

Maternity and paternity policies

The following information on maternity and paternity policies has been taken from the [2nd UIC Barcelona Gender Equality Plan \(2020-2025\)](#), approved in 2020, which was later updated and replaced by the [3rd UIC Barcelona Gender Equality Plan \(2022-2026\)](#), approved in 2022.

2nd Gender Equality Plan (2020-2025)

The following information related to maternity and paternity policies is included among the guiding principles and measures of the 2nd Gender Equality Plan.

Page 9 states: “In order to promote equal opportunities and shared responsibility through measures to promote a positive family-work life balance, the University will establish a flexible and family-friendly work environment where employees who are parents can fully pursue both their professional career and family life.”

Page 11 states: “Regarding teaching and research staff policies, UIC Barcelona considers developing measures for the compatibility of academic careers and maternity leave for mothers who are members of teaching and research staff (PDI). 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 Universitat Internacional de Catalunya of these proposals. The University has been actively involved in a working group (Maternity and Academics) in which other members of 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 allow female teaching and research staff members to dovetail maternity with a career in academia. They are able to reduce their teaching hours throughout the pre- and post-natal stages, which has led to an increase in the annual cost of hiring external teaching staff (associate lecturers) to cover these periods of temporary leave.

Also, 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 when 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.”

3rd Gender Equality Plan (2022-2026)

Maternity and paternity policies are explicitly mentioned in points 2 and 3 of the 3rd Gender Equality Plan (2022-2026) and are specified in action 3 of the second strategic pillar “Work and People Management”: “Working time and co-responsibility. Evaluate the use of work-family balance and leave measures in the institution. Track and monitor flexible working hours.”