

UAB

**First Action Plan for Equality between
Women and Men at the *Universitat
Autònoma de Barcelona*
Biennium 2006-2007**

May 2006

Preamble.....	3
Background.....	3
Diagnosis of the situation.....	5
Academic staff.....	5
Administrative and service staff.....	9
Students.....	10
Drawing up, approving and executing the plan.....	12
Drawing up and approving the plan.....	12
Execution of the plan.....	14
Axes, objectives and measures	14
Preliminary measure	15
Axis 1: Making sexism visible, raising awareness and creating a state of opinion.....	15
Axis 2: Access in equality of conditions to employment and professional promotion	18
Axis 3: Organization of conditions of employment with a gender perspective.....	23
Axis 4: Promotion of a gender perspective in teaching and research content.....	26
Axis 5: A balanced representation in the various bodies and levels in charge of decision making.....	29

Preamble

The Statutes of the *Universitat Autònoma de Barcelona*, the framework of reference for our community, specify, in article 3, the guiding principles for the governance of our university: “In undertaking its activities, the *Universitat Autònoma de Barcelona* is inspired by the principles of freedom, democracy, justice, equality and solidarity.”

Sexism contravenes these inspirational principles. The recognition that our community forms part of the problem leads us to assume the responsibility of providing solutions.

Following on from article 3, we express our commitment to equality between women and men, and aspire to make this objective a practical reality, in accordance with what is set out in article 8 of the Statutes:

Article 8. Promotion of equality between men and women

1. The University, following internal, international, and European principles and regulations, is committed to promoting equal opportunities for men and women in its self-governing regulations.
2. The areas to be addressed are:
 - a) Access in equal conditions to university teaching and research.
 - b) Access in equal conditions to employment and professional promotion within the University.
 - c) Organization of employment conditions from a gender perspective, especially taking into account the balance between professional and family life.
 - d) The promotion of a gender perspective in the contents of teaching and research.
 - e) The promotion of a balanced representation in the various bodies and decision taking levels within the University.

The principle of good governance implies that the policies and actions that the *Universitat Autònoma de Barcelona* is committed to are carried out within the framework of current regulations, in harmony with the various voices of our community. However, the principle of good governance also leads us to incorporate social concerns, so that university management should be a critical and transforming factor. In the face of possible conflicts of interests, ethical principles and points of view, we have at hand a guide which shows the way to overcome the same: the aspiration of freedom, democracy, justice, equality and solidarity.

Background

The first actions undertaken in line with the statutory remit have been as follows:

1. With the aim of providing continuity to a planned transversal action, addressed at eliminating sexism within our community, two bodies have been created:

- a. Policy body (Vice-Chancellor's delegation). Body promoting the execution of the Action Plan established by the Observatory, and transversal monitoring of the activities of the various university government bodies in the policies which fall within their competences.
 - b. Technical body (Observatory for Equality). In charge of establishing the aims of action plans, and carrying out studies and managing the web as a tool for information and debate.
2. With the aim of carrying out a preliminary diagnosis:
- a. The study *Sexism at the UAB, action goals and data for a diagnosis* was undertaken. The results show, comparatively, the situation of women and men in the three strata of our university. It offers proof of inequalities between women and men and provides evidence of direct or indirect discrimination. Considering the results of the report from a strata perspective, it indicates that teachers as a group should be an object of preferential attention for two reasons: a) they are the group in which inequalities are most marked, both in terms of segregation by sex of areas of knowledge, and in terms of inequality in academic careers and in terms of their presence on decision making bodies, and b) actions addressed to this group impact positively on the whole University, particularly on students. For this reason the first Action Plan focuses preferentially on policies on teachers, in the areas of teaching, research and employment conditions.
 - b. Updated: Academic year 2003-2004.
3. In the area of teaching:
- a. The creation of a database of subjects which take gender relations as a study aim.
 - b. Co-participation with the Women's Institute in the financing of research on gender bias in the processes of socialization at our university.
4. In the area of research:
- a. The creation of a database of research groups working on gender lines, and groups which include gender in their lines of research.
 - b. First competition for the undertaking of research projects with a gender perspective, providing for three research projects.
 - c. Co-participation with the Women's Institute in the financing of research on centred on gender bias in the processes of socialization at our university.
5. In the area of employment conditions:
Constitution of the Commission for Intervention and Resolution of cases of Harassment (CIRCA), of the Health and Safety Committee.
6. In the area of regulations:
Approval of a resolution on balanced representation in the governing team and in the dean's, faculty and school management teams.
7. In the area of information:

The creation of the Observatory for Equality web site (<http://www.uab.es/observatori-equality>).

8. With the aim of making sexism visible within our community:
 - a. Publication of the work *Sexism in the UAB* in the collection “Documents” and in electronic format (<http://www.bib.uab.es/pub/sexisme/index.html>).
 - b. Awareness Campaign.

