



Observatory for equality and Action plan for equality between women and men

Universitat Autònoma de Barcelona

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International conference **WOMEN'S WAY INTO SCIENCE. Lessons Learned and new Challenges for Gender Equality**

Roma, 3rd December 2009

Presentation

UAB

The Universitat Autònoma de Barcelona was founded in 1968

Three campuses in the Barcelona area:

- Bellaterra main Campus
- Sabadell Campus
- Sant Pau-Barcelona Campus

Undergraduate and postgraduate courses in:

- Health sciences
- Experimental sciences
- Biosciences
- Engineering
- Social sciences and law
- Arts and humanities



Presentation

The UAB in figures

Teaching offered

- 78 undergraduate courses
- 714 postgraduate and continuing education programmes
- 245 masters degrees
- 145 doctoral programmes

Students

- 28.307 undergraduate students
- 4.172 graduates (2007-2008)
- 9.656 postgraduate and continuing education students

Human resources

- 3.544 faculty and research staff
- 1.690 PhD students
- 2.340 administrative and services staff



Introduction

The diagnosis

2003. Sexism at the UAB. Elaboration of the diagnosis of the situation of women at the Universitat Autònoma de Barcelona

- Academic personnel
- Administrative and service personnel
- Students

Main objectives of the project

- Revision of the framework and policies towards gender equality of opportunities
- Processing and analysis the data to make a diagnosis



Introduction

Main outcome of the diagnosis 2007-08

Academic Personnel

- Women represented 38 % of teaching staff
- Women in the higher categories represented 22.2 % of top level professors and also the proportion is inferior in the decision making commissions

Administration and service personnel (ASP)

- Women represented 74 % of the ASP staff members and 51.4 % of the contracted ASP
- In the higher categories there is less presence of women than the general proportion



Introduction

Main outcome of the diagnosis 2007-08

Students

- Women represented 61.1% of students
- The proportion of women is higher in most studies except those of engineering
- Women represented 70.3 % of graduates
- Women as a whole tend to perform better academically than men do
- Lower presence of women in PhD programs, 55.5 %

First actions to promote of gender equality at UAB

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



Observatory for equality

The Observatory for equality is a:

- University organisation
- Specialist support for the design and evaluation of equality policies

In February 2005 the Observatory was created

- Setting up its website: <http://www.uab.cat/observatori-igualtat/>
- Initiating the creation of the proposal for the *First action plan for equality*

In 2008 the Observatory extended its field of action

- Disability
- Social and economic inequalities

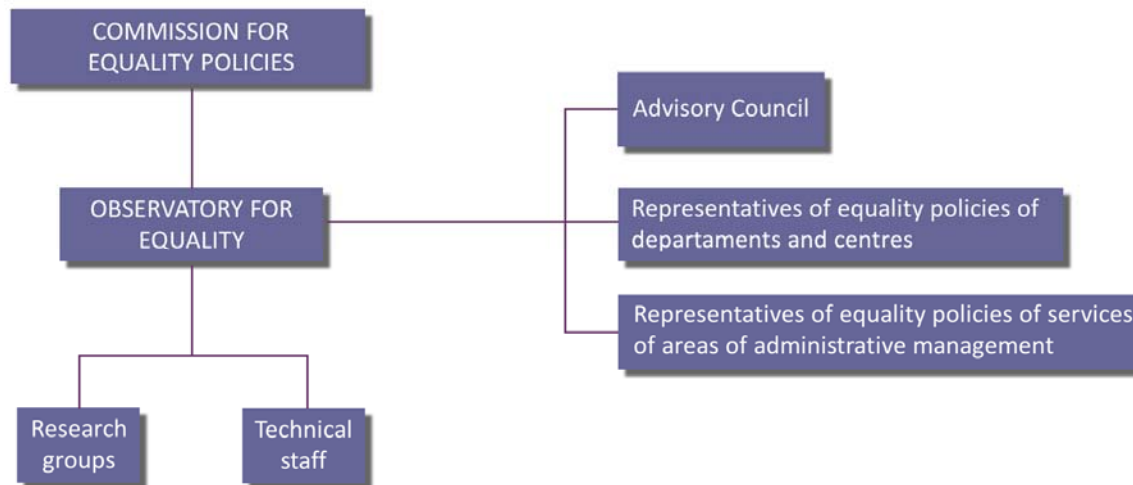


Observatory for equality

Task

- Study and diagnosis
- Proposal for action plan
- Spreading information
- Advise university community

Members





Action Plan for Equality between Women and Men

*Action plan for equality between men and women at the
Universitat Autònoma de Barcelona.*

- First action plan. Biennial 2006-2007. Approved by the Governing Council at its session May 4, 2006
- Second action plan. Biennial 2008-2012. Approved by the Governing Council at its session of June 9, 2008

Axes on which the plan is structured

- Making sexism visible, raising awareness and creating a state of opinion
- Tryin to make access to employment and professional promotion under equality conditions
- Organising employment conditions from a gender perspective
- Fostering a gender perspective in the content of teaching and research
- Recommending when possible a balanced representation in the various organismes in charge of decision-making



Action Plan for Equality between Women and Men

Main measures implemented

- Holding an institutional event to celebrate the International Women's Day
- Elaborating a *Guide to the Use of Non-Sexist Language at the UAB*
- Creating a Resource bank on the introduction of the gender perspective into university teaching
- Implementing a course on the introduction of the gender perspective into university teaching
- Realizing workshops, meetings and conferences about
 - Equality Policy (2006)
 - Assessment Policies (2007)
 - Academic career and professional promotion (2009)



Action Plan for Equality between Women and Men

Main measures implemented

- Drawing up diagnosis studies on
 - Academic career and professional promotion
 - Predoctoral research grants



Thank you very much

UAB Observatory for equality
<http://www.uab.cat/observatori-igualtat/>