

UAB

Universitat Autònoma
de Barcelona

Observatori
per a la Igualtat
de la UAB



OBSERVATORY FOR EQUALITY

Universitat Autònoma de Barcelona (UAB)

GENDERA – Slovenian National Workshop

12th December 2011

Institut Jozef Stefan

Núria Vallès





- University body
- Created in 2005 by the Governing Council of the Universitat Autònoma de Barcelona (UAB)
- Expert support for the design and evaluation of gender equality policies
- Scope extended in 2008 to disability and social and economic inequality

<http://www.uab.es/observatori-igualtat/>

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**Observatori
per a la Igualtat
de la UAB**

About us | Women/men inequality | Disability

What do we do?
Tasks and aims
Members
People
Advisory Council
Representatives
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Centres

Observatori per a la Igualtat de la UAB > **About us**

Presentation

The Observatory for equality is a university organisation created by the Governing Council of the Universitat Autònoma de Barcelona as a specialist support for the design and evaluation of equality policies.

It began its activity in 2005, and in 2008 extended its field of action to those collectives that could be subjected to unfavourable conditions for reasons of disability or social or economic situations.

At the moment, the Observatory operates as work team dedicated to:

- The study and diagnosis of sexism at the university, of the situation of disabled people at the UAB and social and economic inequality.
- The creation of proposals for action aimed at correcting inequalities in these three fields.

Action Plans
Reports
Newsletter
Workshops and Conferences

CONTACT

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How was it set up?

- 2001: Report on sexism at Catalan universities prepared by UAB researchers
- 2002: The UAB Rector and Governing Council commissioned a diagnosis of the situation of women and sexism at the UAB to the same group of UAB researchers
- 2004: The report was published (Sexism at the UAB. Proposals for action and data for diagnosis)
 - The report included an action plan based on good practices mostly taken from EU and US universities
 - Among these proposals was the creation of an Observatory for Equality, as a body in charge of coordinating and developing future studies and action plans regarding gender equality
- 2005: the Observatory was created and the initial steps were taken to prepare the first UAB equality action plan

Main features

- First Equality Plan in a Spanish University
- Systematic approach: Institutional change through increasing awareness of sexism at university
- Target: Research and teaching staff; services staff; students
- Objectives:
 - Equal working conditions and career advancement in order to eliminate inequality between men and women
 - Gender perspective in working conditions – Balancing working and private time for both men and women
 - Gender perspective in teaching and research contents

Action Plans

■ Gender inequality

- **First action plan for equality between women and men at the UAB (2006-2007)** Approved by the Governing Council (May 4, 2006)
- **Second action plan for equality between women and men at at the UAB (2008-2012)** Approved by the Governing Council (June 9, 2008)

■ Disability

- **Proposal for an action plan for equal opportunities for disabled people at the UAB (2011-2015)** To be approved by the Governing Council



Obstacles

- Lack of antecedents: No previous institutional measures to promote equal opportunities at the UAB
- Resistance: some stakeholders did not considered necessary to launch a gender equality plan, given their belief that the university is a gender-neutral institution, in which equal opportunities are guaranteed by means of a meritocratic system
- Lack of legislation on gender equality in science

Factors of success

- High level of gender expertise of the team in charge of the prior diagnosis and design
- Efficient leadership and institutional commitment: initiative of the Rector; approval by the governing council
- Appropriate management:
 - Management Unit
 - Advisory Committee (a large number of professors at different Departments)
 - Equality representatives (at each Centre and Department)
- Support by Spanish Legislation (2007-2011)

Spanish legislation (2007-2001)

- Law on Equality of 2007; Law on Universities of 2007; Law on Science, Technology and Innovation of 2011
- Public Universities, Public Research Bodies, RDi National Plan:
 - Equal presence of men and women in bodies, boards and committees
 - Incorporation of the gender perspective as a cross-functional category in research and technology
 - Sex-disaggregated statistics, including productivity indicators
 - Elimination of gender bias in selection and assessment procedures (staff, grants, subsidies)
 - Equality Plans monitored on a yearly basis. These plans must include incentives for centres to improve their gender indicators in the annual reviews

WHITE PAPER on the position of Women in Science in Spain (2011)

- Commissioned by the Ministry of Science
- Econometric analysis of the Human Resources in Science and Technology Survey by the National Institute of Statistics
- Significant differences between men and women in promotion to Full Professor:
 - The probability of a male Associate Professor being promoted to Full Professor is 2.5 times higher than that of a woman with equal characteristics (same age, same amount of time since their PhD, same field of knowledge and recent academic production in terms of articles and books published, as well as dissertations or theses directed)
- In contrast, gender differences in promotion to Associate Professor are not significant