Diagnosis of the situation

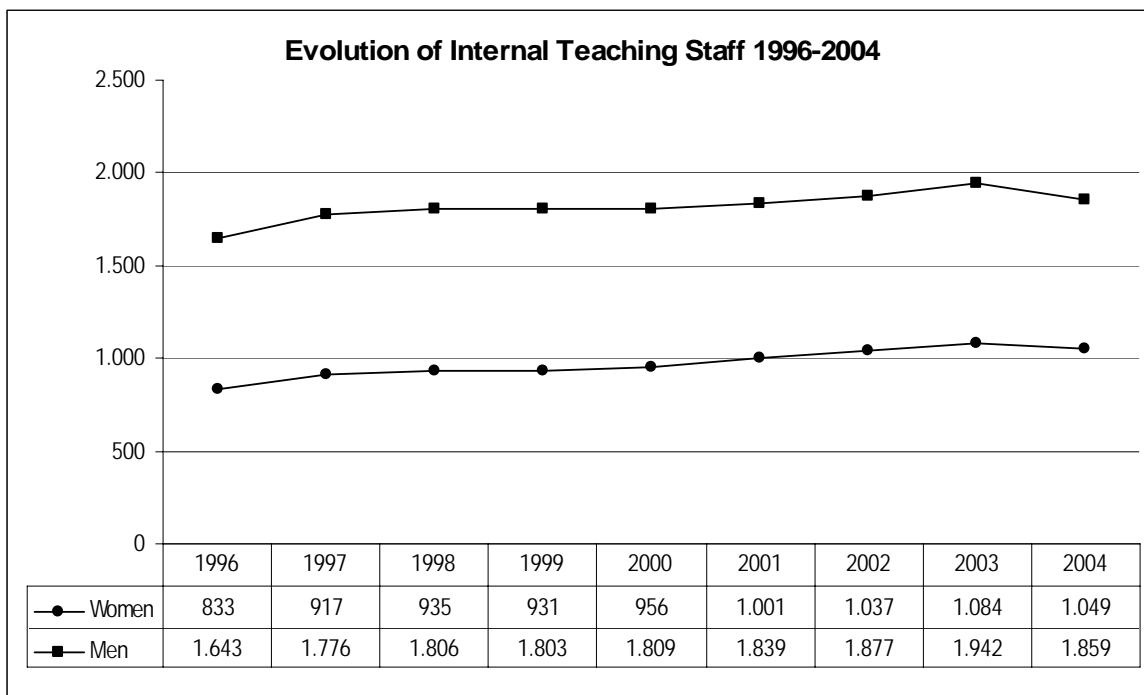
The diagnosis on which the plan is based was presented in the work *Sexism at the UAB, action goals and data for a diagnosis* (www.bib.uab.es/pub/sexisme/index.html) and in the updated data available at www.uab.es/observatori-equality.

The results of this study and the data available at present indicate the possible existence of inequality between women and men in our community, given that there is an unequal distribution of activities undertaken by women and men in the three strata (academic staff, administrative and service staff, students).

Below we set out the indicators that point to this inequality among students, academic staff and administrative and service staff. Irrespective of the causes of these inequalities (Relatively recent access of women to the university world, for example), these data justify the proposal of compensatory and correctional measures, in order to avoid the risk of segregation or discrimination on the basis of either sex:

Academic staff

The data presented below show that in our university, women, in general, occupy a lower academic category compared with men and are in the minority in all knowledge areas, although the distribution between areas is uneven. In terms of research, although they take part in research activities, there are fewer women principal researchers than men and they have access to fewer areas of research than do male teachers. Finally their participation in governing bodies of the University is lower than that of men. The history of the university has favoured, moreover, that doctorates *honoris causa* have been awarded almost exclusively to men.



Evolution of the relation between TU / CU¹

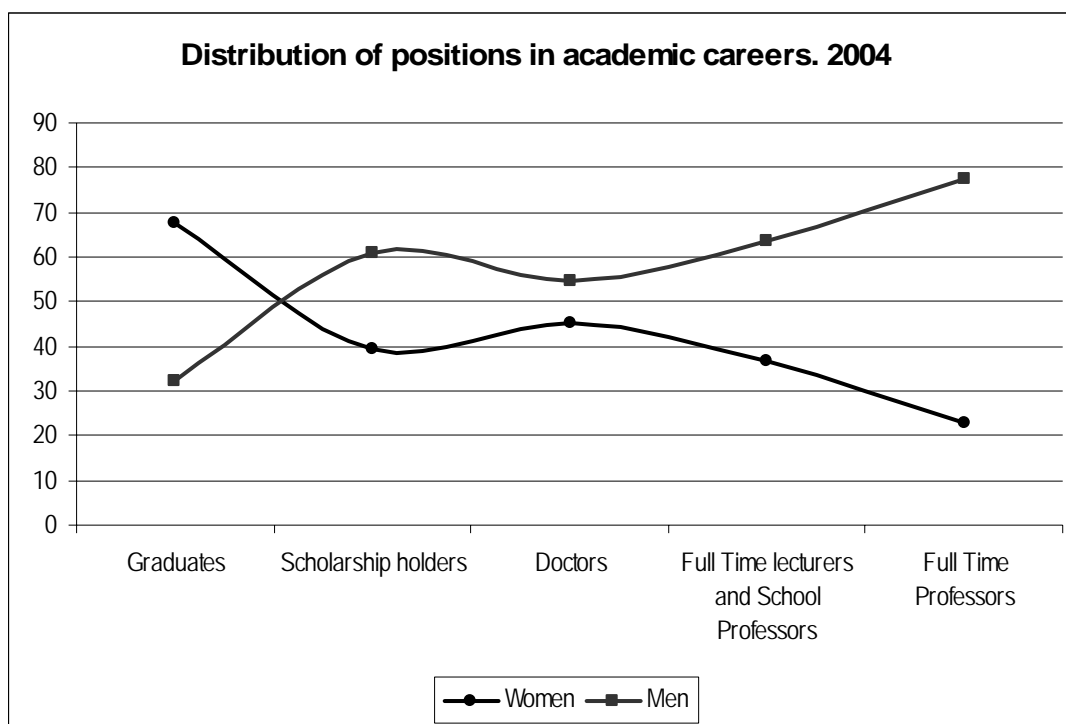
Year	Women			Men		
	(a) CU	(b) TU	Ratio (b)/(a)	(a) CU	(b) TU	Ratio (b)/(a)
1996	56	230	4.1	250	500	2.0
1997	57	250	4.4	261	521	2.0
1998	62	275	4.4	266	535	2.0
1999	69	285	4.2	276	543	2.0
2000	71	303	4.3	276	551	2.0
2001	71	311	4.4	271	561	2.1
2002	74	317	4.3	275	565	2.5
2003	74	366	4.9	272	617	2.3
2004	75	353	4.7	256	606	2.4

¹ [TU=Full university lecturers, CU=university professors]

Evolution of the relation between TEU / CEU²

Year	Women			Men		
	(c) CEU	(d) TEU	Ratio (d)/(c)	(c) CEU	(d) TEU	Ratio (d)/(c)
1996	13	95	7.3	11	90	8.2
1997	14	89	6.4	13	77	5.9
1998	13	84	6.5	14	74	5.3
1999	11	83	7.6	15	68	4.5
2000	10	81	8.1	18	68	3.8
2001	9	78	8.7	18	64	3.6
2002	9	75	8.3	19	60	3.2
2003	9	70	7.8	24	52	2.2
2004	9	62	6.9	20	51	2.6

Distribution of positions in academic careers. 2004



Distribution of academic staff by knowledge area. December 2004

Areas	Women	Men	Total
Humanities	44.1	55.9	490
Experimental and Technological Sciences	29.5	70.5	638
Health Sciences	30.6	69.4	813
Social Sciences	41.0	59.0	967
Total	36.1	63.9	2,908

²[TEU= Full lecturers, associated university school ; CEU= professors, associated university school].

