

UAB

Universitat Autònoma
de Barcelona

**Second action plan for equality
between women and men at the
Universitat Autònoma de Barcelona
2008-2012**

**Approved by the Council of Governors at the
session of 9 June 2008**

Bellaterra, 2008

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Preamble

The time period between the approval of the first Action Plan for the period 2006-2007 and the presentation of this second plan has been relatively short. However, a series of changes in the legal framework have contributed to legitimise even further the 2006 initiative by this university to approve a plan for equality, which was the first to be drawn up in a Catalan university.

The main regulations that act as a reference for the definition of the measures included in the plan are the following:

Currently, *Organic Law 3/2007, of 22 march for effective equality of women and men*, which establishes in article 45 that companies with more than two hundred and fifty workers must draw up and apply plans for equality, provides the framework for the orientation and enforcement of actions that were started in the first plan.

- As regards the introduction of the principle of equality in educational policy, article 24 includes “The integration of the study and application of the principle of equality in courses and programmes for the initial and ongoing training of teachers”.
- With respect to higher education, article 25 establishes that “public universities must promote teaching and research on the meaning and scope of equality between women and men”, and more specifically, “the inclusion in study plans produced of teaching the subject of equality between women and men”, “creation of specific postgraduate programmes” and “the carrying out of specialised studies and research on the subject”.
- Article 20, which refers to the statistics and studies, establishes that there should be “a systematic inclusion of sex as a variable in statistics, surveys and the collection of data that is carried out”.
- The principle of positive action appears in article 11, which introduces the need to adopt specific measures in favour of women to correct situations of inequality with respect to men.
- The transverse character of the principle of equality of treatment appears in article 15: “The public administrations shall actively include in the adoption and execution of its regulations, in the definition and budgeting of public policies in all areas and in carrying out all of its activities.
- In terms of the levels of decision-making, throughout the text of this law there is reiterated mention of the establishment of a balance in the presence of women and men.

A second law, also passed in 2007 (*Organic Law 6/2001 on Universities, of 21 December*), contributes to framing the principle of equality in the academic context. In its preamble it states that “This Law does not overlook the role of the university as an essential transmitter of values. Today’s challenge to achieve a tolerant and equal society in which fundamental rights and liberties between women and men are respected, must indubitably reach the

university. This Law demands a response from the universities to this challenge not only through the incorporation of these values as objectives of the university itself and the quality of its activities, but also through the establishment of systems that allow parity to be reached in the representational bodies and greater participation by women in research groups. Public powers must remove obstacles that impede women from being present on university governing bodies or at the highest levels of university teaching and research, in accordance with the percentage of university graduates they represent. In addition, this reform introduces the creation of specific programmes on gender equality, help for victims of terrorism and the impulse of active policies to guarantee equality of opportunity for people with disabilities.”

Diagnosis of the situation

Below is presented some of the information on the situation of women in the three ambits of the university community: academic staff, administration and services staff, and students. It is considered that the changes that occur over time cannot be attributed to the existence of policies for equality, gives that they are only one of the factors of the transformation of the situation. As a whole, it can be confirmed that 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 growing equilibrium between the sexes.

