



Isabel de Villena Gender Equality Plan (2008-2010)

(Agreement of the Board of Governors of 15 December 2008)

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Introduction

Equality between men and women is a universal legal principle recognised in several international texts on human rights. Freedom, justice and equality are fundamental values that guarantee peace in the world. To this end, the Universal Declaration of Human Rights of 10 December 1948 proclaims that all human beings are born free and equal in dignity and rights, a principle which is reiterated in the Convention on the Elimination of all Forms of Discrimination against Women, approved by the United Nations General Assembly in December 1979 and ratified by Spain in 1983.

In the international sphere, the important advances introduced by world women's conferences, like the ones in Nairobi (1985) and Beijing (1995), that propose the (gender) mainstreaming of policies oriented at equal opportunities for women and men, in conditions of freedom, equity, security and dignity must be taken into consideration. Mainstreaming thus affects all public policies and seeks to give women the opportunity to participate effectively in all social and political spheres.

The European Union has also reacted against inequality between the sexes from the very first instruments of primary law, adopting this same cross-sectional and comprehensive approach. Later, since the enforcement of the treaty of Amsterdam, on 1 May 1999, equality between men and women, as well as the elimination of inequalities between them, are goals which have had to be introduced to all policies and actions of the Union and its member states. Currently, articles 2 and 3 of the treaty of the European Union consecrate the principle of equality as the principle that underpins the whole of the European system of regulations, within the long historical process in which the protagonism of the institutions of the community has been shared with the social actors and the Court of Justice of the European Communities, which has played a highly relevant role throughout this consolidation of rights with regard to the compliance of the effective equality of women.

In the Spanish state, Framework Law 3/2007, of 22 March, for the effective equality of men and women, is founded on the premise that the formal principle of equality recognised in art. 14 of the Constitution has not managed to eliminate the fact of

reality of discrimination against women. There continue to be manifestations of discrimination in many spheres, and it is hence necessary to act cross-sectionally: in education and training, in the labour market, in housing, in advertising and, in general, in all spheres of social life. In Catalonia, the administration of the Generalitat Government of Catalonia is also committed to implementing effective equality policies between women and men, which, just as in the Spanish state, include the need to implement positive actions.

Despite these legal provisions, the reality offers a devastating panorama, as was shown by the World Economic Forum, which, at the start of November 2008, published the world ranking of countries according to the level of reduction of gender disparities between men and women. Regrettably, in this league table we find the disheartening news that Spain has dropped seven places in comparison with 2007, falling from 10th place to 17th. Therefore, it becomes increasingly important to implement the instruments established by Framework Law 3/2007, within the general framework for the adoption of positive actions in order to achieve real, effective equality between women and men. To this end, a mandate is addressed to all public authorities to eliminate situations of proven gender inequality that cannot be corrected by the mere formulation of the formal principle of legal equality of art. 14 of the Constitution.

Universitat Pompeu Fabra has drawn up the Isabel de Villena Gender Equality Plan as an instrument precisely aimed at the effective fulfilment of the material principle of equal opportunities, and at the elimination of discriminatory behaviour which hinders or prevents women from exercising their rights. This gender equality plan is conceived as an initial instrument implemented for the effective equality of opportunities between women and men at UPF, and, with these goals in mind, it forms part of a permanent process in which improvements shall need to be met in the future, in the light of the results of its implementation and application to all members of our university community.

This plan is based on a prior diagnostic study which describes the structure of gender at UPF and the development of the academic and professional careers of the teaching and research staff, the student community and administration and service

personnel.¹ The study has acted as the starting point for the process of drafting the Plan, which has been carried out with a high level of participation by all of the community at UPF during 2008.

On the basis of the activities carried out by the different working groups, committees and other bodies of discussion and participation, five axes have been identified to underpin the actions of the Plan: visualization and awareness-raising of gender inequalities; communication; access to work and promotion of professional careers; balanced representation in the governing, consultative and decision-making and work-life balance bodies. In the following section, we present the goal of each axis and the set of actions we propose in order to attain them. The following annexes detail the characteristics of the steps proposed and the calendar for their implementation.

¹ See GONZÁLEZ, María José; LAPUERTA, Irene; QUIROGA, Águeda. *Fins on hem arribat? L'estructura de gènere a la Universitat Pompeu Fabra*. Barcelona: Consell Social de la UPF, 2007.