Participation in research activities. 2004-2005*

<i>Positions</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Principal researcher	31.4	68.6	963
Researcher	38.7	61.3	2.616
Fellow	43.1	56.9	1.228
Under contract	43.2	56.8	1.076
Collaborator	34.8	65.2	46
Total	39.2	60.8	5,929

*The data has been compiled according to participation in projects, therefore we should take into account that each person may participate in more than one research project.

Recognised research merits. 2004-2005

<i>Research merits</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
None	39.4	60.6	1.297
1	40.1	59.9	344
2 to 3	32.1	67.9	499
4 to 6	23.7	76.3	262
Total	37.1	62.9	3.247

Doctors *honoris causa*. 1981-2006

<i>Proposer</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Faculty of Sciences	0.0	100.0	16
Faculty of Philosophy and Arts	5.6	94.4	18
Faculty of Medicine	10.5	89.5	19
Others	8.7	91.3	23
Total	6.6	93.4	76

Participation in governing bodies. 2006

<i>Body or commission</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Senate	33.7	66.3	273
Elected members: teaching sector A	27.9	72.1	147
Elected members: teaching sector B	23.1	76.9	26
Elected members: students	52.2	47.8	69
Elected members: Admin & Service	29.0	71.0	31
UAB Governing Council	31.5	68.5	54
Governing Council Commissions	33.6	66.4	125
Social Council	21.4	78.6	14
Governing Team	46.2	53.8	13

Distribution of the main single person bodies. 2006

<i>Body</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Vice-Chancellor	0.0	100.0	1
Secretary general	0.0	100.0	1
Assistant Vice-Chancellor	60.0	40.0	10
Higher School Dean/director	25.0	75.0	12
School Director	50.0	50.0	2
Department Director	22.2	77.8	54
Institute Director	16.7	83.3	6

Administrative and service staff

The distribution of administrative and service staff is characterized by the fact that women are in the majority, although their presence in more senior posts is inferior. We can see, additionally, that there are fewer women employed as contracted staff, a type of recruitment which has tended to correspond to occupations traditionally carried out by men and which therefore points to a certain degree of occupational segregation.

Evolution of the relation between categories. Civil servants

<i>Year</i>	<i>Women</i>			<i>Men</i>		
	<i>A+B (a)</i>	<i>C+D+E (b)</i>	<i>(b)/(a)</i>	<i>A+B (a)</i>	<i>C+D+E (b)</i>	<i>(b)/(a)</i>
2002	110	473	4.3	40	167	4.2
2003	110	483	4.4	42	155	3.7
2004	121	509	4.2	46	162	3.5

Evolution of the relation between categories. Contract staff

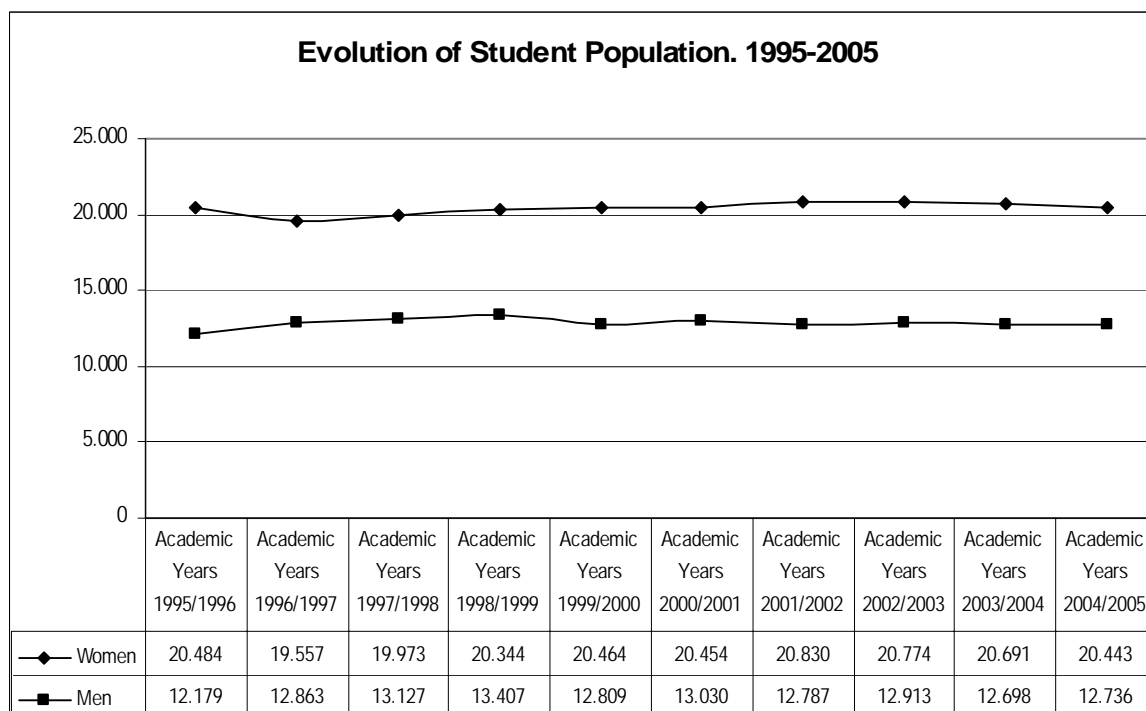
<i>Year</i>	<i>Women</i>			<i>Men</i>		
	<i>1+2 (a)</i>	<i>3+4 (b)</i>	<i>(b)/(a)</i>	<i>1+2 (a)</i>	<i>3+4 (b)</i>	<i>(b)/(a)</i>
2002	139	136	1.0	163	222	1.4
2003	199	212	1.1	230	273	1.2
2004	221	253	1.1	237	276	1.2