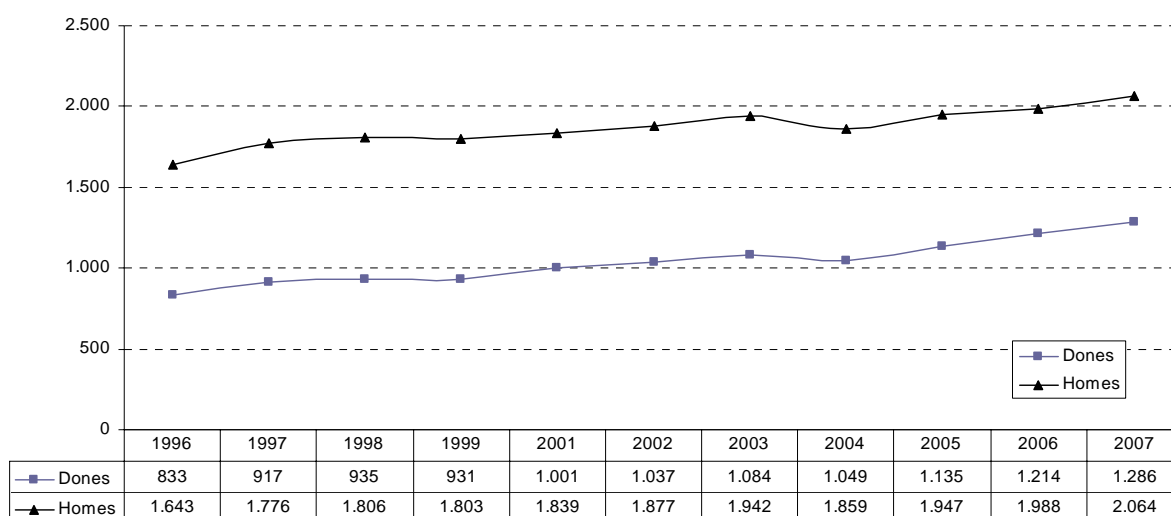
It should be pointed out that our university is currently experiencing a phase of renewal of academic and administration and services staff, and the application of our commitment to equality is therefore considered especially important.

Academic staff

The information below shows how in our university the inequality between women and men among the academic staff is most evident, and this is illustrated in the line graph , which shows that the university produces a kind of funnel effect for women. The relative weighting of women in different positions becomes inverted with respect to that for their male colleagues who represent a rise in academic category. In this sense, the category in which the relative weighting has risen most for lecturers is that of Associate Lecturer. As far as areas of knowledge are concerned, an uneven distribution between women and men has been maintained, although in comparison with previous years this distribution has become slightly more homogeneous. The aspect in which the clearest evidence of improvement can be seen is participation in research projects, where the presence of women is higher than the average for teachers at the university. Paradoxically, participation in research does not translate into the obtaining of official recognition and funding opportunities.

In terms of single-person entities, there is still marked inequality by sex, although positive results of the application of rules for a balanced composition of the governing bodies of the university, faculties and schools have been reflected in the positions of the vice-rectors and vice-deans.

Teaching and research staff (PDI) evolution



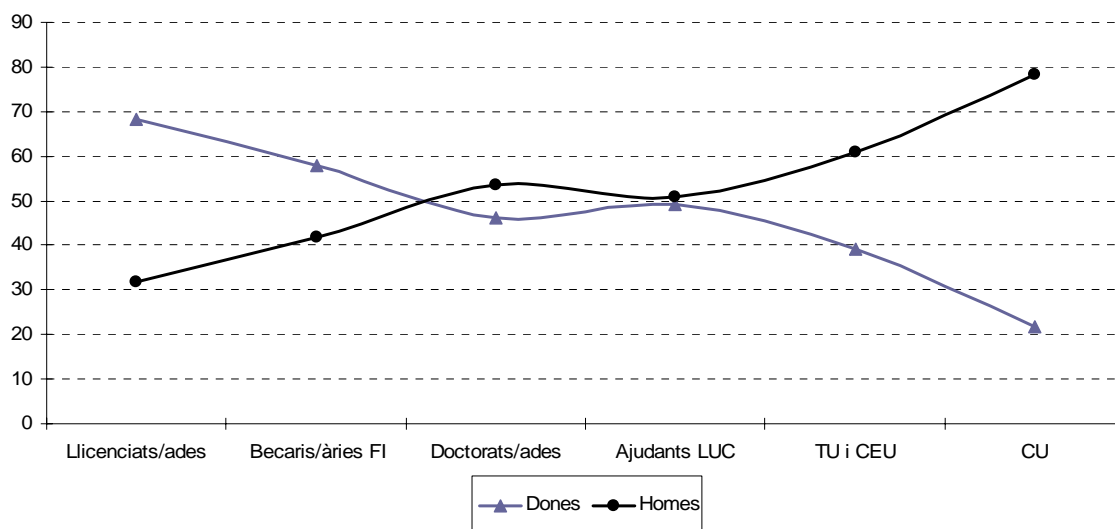
Proportion of lecturers by category and year