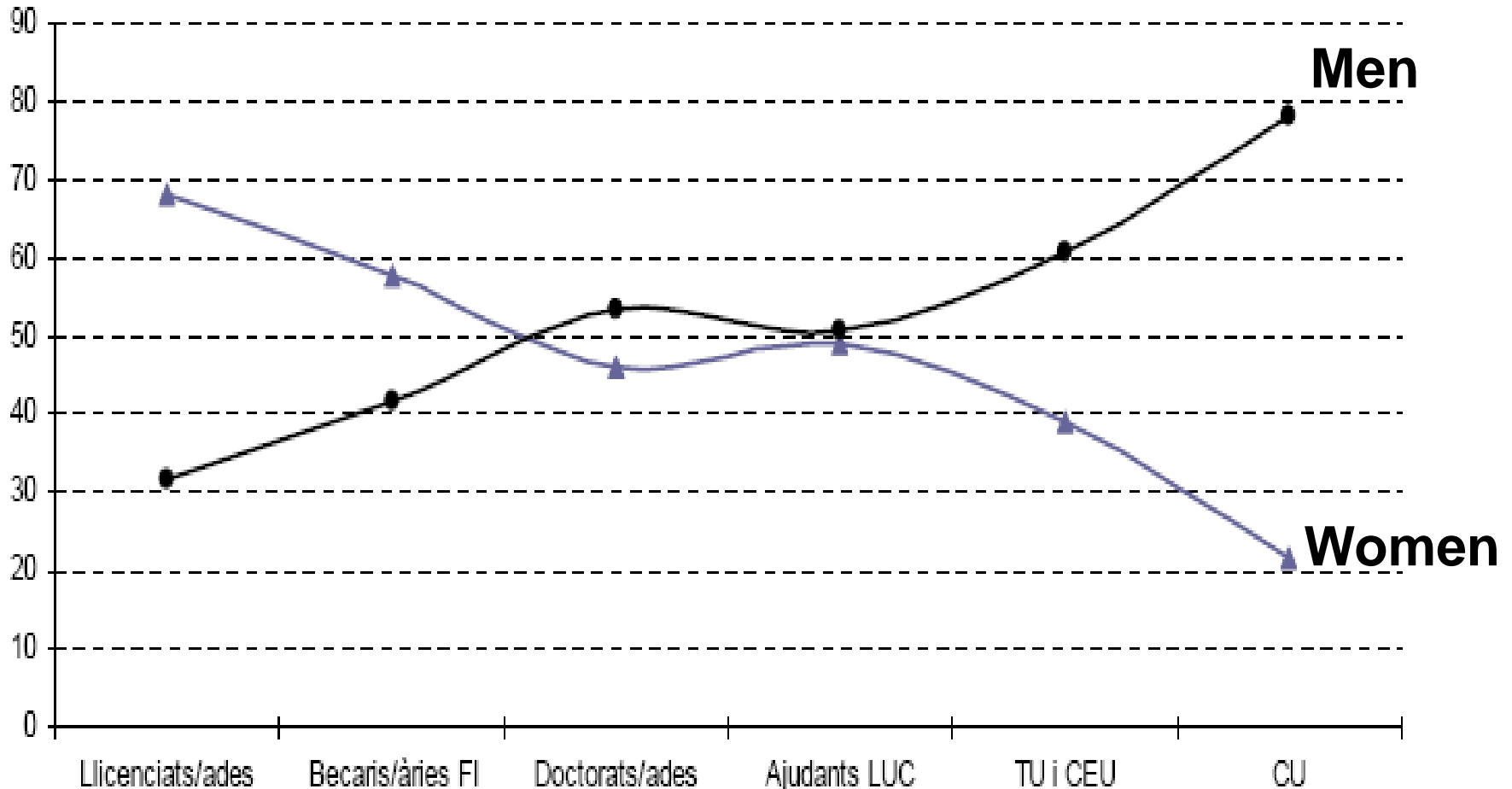


Action Plan (2008-2012)

1. Analysis of the monitoring report on the implementation of the first action plan
2. Review of the documentation provided by the Women and Science Commission of the Inter-University Council of Catalonia
3. Drawing up of the draft proposal by the Observatory for Equality
4. Sending the working document to the Advisory Committee of the Observatory for proposals and changes
5. Working session with the Advisory Committee
6. Sending the proposal to social agents
7. Working session with trade union representatives
8. Writing the final proposal
9. Sending the document to members of the Governing Council and presenting the proposed Plan
10. Approval of the Plan by the Governing Council

Action Plan (2008-2012)

Academic positions at UAB (2006-2007)



Action Plan (2008-2012)

- The unequal situation of women in the university is not a problem that can be solved in the short term, although the current tendencies indicate a more balanced situation
- The percentage of women has risen most in the category of Associate Professors (39% of women). There is still marked inequality among Full Professors (22% of women)
- The clearest evidence of improvement is the growing presence of women in research projects (42% of women)
- More gender-balanced composition of decision-making bodies
 - School governing bodies
 - Dean (27%)
 - Vice-Dean (51%)
 - University governing bodies
 - Governing Council (30%)
 - Governing Team (50%)



Action Plan (2008-2012)

1. Increasing visibility of sexism, raising awareness and creating a state of opinion
2. Access to equality of working conditions and professional promotion
3. Organisation of working conditions from a gender perspective
4. Promotion of a gender perspective in the content of teaching and research
5. Balanced representation in the different decision making bodies and structures



Thank you!