Employment category of administrative and service staff. December 2004

<i>Employment Category</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
<i>Civil servants</i>			
A	68.4	31.6	38
B	73.6	26.4	129
C	79.4	20.6	467
D	67.8	32.2	202
E	50.0	50.0	2
Total civil servants	75.2	24.8	838
<i>Contract staff</i>			
1	49.4	50.6	316
2	45.8	54.2	142
3	40.4	59.6	312
4	58.5	41.5	217
Total contract staff	48.0	52.0	987
Total administrative and service staff	60.5	39.5	1,825

Students

The data we present below on the distribution of students shows that women are in the majority among students and that the proportion of women and men in the various knowledge areas is very uneven. The data on academic performance does not lead us to attribute sexual segregation in study areas to differing capacities attributable to sex. In all knowledge areas we find similar results, with men even showing better results than their female class mates.



Distribution of students by knowledge area. 2004-2005

<i>Knowledge area</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Health Sciences	77.8	22.2	5,089
Humanities and Artistic Studies	69.5	30.5	4,989
Social Sciences	63.8	36.2	14,232
Experimental Sciences	60.7	39.3	4,240
Engineering	14.5	85.5	3,328
International Programmes	68.2	31.8	1,301
Total	62.0	38.0	33,179

Subjects passed over enrolment. Curs 2002-2003

<i>Type of qualification</i>	<i>Women</i>	<i>Men</i>	<i>Total</i>
Degrees	72.1	63.1	69.0
Engineering	56.9	53.9	54.3
Diplomas and graduates	74.7	58.7	70.4
Total	72.2	60.5	67.8

**Average number of subjects by grade obtained according to area of knowledge.
Academic year 2003-2004**

Qualifications	Humanities and Artistic Studies			Experimental Sciences		
	Women	Men	Total	Women	Men	Total
Not present	2.2	3.0	2.5	1.6	2.3	1.9
Fail	0.7	0.6	0.7	1.2	1.1	1.2
Pass	3.0	2.2	2.8	3.2	2.9	3.1
Grade B	2.4	2.0	2.3	2.0	1.7	1.9
Grade A	1.1	1.1	1.1	0.9	0.7	0.8
Grade A+	0.2	0.3	0.2	0.2	0.2	0.2
	Engineering			Health Sciences		
Not present	1.8	2.4	2.3	1.1	1.5	1.2
Fail	1.4	1.2	1.2	0.9	0.8	0.8
Pass	2.7	2.5	2.6	3.3	3.0	3.2
Grade B	1.6	1.5	1.5	2.7	2.3	2.6
Grade A	0.4	0.4	0.4	1.0	1.0	1.0
Grade A+	0.1	0.1	0.1	0.2	0.2	0.2
	Social Sciences			Total		
Not present	1.7	2.4	1.9	1.6	2.4	1.9
Fail	0.7	0.9	0.8	0.8	0.9	0.9
Pass	3.3	2.9	3.1	3.2	2.8	3.0
Grade B	2.8	1.9	2.5	2.6	1.8	2.3
Grade A	1.0	0.7	0.9	1.0	0.7	0.9
Grade A+	0.1	0.1	0.1	0.2	0.2	0.2

Drawing up, approving and executing the plan

Drawing up and approving the plan

The development of this first UAB action plan was inspired by the principles enshrined in the Plan for Action and Policy Development for Women in Catalonia 2005-2007, which the Government of the Generalitat defines as a transversal tool and, therefore also applicable to the university.

The success of the application of the transforming measures contained in this action proposal rests on seven pillars:

- Documenting the range of possible actions.
- Valuing scientifically and technically the goals and measures to be implemented.
- Developing the proposed plan in a climate of collaboration between technical and political players.

- Opening up a process of discussion between scholars within the UAB to evaluate appropriateness and viability.
- Generating consensus within the community with regard to goals and priorities, with particular emphasis on stakeholders.
- Guaranteeing consistency between the First UAB plan and Generalitat of Catalonia action lines
- Formulating measures with precision, in order to facilitate their application and evaluation.

These bases inspired a series of actions which are outlined below:

1. As regards the documental base of the plan project: a) the legal framework of the plan has been established, b) the possible existence of plans with similar goals in State universities has been reviewed, c) possible antecedents at universities which form part of the Institut Joan Lluís Vives Network of Universities, d) plans and actions at universities which have an impact on Europe have been reviewed and e) plans in the rest of the world published in English or Spanish have also been reviewed.
2. As regards a scientific and technical evaluation of the goals and measures proposed, the draft proposal has been submitted for consideration to the Advisory Commission of the Observatory for Equality, which comprises the coordinators of research groups in the UAB which deal with gender as a line of research.
3. As regards consensus generation within the community, once the management team had approved the draft plan, and it had been presented to the Governing Council, a presentation period was opened, and meetings held with stakeholders and with various members of the university community.
4. As regards guaranteeing consistency between the First plan and the action lines of the Generalitat, The Catalan Women's Institute has awarded the plan a certificate of quality and coherence between the Action Plan and policy developments regarding women in Catalonia (2005-2007).
5. As regards the creation of measures in terms which allow an evaluation of the results of implementation, the scope, the bodies in charge of application, achievement indicators and a calendar of execution have been established.

Execution of the plan

The execution of the plan requires cooperation at all levels of the organisational structure. This therefore, implies establishing a consensus on how to apply the measures with the authorities involved and the stakeholders.

Some measures, while necessary, are outside the competence and possibilities of the players involved in our university. This is the case, to cite but a few examples, of the criteria of evaluation of research projects, the substitution for maternity or paternity leave, or the configuration of plans of study.

Along with the plan presented here, a commitment is assumed to raise, with higher and inter-university authorities such as the Catalan Interuniversity Council, such issues as the need to develop university policies to correct the imbalance between women and men, and bias in research and teaching content, in close collaboration with stakeholders in the Catalan area.