**Goals and actions of the
Isabel de Villena Gender Equality Plan
(2008-2010)**

Axis 1. Visualization and awareness-raising of gender inequalities

UPF shall actively promote the culture of equality between men and women

Actions

1.1. To create a Permanent Committee for Gender Equality Policies to be included in the governing bodies of UPF, devoted to the promotion of equality between men and women.
1.2. Each year to carry out information activities directed at the whole community of UPF with the aim of presenting the situation of women and men at UPF and the whole of the university world.
1.3. To introduce a specific section to the statistical data of <i>UPF in Figures</i> aimed at displaying the evolution of gender indicators referring to Teaching and Research Staff, Academic and Services Personnel and students.
1.4. To create a space on the UPF web site aimed at making students aware of the education, the subjects and the research groups in gender related matters carried out at the University.
1.5. To carry out specific awareness-raising actions directed at the students at UPF, with the aim of combating gender stereotypes in professional careers.
1.6. To carry out specific awareness-raising actions directed at future students at UPF (especially secondary level students), with the aim of combating gender stereotypes in the choice of professional careers.

Axis 2. Communication

Internal and external institutional communications by UPF shall be done from a non-sexist perspective insofar as language is concerned

Actions

2.1. To see that internal and external communications at UPF are done from a non-sexist perspective insofar as language is concerned, in accordance with the recommendations of the <i>UPF Style Manual</i> .

2.2. To draft the regulations and other norms, including the <i>UPF Style Manual</i> , from a non-sexist perspective insofar as language is concerned.
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2.3. To urge the departments and institutes of UPF to draft their regulations from a non-sexist perspective insofar as language is concerned.

2.4. To see that all statistical data compiled by UPF referring to its teaching and research staff, administration and services personnel and students are broken down by gender.

Axis 3. Access to work and the promotion of professional careers

UPF shall implement the adequate measures as to reduce the impact of inequalities due to gender in access to and the development of its staff's professional careers

Actions

3.1. To stimulate presentation at calls for professional promotion by under-represented groups, both for teaching and research staff and for administration and services personnel.

3.2. To urge the departments and institutes of UPF to incorporate as a goal the attainment of the greatest balance in the gender make-up of its teaching and research staff, fomenting, for new staff arrivals, the application of the criteria which, on the basis of equal merits and qualifications, favour the less-represented sex.

3.3. To establish a period, whose duration is yet to be agreed upon, free of teaching load and management tasks for all full time teaching and research staff returning to the workplace following leave or time off taken for maternity or paternity, to take care of a minor or someone under their responsibility, in order to concentrate on research tasks and publications according to the University's economic restraints.
The University Governing Bodies shall undertake the actions they deem suitable to urge that there be specific funding in all amendments to rules and regulations that favour the life-work balance.

3.4. To establish measures aimed at fomenting greater balance in the gender make-up of the services that comprise the administrative structure at UPF, applying for new staff arrivals the criteria which, on the basis of equal merits and qualifications, favour the less-represented sex in the corresponding service or administrative unit.

3.5. To establish a specific training body in order to put the professional careers of new administration and services staff up to date when returning after a period of leave or time off work taken for maternity or paternity, to take care of a minor or someone under their responsibility.

Axis 4. Balanced representation in the governing, consultative and decision-making bodies

UPF shall implement the suitable measures in order to have a structure of government and representation that reflects the principle of equality between women and men

Actions

4.1. To form in a balanced fashion (understood as neither sex below 40% and neither above 60% representation) the governing, consultative and decision-making bodies of UPF, barring when not possible due to well-founded reasons and objectives.
4.2. To draft the regulations and rules pertaining to the make-up of the governing, consultative and decision-making bodies of UPF in order to identify possible obstacles to the balanced composition of said bodies.
4.3. To form in a balanced fashion the panels assessing forms for access to and promotion in the academic career, barring when not possible due to well-founded, reasons and objectives.
4.4. To form in a balanced fashion the panels assessing the selection and promotion processes of administrative and services personnel, barring when not possible due to well-founded, reasons and objectives.
4.5. To urge the governing bodies of UPF to increase the role played by women in UPF institutional acts and events.

Axis 5. Personal life-work balance

UPF will make every effort necessary in order to improve the balance between family and the working life of its community

Actions

5.1. To create a working group devoted to revising the measures of the work-life balance concerning UPF and proposing new ones. Among the subjects to be revised by the working group is the extension of these measures to third cycle scholarship holders.
5.2. To promote a code of good practice on the rational use of work time including all bodies of UPF's academic and administrative structure.
5.3. To urge the departments and institutes to consider their lecturers' family obligations when assigning class times.
5.4. To carry out specific communication actions directed at the whole of the UPF community, with the aim of promoting the culture of co-responsibility in the area of family life.