Category	2003	2004	2005	2006	2007
State-employed lecturers					
University professor	21.2	22.7	22.0	21.8	21.6
University lecturer	37.3	37.5	37.7	38.1	39.3
University school professor	27.3	31.0	31.0	32.1	33.3
University school lecturer	57.0	55.0	55.2	54.9	52.6
Temporary lecturer	12.5	8.7	18.8	23.1	29.4
<i>Total state-employed lecturers</i>	<i>35.0</i>	<i>34.8</i>	<i>35.1</i>	<i>35.1</i>	<i>33.5</i>
Non state-employed lecturers					
Full lecturer	-	-	28.6	28.0	30.8
Emeritus lecturer	20.0	33.3	5.6	10.5	49.4
Assistant lecturer (LUC)	53.6	41.7	49.0	50.7	49.0
Tenure-track lecturer	-	-	47.0	46.2	48.0
University school teaching assistant	0.0	0.0	-	-	-
Associate lecturer in medicine	26.9	26.7	27.3	28.3	30.3
Associate lecturer	39.7	41.4	41.2	44.1	43.2
Visiting lecturer	25.0	28.6	40.0	18.2	14.3
Others	28.2	46.8	53.0	52.7	40.0
<i>Total Non state-employed lecturers</i>	<i>37.9</i>	<i>38.5</i>	<i>38.9</i>	<i>40.7</i>	<i>41.9</i>
Total teaching staff	35.9	37.2	36.8	37.9	38.4

Evolution of the relation between TU / CU¹

Any	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	4.1	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	2.1
2003	74	366	5.0	272	617	2.3
2004	75	353	4.7	256	606	2.4
2005	74	347	4.7	263	573	2.2
2006	74	338	4.6	265	550	2.1
2007	78	329	4.2	283	509	1.8

Distribution of positions in academic careers. 2006-2007



Distribution of academic staff by area of knowledge. 2007

Areas	Women	Men	Total
Health Sciences	30.6	69.4	813
Experimental Sciences and Technologies	32.9	67.1	837

Human Sciences	46.9	53.1	540
Social Sciences	43.9	56.1	1.159
Total	38.4	61.6	3.349

Participation in research projects. 2006-2007*

Positions	Women	Men	Total
Principal researcher	38.0	62.0	768
Researcher	44.9	55.1	1.003
Fellow	32.4	67.6	34
Under contract	39.6	60.4	53
Collaborator	71.4	28.6	7
Total	41.8	58.2	1.865

*This data has been compiled according to participation in projects, therefore it should be taken into account that each person may participate in more than one research project.

Recognised research merits for state-employed lecturers. 2006-2007

Research merits	Women	Men	Total
None	42.9	57.1	319
1	41.3	58.7	288
2 to 3	34.9	65.1	502
4 to 6	25.8	74.2	295
Total	36.1	63.9	1.404

Doctors and doctors *honoris causa* for the period 1976-2007

Proponent	Women	Men	Total
Faculty of Bioscience	1.0	-	1.0
Faculty of Science	-	15.5	15.5
Faculty of Communication Sciences	-	2.0	2.0
Faculty of Education	1.0	1.5	2.5
Faculty of Economics and Business	-	2.0	2.0
Faculty of Political Science and Sociology	0.3	1.5	1.8
Faculty of Law	0.3	3.0	3.3
Faculty of Philosophy and Letters	1.3	18.5	19.8
Faculty of Medicine	2.0	18.0	20.0
Faculty of Translation and Interpretation	-	2.0	2.0
Faculty of Veterinary Science	-	3.0	3.0
Institutes	0.0	8.0	8.0
Total	6	75	81
	7.4	92.6	100

The fractions correspond to doctorates proposed by more than one faculty

Distribution of the faculty governing bodies. 2007

Positions	Women	Men	Total
Dean or Director	26.7	73.3	15
Secretary of faculty or school	26.7	73.3	15
Vice-Dean or Deputy Director	50.9	49.1	53
Total	42.2	57.8	83