Axes, objectives and measures

Some of the measures contained in the First Action Plan for equality between women and men at the *Universitat Autònoma de Barcelona* do not belong to any particular area, nor do they imply any particular action within our community. Even so, they constitute a prerequisite for continuity with policies for equality, both for the creation of a consensus on such measures, as for the application of the same. Action to foster a culture of equality in Catalan universities as a whole is planned, due to substantive interest and as a contribution to a climate of social criticism as regards inequality between women and men. Actions aimed at making sexism visible and putting it at the top of the agenda in Catalan universities are highlighted.

The four main axes on which the plan is structured follow what is set out in article 8 of the Statutes of the *Universitat Autònoma de Barcelona*; while the fifth axis is transversal to the first four and at the same time deals with the issue globally:

1. Making sexism visible, raising awareness and creating a state of opinion.
2. Access in equality of conditions to employment and professional promotion.
3. Organising employment conditions from a gender perspective.
4. Fostering a gender perspective in the content of teaching and research.
5. A balanced representation in the various bodies and levels in charge of decision-making.

Preliminary measure

Transforming the Vice-Chancellor's Delegation for Gender Policy into a commission that is in charge of fostering, coordinating and controlling gender policies at the University.

Axis 1: Making sexism visible, raising awareness and creating a state of opinion

Given that the management of our community requires generating a consensus, and the efficacy of the implementation of the First Plan relies on the active commitment of the members of the community, measures aimed at making sexism visible, creating a critical climate and assuming the commitment to overcome sexism form essential actions.

Within the university community the idea that sexism has been overcome still predominates, and the evidence that supports such a belief is the proportion of girls among the student population. Among teaching staff there is a tendency to associate an academic career with mechanisms of co-option, so that the incorporation new members respond to criteria of affinity or to the expansion or recession of a certain knowledge area with respect to the rest, and no so much to discrimination or inequality. The data, however, point in a very different direction. Therefore, we believe that we have to make the issue visible in all its magnitude. Below we set out our recommendations to achieve this aim.

Axis 1: Making sexism visible, raising awareness and creating a state of opinion	
Objective 1.1. Incorporating the variable sex in all statistics regarding the UAB in order to evaluate the impact of gender on actions in all management areas.	
Measure 1.1.1.	Compile all statistics corresponding to students, academic staff and admin and service staff broken down by sex.
Type of policy	Highlight / Diagnosis / Evaluation
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Secretary General and Management
Execution	All areas which compile and manage data
Tool	Creation and publication of regulation
Calendar	Permanent. Beginning 2006
Measure 1.1.2.	Present data related to the creation of internal agreements on centre, departmental and institute planning broken down by sex.
Type of policy	Highlight / Diagnosis / Evaluation
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy

Bodies in charge	Governing Team (Commission for Strategic Planning)
Execution	OPO
Tool	Creation and publication of regulation
Calendar	Permanent. Beginning 2006
Measure 1.1.3.	Introduce a gender perspective in the University stylebook.
Type of policy	Highlight
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Secretary General
Execution	Area of Communication and Promotion
Tool	<i>UAB style book</i>
Calendar	Permanent. Beginning 2007
Measure 1.1.4.	Highlight resources allocated to gender policy in budgets.
Type of policy	Highlight
Level of intervention	Intrauniversity
Controlling body	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Financial Management
Execution	All bodies which prepare budgets
Tool	Evaluation of all resources allocated to gender action
Calendar	Publication of the 2006 budget: provision for a breakdown of the results of section 1 and research projects; from 2007: Highlight gender policies and, in publishing the budget, provision for a breakdown of the results of section 1 and research projects, aid and grants
Objective 1.2. Publicise the actions of the first action plan on equality.	
Measure 1.2.1.	Undertake a campaign of external publicity.
Type of policy	Highlight / Raise awareness
Level of intervention	Interuniversity / Suprauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Governing Team (Commission for Institutional relations and Communication)
Execution	Area of Communication and Promotion
Tool	Institut Joan Lluís Vives Network of Universities, "L'Autònoma Divulga", University Portal, communication media
Calendar	2006
Measure 1.2.2.	Undertake a campaign of internal publicity.
Type of policy	Highlight / Raise awareness
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Governing Team (Commission for Institutional relations and Communication)
Execution	Area of Communication and Promotion
Tool	<i>L'Autònoma</i> Publication, "L'Autònoma Divulga" Portal, intranet
Calendar	2006
Measure 1.2.3.	Publicise Equality Plan actions taken and in the pipeline among academic authorities.
Type of policy	Highlight / Raise awareness

Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Governing Team
Tool	Meeting of the Governing Team with deans and department and institute directors
Calendar	Annual
Objective 1.3. Foster a reflection on policies aimed at eliminating inequality between women and men in the area of State universities.	
Measure 1.3.1.	Foster reflection on the situation of women in the university with the participation of the academic authorities of the Institut Joan Lluís Vives Network of Universities.
Type of policy	Highlight / Raise awareness
Level of intervention	Interuniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Observatory for Equality
Tool	Conference on reflection
Calendar	2006
Measure 1.3.2.	Foster collaboration with the Catalan Women's Institute, DURSI, and universities in the Catalan region and university women's organizations to undertake equality policies.
Type of policy	Highlight / Raise awareness
Level of intervention	Interuniversity / Suprauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Commission for Gender Policy and Observatory for Equality
Tool	Working meetings
Calendar	2006
Objective 1.4. Highlight actions aimed at eliminating sexism.	
Measure 1.4.1.	Hold an act recognising a person or entity in the Catalan region distinguished for their defence of women's rights.
Type of policy	Highlight / Recognition
Level of intervention	Extrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Association of Friends of the UAB
Tool	Award
Calendar	Annual
Measure 1.4.2.	Hold an act recognising a person, department or centre of the UAB area distinguished for their defence of women's rights.
Type of policy	Highlight / Recognition
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Commission for Gender Policy
Tool	Award
Calendar	Annual

Measure 1.4.3.	Hold an institutional act to celebrate Women's Day.
Type of policy	Highlight
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Commission for Gender Policy
Tool	Act
Calendar	Annual. 8 March

Axis 2: Access in equality of conditions to employment and professional promotion

Uneven access of women to employment and professional promotion can be seen in their lack of representation with respect to their potential presence, given that in recent years there has been a massive increase in the number of women undertaking university studies. This lack of representation of women amounts to relative exclusion for them, and for the institution a loss of performance when we consider the high academic potential of this group.

