regulations on equal opportunities for men and women.

The Equality Unit is formed of the Vice Rector of the University Community, the University Ombudsman and a representative from the Department of People Management. The Unit works



on the design of proposals presented to the university's Board of Governors, with the collaboration from the Department of People Management and the Works Council.

With the support of the Department of People Management and the General Secretary, the Unit also implements and updates the Equality Plan and collects data. Its aim is to design training plans in equality and reconciliation for the entire university community.

As a result of the assessment carried out by the university's Equality Unit and various external experts, and based on the actions taken and the analysis of the data previously presented, it can be concluded that our university has made an effort to include women at all levels of the organisation. It has also encouraged the adoption of measures that enable a positive work-family life balance and the development of women's professional careers with equal opportunities. Efforts shall also be made to increase the presence of female academics in opening ceremonies, graduation ceremonies, conferences and seminars.

This assessment, the new legislation in force (Royal Decree 6/2019) and the promotion of remote working as a consequence of COVID-19, form the basis of the new Gender Equality Plan to be implemented at UIC Barcelona over the coming years.

### 3. Gender Equality Plan 2020. Guiding principles and measures

As a university, UIC Barcelona shows a clear commitment to the scientific and social development of its environment, thanks to its humane and professional team.

Parity in governmental bodies and equal opportunities for men and women should not be seen as a matter of percentages, but as a new way of improving conditions, making them more comprehensive, well-rounded, fair, co-responsible and rewarding.

In order to promote equal opportunities and shared responsibility through measures to promote a positive family-work life balance, a flexible and family-friendly work environment will be established where employees who are parents can fully develop their professional career and family projects with a comprehensive outlook.

Promoting measures for positive family-work life balance and equality to which all workers are entitled, and as established by Royal Decree 6/2019 on labour equality, UIC Barcelona is committed to the new Gender Equality Plan 2020:

**a. A clear commitment to flexible working hours.** As of the next academic year 2020/2021,

UIC Barcelona will apply flexible working hours for full-time PAS (PDI have already adopted with this measure).

This measure promotes responsible work, based on the achievement of objectives and not on attendance-based criteria, thereby facilitating a positive work-family balance.

There should be a minimum attendance from 10 a.m. to 5 p.m. from Monday to Thursday, and from 10 a.m. to 3 p.m. on Fridays, according to the current schedule (Monday to Friday from 9 a.m. to 6 p.m.).

Approved in July 2020 by the University's Board of Governors, this measure ensures that employees can benefit from flexible working hours between 8 and 10 a.m. and between 5 and 8 p.m. A minimum of one hour for lunch is required.

This measure is compatible with the workday agreed upon in the annual calculation, and with the adequate performance and completion of responsibilities and tasks that each working environment entails. Coordinated properly by the management staff in each department, it ensures adequate planning to guarantee the service to students, clients, suppliers, workers and third parties.

- b. Promoting equality in **selection and hiring processes, training, professional development and pay** between men and women. UIC Barcelona is committed to a recruitment process based on candidates' competences and professional ability without taking into account current or potential family commitments<sup>3</sup> or maternity. This commitment also seeks to work towards maintaining equal salaries for all professionals regardless of gender, based on a clear policy that defines work areas and classifies professional categories.
- c. In terms of **training**, UIC Barcelona has subsidised courses for all its staff and intends to continue to do so. In addition, a platform called UIC Conversation has been launched, designed to effectively assess employees' professional accomplishment and improve their professional career. Thanks to this tool, designed by the Department of People Management, each employee can access the university's intranet through their own portal and assess their own accomplishments, discuss them with their direct supervisor and then design a plan for personal improvement and development that includes future objectives.
- d. Regarding teaching and research staff policies, UIC Barcelona considers developing measures for the **compatibility of academic careers and maternity leave**<sup>4</sup> for mothers in PDI positions. This is a particularly sensitive matter in today's university system, since it is important to detect and retain talent, bearing in mind that the moment of maximum professional development coincides with motherhood and childcare. In recent years, both the Vice Rector for Academic Organisation and Teaching staff and the Vice Rector for the University Community have promoted various focus groups led by women in PDI positions with the aim of updating some

of these proposals. The university has been actively involved in a working group (Maternity and Academics) in which other members of the AQU, AGAUR, the Commission on Women and Science and the University of Girona are also involved.

UIC Barcelona's aim is to promote measures that conciliate maternity with the development of female PDI members' academic careers. A reduction in teaching hours has been implemented throughout the pre- and post-natal stages, which has led to an increase in the annual cost of hiring external teaching staff to cover these periods of temporary leave.

If a teacher should take maternity leave during a period in which she normally teaches, it is recommended she doesn't teach any other subject, other than her own, in future academic semesters.

In the future, it could also be considered when fitting, when requested and compatible with female PDI members' professional trajectory, to implement a period without teaching or administrative tasks following a period of maternity leave, in order to care for an infant or a dependable person.

The aim of this measure is to encourage the retention of talent and the productivity of female academics in their research tasks throughout their career at the university.

- e. **Promoting, increasing visibility and raising awareness** about equality and family-work life balance measures for all members of the university community through the availability of indicators and statistics by gender, as well as the publication of the Gender Equality Plan on UIC Barcelona intranet.
- f. **Informing staff** upon hiring, through periodic communication and the university's website, regarding working conditions and rights in relation to maternity/paternity (duration of maternity/paternity leave, breastfeeding hours and the possibility of combining these with requests for time off in view of special circumstances, etc.).
- g. **Developing positive actions and strengthening existing preventive measures** in order to eradicate any cases of inequality, including physical and verbal abuse.

This commitment, together with other staff initiatives and policies, is part of an educational project for the comprehensive training of individuals and the transformation and social improvement of our university, just as it was outlined 25 years ago thanks to the initiative launched by the [Catalan Family Foundation](#).

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1. The Convention on the Elimination of All Forms of Discrimination against Women is an important international treaty adopted by the United Nations in 1979, culmination of years of work by the Commission on the Status of Women, a body established in 1946 by the United Nations Economic and Social Council.
  2. In Spain, the Organic Law 3/2007 on effective equality between women and men proposes, in Article 11, positive actions to enforce the constitutional right to equality, encouraging public authorities to adopt specific measures in favour of women to correct patent inequalities with men. Regarding Law 39/1999 of 5 November, on the reconciliation of work and family life, some measures were presented in the 2007 and 2019 Laws.
  3. In general, family “care” refers mostly to the care of children under 6 years old. However, it is also necessary to consider cases of dependency (elderly or disabled people), where the woman is the main caregiver. In short, it is a matter of not penalising those women who decide to assume family obligations, especially those who are mothers. Young children who are not yet in school demand a great deal of effort and energy. It is not only a matter of recognising the social benefits of maternity, but also encouraging research into circumstances that make it objectively more complicated. In this sense, the implementation of financial aids or other strategies is being considered, to promote the presence of women and men at research conferences and research stays and facilitate the international mobility of their family.
  4. Article 19. 2 of the Statute of Autonomy of Catalonia establishes the right of women “to participate on equal terms with men in all public and private spheres”. Article 41 guarantees the obligation held by public authorities to ensure that the principle of equal opportunities for women and men “is observed when entering the labour market, in training, in professional promotion, in working conditions, including pay, and in all other situations, and they must also ensure that women are no longer subject to discrimination due to pregnancy or maternity”.