Participation in governing bodies. 2007

<i>Body or commission</i>	Women	Men	Total
Senate	36.0	64.0	292
Elected members: teaching sector A	22.1	77.9	68
Elected members: teaching sector B	34.2	65.8	79
Elected members: students	19.2	80.8	26
Elected members: Admin & Service	55.1	44.9	89
UAB Governing Council	30.0	70.0	30
Governing Council Commissions	30.4	69.6	56
Social Council	26.7	73.3	15
Governing Team	46.2	53.8	13

Distribution of main single person bodies. Any 2007

<i>Body</i>	Women	Men	Total
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	23.1	76.9	13
School Director	50.0	50.0	2
Department Director	22.2	77.8	54
Institute Director			

Administration and services staff

Unlike the academic staff, in the administration and services staff the presence of women is relatively higher, especially among state-employees where they represent more than fifty per cent. However, in the higher categories women have a lesser presence in terms of the general proportion for each category, and in particular for Scale A and Group 1, and this situation is not improving with time. In the case of non-state employees the presence of women is relatively lower and the growth in the proportion of women in lower categories (groups 3 and 4) should be highlighted.

With respect to participation in the university Senate, the proportion of women members is markedly lower than their presence among the staff.

Employment category of administrative and service staff. 2007

Category	Women	Men	Total
<i>State employees</i>			
Scale A	67.3	32.7	49
Scale B	74.8	25.2	127
Scale C	77.4	22.6	531
Scale D	75.3	24.7	174
Scale E	0.0	100.0	1
<i>Total state employees</i>	<i>76.0</i>	<i>24.0</i>	<i>882</i>
<i>(continuation)</i>			
<i>Non state employees</i>			
Group 1	48.3	51.7	410
Group 2	43.0	57.0	179
Group 3	46.8	53.2	408
Group 4	61.4	38.6	285
<i>Total non-state employees</i>	<i>50.0</i>	<i>50.0</i>	<i>1.282</i>
Total	60.6	39.4	2.164

Proportion of women administrative and services employees by category and year

Category	2002	2003	2004	2005	2006	2007
<i>State employees</i>						
Scale A	70.8	67.6	68.4	62.0	65.4	67.3
Scale B	73.8	73.7	73.6	74.8	74.2	74.8
Scale C	78.4	78.7	79.4	79.5	77.9	77.4
Scale D	66.5	70.8	67.8	70.0	72.0	75.3
Scale E	33.3	0.0	50.0	0.0	0.0	0.0
<i>Total state employees</i>	<i>73.8</i>	<i>75.1</i>	<i>75.2</i>	<i>75.3</i>	<i>75.3</i>	<i>76.0</i>
<i>Non-state employees</i>						
Group 1	48.4	48.7	49.4	48.3	49.6	48.3
Group 2	42.0	40.9	45.8	44.8	41.4	43.0
Group 3	25.5	35.7	40.4	43.9	44.1	46.8
Group 4	53.8	54.0	58.5	58.9	61.4	61.4
<i>Total non-state employees</i>	<i>41.7</i>	<i>45.0</i>	<i>48.0</i>	<i>48.3</i>	<i>49.2</i>	<i>50.0</i>
Total	59.2	58.9	60.5	60.6	60.4	60.6

Evolution of the relationship between categories. State employees

Year	Women			Men		
	A+B (a)	C+D+E (b)	(b):(a)	A+B (a)	C+D+E (b)	(b):(a)
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
2005	123	513	4.2	49	159	3.2
2006	129	535	4.1	51	167	3.3
2007	128	542	4.2	48	164	3.4

Evolution of the relationship between categories. Non-state employees

Year	Women			Men		
	1+2 (a)	3+4 (b)	(b):(a)	1+2 (a)	3+4 (b)	(b):(a)
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
2005	226	283	1.3	252	283	1.1
2006	252	324	1.3	285	309	1.1
2007	275	366	1.3	314	327	1.0