Additionally, the limited presence of women among the teaching staff, especially in the higher academic categories, means that students, particularly in those subjects where the *masculinisation* of the teaching staff is highest, have few role models to serve as a guide in the construction of their subjectivity and help them denaturalise an image of inequality and segregation.

Therefore measures aimed at guaranteeing equality of conditions of employment and professional promotion are of great interest in the elimination of inequality between women and men in terms of academic staff. They also have an instrumental interest in the training of future generations. The data shows a great divergence in types of situations which indicate: a) the existence of a wide degree of manoeuvre, and b) the need to apply measures not linearly, but rather proportionally.

Axis 2: Access in equality of conditions to employment and professional promotion	
Objective 2.1. Guarantee that UAB regulations regarding criteria of recruitment, evaluation of CV's and research projects do not contain elements of indirect discrimination.	
Measure 2.1.1.	Review adverts and announcements issued by the University with a gender perspective.
Type of policy	Highlight / Diagnosis / Evaluation of recruitment policies

Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Academic Staff and Administrator
Execution	Human Resources
Tool	
Calendar	Beginning 2006
Measure 2.1.2.	Present data on applicants and winners of places offered by the University, and on the composition of commissions broken down by sex
Type of policy	Highlight / Diagnosis / Evaluation of recruitment policies
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Academic Staff and Administrator
Execution	Human Resources
Tool	Creation and publication of regulation
Calendar	Beginning 2006
Measure 2.1.3.	Monitor equality in the composition of panels for staff recruitment/promotion etc. In the case of candidates with equal merits, apply positive discrimination in favour of the least represented sex.
Type of policy	Change the situation
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Vice-Chancellor
Execution	Vice-Chancellor
Tool	Creation and publication of regulation
Calendar	2006
Objective 2.2. Eliminate horizontal segregation by sex in departments and faculties.	
Measure 2.2.1.	Review internal regulations on recruitment so they do not contain elements which favour indirect discrimination.
Type of policy	Recruitment
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Governing Council and Assistant Vice-Chancellorship for Academic Staff
Execution	Human Resources
Tool	Internal recruitment regulations
Calendar	2006
Measure 2.2.2.	Review procedures for promotion and recruitment so as to guarantee there is no indirect gender discrimination.
Type of policy	Recruitment
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Academic Staff and Administrator
Execution	Human Resources
Tool	Regulations
Calendar	2006

Objective 2.3. Eliminate vertical segregation by sex in departments and faculties.	
Measure 2.3.1.	Identify by sex the type of academic and management participation of teaching staff in departments.
Type of policy	Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Observatory for Equality
Tool	Follow up report by the Observatory for Equality
Calendar	Annual
Measure 2.3.2.	In new recruitment or changes in category, in equality of conditions, create incentives for a balance between the proportion of women and men in the various categories of teaching staff.
Type of policy	Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Governing Team (Commission for Strategic Planning)
Execution	Assistant Vice-Chancellorship for Academic Staff
Tool	Internal planning agreements
Calendar	2006
Objective 2.4. Diagnose the state of Fellows in the UAB as regards sexism.	
Measure 2.4.1.	Undertake a monographic study on the conditions of employment of Fellows by sex and group.
Type of policy	Diagnosis
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Observatory for Equality
Tool	Obtaining detailed data regarding Fellows
Calendar	2006
Objective 2.5. Diagnose the state of companies contracted to the UAB as regards sexism.	
Measure 2.5.1.	Ensure that agreements between the UAB and contracted companies take into account access to data and information on equal opportunity policies and the organization of employment with a gender perspective.
Type of policy	Diagnosis
Level of intervention	Extrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Vice-Chancellor
Execution	Administrator
Tool	Creation and publication of regulation
Calendar	Permanent. Beginning 2006

Measure 2.5.2.	Diagnose specific conditions of the staff of contracted companies.
Type of policy	Diagnosis
Level of intervention	Extrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Observatory for Equality
Tool	Monographic Study
Calendar	Permanent. Beginning 2007
Objective 2.6. Foster research and publication among women.	
Measure 2.6.1.	Stimulate the growing presence of women experts in international projects.
Type of policy	Stimulate change
Level of intervention	Intrauniversity / Suprauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Research and Assistant Vice-Chancellorship for External Relations and Collaboration
Execution	Assistant Vice-Chancellorship for Research and Assistant Vice-Chancellorship for External Relations and Collaboration
Tool	International Agreements
Calendar	Permanent until balance is achieved
Objective 2.7. Promote academic careers for women.	
Measure 2.7.1.	Foster measures to encourage women to apply for competitions for the evaluation of research merits.
Type of policy	Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Governing Team (Commission for Strategic Planning)
Execution	Departments
Tool	Internal Planning Agreements
Calendar	Annual
Objective 2.8. Include equality as an indicator of quality in the three university strata (academic staff, administrative and service staff, and students).	
Measure 2.8.1.	Promote resources aimed at psychological counselling, prevention and early detection of situations of discrimination and gender violence.
Type of policy	Stimulate change / Change the situation
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Deputy for Prevention, Health and Safety and the Assistant Vice-Chancellorship for Students
Execution	Prevention and Environment Service and Health Service
Tool	General Prevention, Health and Safety Plan

Calendar	Permanent. Beginning 2006
Measure 2.8.2.	Compile information about possible situations of discrimination, sexual harassment or degrading treatment at the UAB.
Type of policy	Diagnosis
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Deputy for Prevention, Health and Safety
Execution	Deputy for Prevention, Health and Safety and Observatory for Equality
Tool	Observatory for Equality
Calendar	Permanent. Beginning 2006
Objective 2.9. Foster the public presence of women in the university context.	
Measure 2.9.1.	Foster an increase in the number of women experts on commissions at an extra university level.
Type of policy	Highlight / Stimulate change
Level of intervention	Suprauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Vice-Chancellor
Execution	Vice-Chancellor
Tool	Appointments
Calendar	Permanent until balance is achieved
Measure 2.9.2.	Increase in the number of women experts on UAB Senate commissions.
Type of policy	Highlight / Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Senate
Bodies in charge	Senate
Execution	Senate
Tool	Senate agreements
Calendar	Measure to be applied gradually which should fix an equal proportion for each area of knowledge until balance is achieved
Measure 2.9.3.	Increase in the number of women among experts, speakers and guests at institutional acts organised by the UAB, centres and departments.
Type of policy	Highlight / Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Governing Team (Commission for Strategic Planning)
Execution	Governing Team (Commission for Strategic Planning)
Tool	Internal planning agreements
Calendar	Permanent until balance is achieved
Measure 2.9.4.	Increase gradually the number of women teachers until balance is achieved.
Type of policy	Highlight / Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy

Bodies in charge	Governing Team (Commission for Strategic Planning)
Execution	Department Directors
Tool	Internal planning agreements
Calendar	Increase gradually until balance is achieved
Measure 2.9.5.	Gradually increase the number of women awarded doctorates <i>honoris causa</i> .
Type of policy	Highlight / Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Governing Team
Execution	Governing Council
Tool	Governing Council agreement
Calendar	Increase gradually until balance is achieved

Axis 3: Organization of conditions of employment with a gender perspective

The historical specialization of women as carers for dependents and of men as breadwinners has a double impact on the organization of remunerated employment. On the one hand, it meant that each sex set different priorities in managing their lives: the former put a professional career in second place after the need to care for dependents; the latter put care needs in second place to their professional careers. On the other hand, the fact that the majority of workers, men, saw remunerated employment as their first priority, given that they had the domestic infrastructure to cover care needs, fostered conceptions within the organization of employment which did not take into account personal life, and likewise conceptions of quality constructed on a basis of irresponsibility with respect to dependents.

Adopting a gender perspective in the organization of conditions of employment implies giving space to personal life, to the physical and psychosocial impact of employment on people and the administration of time in employment. Although some of the measures which are proposed in this axis have to be applied within a framework of life-work balance, given the weight of women in caring for dependents, we have maintained this biennial plan.

Axis 3: Organization of conditions of employment with a gender perspective	
Objective 3.1. Introduce a gender perspective in the health information system and foster research on the differences between women and men in terms of health.	
Measure 3.1.1.	Detect health and socio-psychological risks which affect women's welfare by means of an UAB Assessment Survey of Socio-psychological Risks and available information on health conditions.
Type of policy	Diagnosis
Level of intervention	Intrauniversity

Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy and Deputy for Prevention, Health and Safety
Execution	Prevention and Environmental Service, Health Care Service, and Observatory for Equality
Tool	Follow up report from Observatory for Equality
Calendar	Annual
Measure 3.1.2.	Create an action plan aimed at implementing measures to balance work and personal life.
Type of policy	Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Vice-Chancellor
Bodies in charge	Commission for Gender Policy, Assistant Vice-Chancellorship for Students, Deputy for Prevention, Health and Safety
Execution	Prevention and Environmental Service
Tool	Life-Work Balance Plan
Calendar	2007
Measure 3.1.3.	Implement socio-health campaigns of an informative and preventative nature taking into account the differences between women and men regarding health and the prevention of illnesses.
Type of policy	Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy, and Deputy for Prevention, Health and Safety
Execution	Health Care Service and Prevention and Environmental Service
Tool	Information channels
Calendar	Annual. Beginning 2007
Measure 3.1.4.	Carry out an inventory of resources allocated to psychological counselling, early detection and prevention of situations of discrimination and gender violence and make this known to the university community.
Type of policy	Diagnosis
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy, and Deputy for Prevention, Health and Safety
Bodies in charge	Observatory for Equality
Execution	Observatory for Equality
Tool	Data base
Calendar	2007
Objective 3.2. Foster a balance between women and men in the distribution of teaching tasks.	
Measure 3.2.1.	Diagnose which subjective factors may contribute to maintaining an imbalance between women and men in academic activities
Type of policy	Diagnosis
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Observatory for Equality
Tool	Monographic study
Calendar	2007

Measure 3.2.2.	Diagnose the state of teaching distribution among teaching staff, research control and the use of a reduction in teaching hours (part-time teaching).
Type of policy	Diagnosis
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Observatory for Equality
Tool	Monographic study
Calendar	Annual
Measure 3.2.3.	Foster a distribution of activities in teaching plans without gender differences.
Type of policy	Situation change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Governing Team (Commission for Strategic Planning) and Assistant Vice-Chancellorship for Academic Staff
Execution	Departments
Tool	Internal Planning Agreements
Calendar	Annual
Measure 3.2.4.	Call periodic meetings of deans and school directors to present indicators of sexism at the University.
Type of policy	Highlight
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Vice-Chancellor
Execution	Governing Team and Commission for Gender Policy
Tool	Meeting
Calendar	Annual
Measure 3.2.5.	Encourage deans, centre and department management to report on the application of balance strategies contained in internal planning agreements.
Type of policy	Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Strategic Planning
Execution	Departments, faculties and centres
Tool	Annual follow up of internal planning agreements
Calendar	Annual
Objective 3.3. Reduce the impact of care and sick leave on professional careers.	
Measure 3.3.1.	Promote access to training for staff who come back to work after leave to care for a dependent or after long-term sick leave.
Type of policy	Training
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy

Bodies in charge	Assistant Vice-Chancellorship for Academic Staff
Execution	Human Resources
Tool	Training Plan
Calendar	Permanent. Beginning 2006
Measure 3.3.2.	Implement mechanisms so that the drawing up of teaching plans take into account the specific needs of teaching staff who need to care for dependents.
Type of policy	Situation change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Academic Staff
Execution	Departments
Tool	Resolution of the Assistant Vice-Chancellorship and guide to good practice
Calendar	2006
Measure 3.3.3.	Incorporate in regulations on access to posts the criterion of considering as non-computable periods of care leave for dependents.
Type of policy	Recruitment
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Academic Staff
Execution	Governing Council
Tool	Access regulations for posts
Calendar	2006
Objective 3.4. Reduce the impact of care needs on professional careers.	
Measure 3.4.1.	Guarantee that when considering requests for group changes, students who are the main carers for dependents take preference.
Type of policy	Situation change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Academic Affairs
Execution	Faculties
Tool	Creation and publication of regulation
Calendar	2006

Axis 4: Promotion of a gender perspective in teaching and research content

The fourth area mentioned in article 8 of the Statutes refers to the growing interest in, and concern felt by the scientific community, of gender inequality, and sets out the aim of fostering a gender perspective in the content of knowledge production and transmission. The aim of this axis is not limited to fostering the presence of women as an object of study and the contribution of women to scientific knowledge; gender is relevant as a study object

and as an area of knowledge in itself, which implies dealing with knowledge in a sectorialized manner.