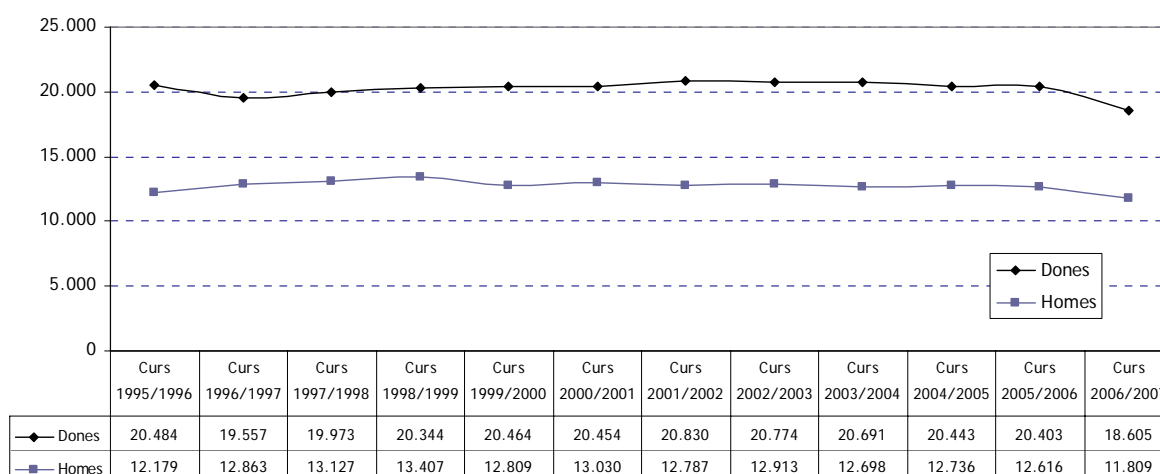
Students

There remains an over-representation of women in the different areas of knowledge except for technologies. Moreover, it is important to note that in the area of experimental sciences there has been a significant drop in the proportion of women graduates.

With respect to academic performance, as a whole the proportion of subjects passed by men and women in relation to those they registered for has risen, but it is also the case that women demonstrate higher academic performance than men.

In doctoral studies, there is evidence of a lower presence of women than that which corresponds to the number of graduates.

Student evolution for the period 1995-2007



Distribution of students by area of knowledge. 2006-2007

Area	Women	Men	Total
Human Sciences and Artistic Studies	68.2	31.8	4.603
Social Sciences	63.7	36.3	13.546
Health Sciences	78.0	22.0	5.062
Technologies	14.6	85.4	3.091
Experimental Sciences	59.0	41.0	4.112
Total	61.2	38.8	30.414

Evolution of the proportion of women graduates compared with total graduates, by area of knowledge and year

Area	2003	2004	2005	2006	2007
Human Sciences and Artistic Studies	74.4	74.9	77.0	77.3	69.8
Experimental Sciences	63.0	64.2	66.1	68.6	59.6
Technologies	17.8	19.6	14.7	24.8	17.1
Health Sciences	74.6	77.7	79.5	75.9	77.0
Social Sciences	69.9	69.0	69.4	71.3	73.9
Total	67.4	67.2	67.3	69.1	68.3

Proportion of first and second cycle subjects passed compared with enrolments. 2006-2007

Area	Women	Men	Total
Human Sciences and Artistic Studies	74.4	66.7	72.0
Experimental Sciences	73.0	67.3	70.7
Technologies	66.6	63.0	63.6
Health Sciences	81.3	77.9	80.5
Social Sciences	78.4	66.8	74.4
Total	77.4	67.2	73.6

Qualifications obtained for first and second cycle subjects by sex and area of knowledge. 2006-2007

	Human Sciences and Artistic Studies			Experimental Sciences		
	Women	Men	Total	Women	Men	Total
Not present	19.9	27.4	22.2	16.3	22.7	18.8
Fail	5.7	5.9	5.7	10.8	10.0	10.5
Pass	30.7	27.1	29.6	36.2	35.0	35.7
Grade B	30.2	25.9	28.9	26.3	23.1	25.0

Grade A	10.8	10.2	10.6	8.0	6.7	7.5
Grade A+	2.7	3.5	2.9	2.5	2.6	2.5

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	Technologies			Health Sciences		
	Women	Men	Total	Women	Men	Total
Not present	21.0	23.2	22.9	10.9	14.5	11.7
Fail	12.4	13.8	13.6	7.8	7.6	7.8
Pass	31.6	32.6	32.5	36.5	35.1	36.2
Grade B	26.0	23.3	23.7	33.5	31.9	33.1
Grade A	6.7	5.3	5.5	8.7	8.1	8.6
Grade A+	2.3	1.8	1.8	2.6	2.7	2.6

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	Social Sciences			Total UAB		
	Women	Men	Total	Women	Men	Total
Not present	15.3	24.4	18.4	15.4	23.3	18.3
Fail	6.4	8.8	7.2	7.2	9.5	8.1
Pass	32.6	33.0	32.8	33.5	32.7	33.2
Grade B	34.8	25.1	31.5	32.6	25.2	29.9
Grade A	9.4	7.0	8.5	9.2	7.1	8.4
Grade A+	1.6	1.7	1.6	2.1	2.1	2.1

Theses presented by area and sex. 2006-2007

Area	Women	Men	Total
Human Sciences	36.1	63.9	36
Experimental Sciences and Technologies	46.0	54.0	161
Health Sciences	56.5	43.5	115
Social Sciences	37.0	63.0	81
Total	46.3	53.7	393

Production, approval and implementation of the plan

The starting point for the production of the second action plan was the experience acquired in the design and application of the first plan for equality. With respect to the first plan, permanent and new measures were defined, justified to a large extent by the legal changes introduced by the Law for equality and the reform of the Organic Law for Universities (LOU) passed in 2007.

The process for the production of the proposed plan was the following:

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 of the Advisory Committee of the Observatory for proposals and changes.
5. Working session with the Advisory Committee to produce the proposal for the plan.
6. Sending the proposal to the Governing Council.
7. Sending the proposal to social agents for their comments and proposals.
8. Working session with trade union representatives.
9. Writing the final proposal.
10. Sending the document to members of the Governing Council and presenting the proposed Plan.
11. Approval of the Plan by the Governing Council.

Axes and measures

Following the criteria applied when writing the first plan, the measures will be organised around five main axes:

1. Increasing visibility of sexism, raising awareness and the 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.

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

1.1. Produce statistics for students, academic staff and administrative and services staff by sex.	
Bodies responsible	Secretary General and Management Offices
Implementation	Office of Information and Documentation Management (OGID)
Instrument	
Calendar	Permanent
1.2. Present the details related to the drawing up of internal planning agreements for faculties and schools, departments and institutes, separated by sex.	
Bodies responsible	Governing Team (Sector Committee for Strategic Planning)
Implementation	OGID
Instrument	
Calendar	Permanent
1.3. Publish statistics separated by sex of the members of committees and tribunals that evaluate the records of anyone who presents an application to the UAB.	
Bodies responsible	Commission for Gender Policies
Implementation	Observatory for Equality
Instrument	Observatory for Equality website
Calendar	Permanent
1.4. Consider the gender perspective in all university publications, with particular attention to the use of non-sexist language.	
Bodies responsible	Secretary General's Office
Implementation	Area of Communication and Promotion
Instrument	UAB Style Guide
Calendar	2008
1.5. Reflect resources aimed at gender policies in the budgets.	
Bodies responsible	Vice Rector's office for Finance
Implementation	Deputy Director of Finance
Instrument	Annual budgets
Calendar	Permanent
1.6. Disseminate the actions contained on the Action Plan for Equality.	
Bodies responsible	Governing Team (Sector Committee for Institutional Relations and Communication)
Implementation	Area of Communication and Promotion
Instrument	<i>L'Autònoma</i> publication, <i>L'Autònoma Divulga</i> Portal, intranet. Meetings of the Governing Team with the deans and directors of departments and institutes
Calendar	2008
1.7. Draw up a report on the result of the selection processes for administrative and academic staff, to identify possible gender biases. Where bias exists, instil methods to avoid these situations being repeated in future selection processes.	
Bodies responsible	Commission for Gender Policies Commission for Gender Policies
Implementation	Observatory for Equality
Instrument	Working documents and workshops
Calendar	2010

1.8. Promote reflection on policies aimed at eliminating inequality between women and men in the field of public universities.	
Bodies responsible	Commission for Gender Policies
Implementation	Observatory for Equality
Instrument	Workshops
Calendar	Annual
1.9. Hold an institutional event to celebrate the International Women's Day, which includes an act of recognition for the person, department or centre identified by the UAB for their defence of women's rights.	
Bodies responsible	Commission for Gender Policies
Implementation	Observatory for Equality
Instrument	Event
Calendar	Annual

Axis 2: Access to employment and professional promotion under equal conditions.