As important as the concern for the presence of gender in sectorial terms, or even more important, is the need to include gender in terms of a study perspective. Gender affects the nature of knowledge and crosses all disciplines, demands the formulation of new questions, giving priority to new objectives and establishing new criteria of validation and pertinence.

Axis 4: Promotion of a gender perspective in teaching and research content	
Objective 4.1. Publicise the production of research work and teaching material that adopts a gender perspective.	
Measure 4.1.1.	Create a line of publications with a gender perspective.
Type of policy	Highlight / Situation change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Research
Execution	Publications service
Tool	Line of publications
Calendar	Permanent. Beginning 2006
Measure 4.1.2.	Publicise the results of research with a gender orientation.
Type of policy	Highlight
Level of intervention	Extrauniversity / Interuniversity / Suprauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Research
Execution	Observatory for Equality and Area of Communication and Promotion
Tool	Webs and other media
Calendar	Permanent. Beginning 2006
Measure 4.1.3.	Organize conferences on the state of research from a gender perspective.
Type of policy	Highlight
Level of intervention	Intrauniversity / Interuniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Assistant Vice-Chancellorship for Research
Tool	Research Forum
Calendar	2007
Measure 4.1.4.	Create a system of indicators to evaluate research projects and teaching programmes from a gender perspective.
Type of policy	Evaluation
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy

Bodies in charge	Assistant Vice-Chancellorship for Academic Affairs and Assistant Vice-Chancellorship for research
Execution	Observatory for Equality and OPQ
Tool	The creation of a system of indicators
Calendar	2007
Objective 4.2. Foster a gender perspective in research and teaching.	
Measure 4.2.1.	Consolidate an internal system of aid for research projects which propose measures to eliminate gender inequalities at our university.
Type of policy	Stimulate change / Situation change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Research
Execution	Assistant Vice-Chancellorship for Research
Tool	Budget
Calendar	2006
Measure 4.2.2.	Create an interdisciplinary commission to evaluate the impact of gender in research projects presented in UAB competitions.
Type of policy	Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Observatory for Equality
Tool	
Calendar	2006
Measure 4.2.3.	Foster the publication of teaching material that takes into account gender policies.
Type of policy	Stimulate change / Situation change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for academic Regulations and Assistant Vice-Chancellorship of studies and Quality
Execution	Publications Service and Unit for Teaching Innovation in Higher Education
Tool	Line of publications, editing and publishing material
Calendar	2006
Measure 4.2.4.	Create a programme of aid for faculties and departments that undertake projects fostering equality or gender awareness.
Type of policy	Stimulate change / Situation change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Academic Affairs and Assistant Vice-Chancellorship for Studies and Quality
Execution	Faculties and departments
Tool	Programme of aid
Calendar	2006

Measure 4.2.5.	Ensure that teaching content is not sexist and that the gender dimension is not omitted from subject programmes where considered pertinent.
Type of policy	Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Departments
Execution	Departments
Tool	Plan of studies and subject programmes
Calendar	Permanent. Beginning 2007

Axis 5: A balanced representation in the various bodies and levels in charge of decision making

The final action area set out in article 8 of the Statutes refers to the absence of women in relative terms in decision-making positions. It refers implicitly to the imbalance between the sexes, and urges us to achieve a balanced representation. The most important posts in terms of decision making are occupied in the main by men, while women assume management posts, with little decision-making power from the point of view of university policies, but which are nonetheless essential for the smooth running of the University.

In such conditions of inequality, the recruitment of candidates to occupy senior posts may reinforce sexism even when this is not intended. Power is markedly masculine, especially as a consequence of a structural inequality which translates as injustice and a lack of recognition. It goes without saying that to address such issues we require a conception of democracy understood as group democracy rather than individual democracy. In fact, we are already applying group democracy when we use criteria of balance between department areas or knowledge areas, for example. In conditions of inequality, measures aimed at facilitating access to power for isolated individuals, has to go hand in hand with complementary measures. If we intend to introduce equality and new practice which is more aware of women's interests, we also have to make an effort to generate the conditions which will make power more attractive to women. We do not wish to suggest that we should not engage in proposals aimed at stimulating, on an individual basis, women to aim for decision-making posts, but that we also need to make an effort to change the conditions of access to, and exercise of such power.

Axis 5: A balanced representation in the various bodies and levels in charge of decision making	
Objective 5.1. Foster the incorporation of in decision-making bodies.	
Measure 5.1.1.	Establish action aimed at stimulating women's participation in decision-making bodies.

Type of policy	Highlight / Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Commission for Gender Policy
Tool	Acts
Calendar	2006
Measure 5.1.2.	Approve a gender-awareness training plan aimed at those in senior management positions.
Type of policy	Training / Stimulate change
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Assistant Vice-Chancellorship for Studies and Quality
Execution	Human Resources
Tool	Training Plan
Calendar	2006
Measure 5.1.3.	Carry out an exploratory study to detect subjective and objective hurdles which hinder the incorporation of women in decision-making bodies.
Type of policy	Diagnosis
Level of intervention	Intrauniversity
Body in charge of promotion and control	Commission for Gender Policy
Bodies in charge	Commission for Gender Policy
Execution	Observatory for Equality
Tool	Research
Calendar	2007