2.1. Guarantee that the rules of the UAB relating to the criteria for contracting, evaluating curriculums and research projects do not contain indirect discrimination.	
Bodies responsible	Vice Rector's Office for Academic and Management Staff
Implementation	Area of Human Resources Administration and Management
Instrument	Rules
Calendar	Permanent
2.2. Present separate information by sex for applicants and successful candidates for positions in the university and composition of committees.	
Bodies responsible	Vice-Rector's Office for Academic and Management Staff
Implementation	Area of Human Resources Administration and Management
Instrument	
Calendar	Permanent
2.3. Ensure equality in the composition of employment tribunals. In the case of candidates with equal merit, apply positive discrimination in favour of the least represented sex.	
Bodies responsible	Vice Rector's Office for Academic and Management Staff
Implementation	Area of Human Resources Administration and Management
Instrument	
Calendar	Permanent
2.4. In the case of equal merit promote the contracting or change of category for the underrepresented sex.	
Bodies responsible	Governing Team (Sector Committee for Strategic Planning)
Implementation	Vice Rector's Office for Academic Staff
Instrument	Internal planning agreements
Calendar	Permanent until balance is reached
2.5. When awarding contracts, give priority to offers from bidding companies that have available a plan for male-female equality in the case of a draw.	
Bodies responsible	Management
Implementation	Management
Instrument	Competition conditions
Calendar	Permanent

2.6. Stimulate the growing presence of women experts in international research projects until a balance is achieved.	
Bodies responsible	Vice-Rector's Office for Research and Vice-Rector's OFFICE OFR External Relations and Cooperation
Implementation	Area of Development and Research Assessment
Instrument	International agreements
Calendar	Permanent until balance is achieved
2.7. Promote measures that encourage women to apply for research assessment merit until a balance is achieved.	
Bodies responsible	Governing Team (Sector Committee for Strategic Planning)
Implementation	Departments
Instrument	Internal planning agreements
Calendar	Annual
2.8. Collecting information about situations of discrimination, sexual harassment or inappropriate treatment at the UAB.	
Bodies responsible	Assistant for Prevention, Health and Safety
Implementation	Assistant for Prevention, Health and Safety and Observatory for Equality
Instrument	Observatory for Equality
Calendar	Permanent
2.9. Increase the number of women among the experts, conference presenters and guests at institutional events at the UAB, faculties, schools and departments, as well as on the awarding of honorary doctorates, until balance is achieved.	
Bodies responsible	Governing Team (Sector Committee for Strategic Planning)
Implementation	Governing Team (Sector Committee for Strategic Planning)
Instrument	Internal planning agreements
Calendar	Permanent until a balance is achieved
2.10. Organise workshops to consider possible obstacles to professional promotion of women within the academic staff of the UAB. If necessary, propose measures to overcome them.	
Bodies responsible	Commission for Gender Policies
Implementation	Observatory for Equality
Instrument	Workshop
Calendar	2009
2.11. Draw up a diagnosis on conditions for promotion of women among the administrative and services staff.	
Bodies responsible	Commission for Gender Policies
Implementation	Observatory for Equality
Instrument	Report
Calendar	2009
2.12. Nominate a person to be responsible for monitoring equality policy in the governing teams of centres or departments.	
Bodies responsible	Deans and heads of department
Implementation	Faculties, schools and departments
Instrument	Nomination
Calendar	Permanent
2.13. Nominate a person to be responsible for monitoring equality policy in services or areas of administration.	
Bodies responsible	Manager
Implementation	Areas and services
Instrument	Nomination
Calendar	Permanent

2.14. Encourage women graduates to apply for pre-doctoral and post-doctoral grants.	
Bodies responsible	Vive-Rector's Office for Students and Culture
Implementation	Faculties and schools
Instrument	Dissemination campaigns
Calendar	Permanent

Axis 3: Organisation of employment conditions with a gender perspective.

3.1. Implementation of informative and preventative social health programmes sensitive to the differences between women and men in terms of health and prevention of illness.	
Bodies responsible	Commission for Gender Policies and Assistant for Prevention, Health and Safety
Implementation	Health Service and Prevention Services Offices
Instrument	Information channels
Calendar	Annual
3.2. Draw up a report on the distribution of teaching activity by sex. Where there is bias, encourage measures to avoid it.	
Bodies responsible	Commission for Gender Policies
Implementation	Observatory for Equality
Instrument	Specialist study
Calendar	Annual
3.3. Encourage faculties and schools, departments and institutes and research centres to offer information on the application of strategies for balance between the sexes in internal planning agreements.	
Bodies responsible	Sector Committee for Strategic Planning
Implementation	Faculties and schools, institutes and research centres
Instrument	Annual monitoring of internal planning agreements
Calendar	Annual
3.4. Offer information about training programmes and promote access by employees who have occupied their posts for a certain period to have time off to care for dependents or following recovery from a long illness.	
Bodies responsible	Vice Rector's Office for Academic and Management Staff
Implementation	Area of Human Resources Administration and Management
Instrument	Training plan
Calendar	Permanent
3.5. Include criteria for not including periods of inactivity due to caring for dependents in the rules governing application for teaching posts.	
Bodies responsible	Vice Rector's Office for Academic Staff
Implementation	Governing Council
Instrument	Rules
Calendar	Permanent
3.6. Apply to employees and grant holders the provisions of Spanish and Catalan legislation, collective bargaining agreements and possible tabled agreements with respect to reconciling professional and family life.	
Bodies responsible	Vice Rector's Office for Academic and Management Staff
Implementation	Area of Human Resources Administration and Management
Instrument	Rules and agreements
Calendar	Permanent

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

4.1. Dissemination of the results of gender orientated research.	
Bodies responsible	Vice-Rector's Office for Research
Implementation	Observatory for Equality and Area of Communication and Promotion
Instrument	Websites and other means of communication. Exhibition during the celebration of International Women's Day
Calendar	Permanent
4.2. Promote the publication of teaching materials that take the gender perspective into account.	
Bodies responsible	Vice-Rector's Office for Academic Planning and Vice-Rector's Office for Programmes and Quality
Implementation	Publications Service and Unit for Innovation in Higher Education Teaching
Instrument	Line of publications, writing and editing of materials
Calendar	Permanent
4.3. Ensure that teaching content is not sexist and that the gender dimension is not omitted from programmes in subject areas in which it ought to be considered.	
Bodies responsible	Departments, faculties and schools
Implementation	Departments, faculties and schools
Instrument	Study plans and subject programmes
Calendar	Permanent
4.4. Introduce the significance and scope of equality between women and men into teaching. Where appropriate to the degree offer gender itineraries.	
Bodies responsible	Vice-Rector's Office for Academic Planning
Implementation	Faculties and schools
Instrument	Study plans and subject programmes
Calendar	Permanent

Axis 5: Balanced representation in the different decision making bodies and structures.

5.1. Carry out an exploratory study to detect subjective and objective obstacles that prevent the inclusion of women in decision-making bodies, with the aim of proposing measures to overcome them.	
Bodies responsible	Commission for Gender Policies
Implementation	Observatory for Equality
Instrument	Study
Calendar	2009
5.2. Promote a balance between women and men in governing and representational bodies, and particularly in the Senate.	
Bodies responsible	Secretary General's Office
Implementation	Secretary General's Office
Instrument	Rules
Calendar	Permanent
5.3. Promote a balance between women and men in permanent departmental committees until balance is achieved.	
Bodies responsible	Commission for Gender Policies
Implementation	Departments
Instrument	Internal planning agreements

Calendar	Permanent
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