Annex 1

Characteristics of the Permanent Committee devoted to promoting equality between men and women

Aims of the Committee

- To oversee the implementation and assessment of the impact of the Isabel de Villena Gender Equality Plan.
- To promote and support teaching and research activities on issues concerning gender and equal opportunities carried out at UPF.
- To promote visualisation and awareness-raising activities on matters of equality between women and men directed at students, the teaching and research staff and the administrative and services personnel of UPF.
- To propose to the Board of Governors of UPF new measures aimed at promoting equality between men and women.

Institutional Structure

The Committee shall be headed by a commissioner or delegate of the rector in order to promote equality between men and women at UPF (teaching and research staff), and shall be formed according to UPF regulations governing committees. The UPF Equality Unit shall be incorporated into the Committee, which shall lend its support to the Committee's tasks.

Annex 2

Calendar for the implementation of the actions of the Equality Plan and details concerning the bodies participating in its implementation

Axis 1. Visualisation and awareness-raising of gender inequalities

<p>Action 1.1: To create a Permanent Committee of Gender Equality Policies to be included in the governing bodies of UPF, devoted to the promotion of equality between men and women.</p>	
Promoting body	UPF Rector's Office
Other participating bodies	UPF General Secretary's Office
Calendar	The Committee is to be created during the first term of 2009
Remarks	The goals and possible members of the Committee are specified in annex 1 herein
<p>Action 1.2: Each year to carry out information activities directed at the whole community of UPF with the aim of presenting the situation of women and men at UPF and the whole of the university world.</p>	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Institutional Information and Promotion Unit, Information and Participation Technical Office
Calendar	First campaign: 2009; second campaign: 2010
Remarks	-
<p>Action 1.3: To introduce a specific section to the statistical data of <i>UPF in Figures</i> aimed at displaying the evolution of gender indicators referring to Teaching and Research Staff, Academic and Services Personnel and students.</p>	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Studies, Planning and Evaluation Unit
Calendar	As of publishing 2009
Remarks	-

(cont.)

Axis 1 (cont.)

Action 1.4: To create a space on the UPF web site aimed at making students aware of the education, the subjects and the research groups in gender related matters that are carried out at the University.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Research, departments and institutes of UPF
Calendar	The space is to be created during 2009 and must be updated each academic year
Remarks	-
Action 1.5: To carry out specific awareness-raising actions directed at the students at UPF, with the aim of combating gender stereotypes in professional careers.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Office of the Vice-rector for the University Community, Institutional Information and Promotion Unit, University Community Assistance Service, departments and institutes of UPF
Calendar	2009-2010
Remarks	-
Action 1.6: To carry out specific awareness-raising actions directed at future students at UPF (especially secondary level students), with the aim of combating gender stereotypes in the choice of professional careers.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Institutional Information and Promotion Unit
Calendar	2009-2010

Remarks	-
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Axis 2. Communication

Action 2.1: To see that internal and external communications at UPF are done from a non-sexist perspective insofar as language is concerned, in accordance with the recommendations of the *UPF Style Manual*.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	UPF Language Office, Communication and External Relations Unit, Institutional Information and Promotion Unit, departments and institutes of UPF
Calendar	The first measures are to be implemented as of the first term of 2009
Remarks	-

Action 2.2: To draft the regulations and other norms, including the *UPF Style Manual*, from a non-sexist perspective insofar as language is concerned.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	UPF Language Office, General Secretary
Calendar	2009-2010
Remarks	-

Action 2.3: To urge the departments and institutes of UPF to draft their regulations from a non-sexist perspective insofar as language is concerned.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	UPF Language Office, departments and institutes of UPF

Calendar	2009-2010
Remarks	-

(cont.)
Axis 2 (cont.)

Action 2.4: To see that all statistical data compiled by UPF referring to its teaching and research staff, administration and services personnel and students are broken down by gender.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Studies, Planning and Evaluation Unit, and all bodies that generate information of statistical use
Calendar	2009
Remarks	-

Axis 3. Access to work and the promotion of professional careers

Action 3.1: To stimulate presentation at calls for professional promotion by under-represented groups, both for teaching and research staff and for administration and services personnel.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Vice-rector for Teaching Staff, Vice-rector for the University Community, Office of the Vice-manager for Human Resources
Calendar	2009-2010
Remarks	Under representation is understood as a percentage of men or women within a certain academic or administrative unit of below 30%.
Action 3.2: To urge the departments and institutes of UPF to incorporate as a goal the attainment of the greatest balance in the gender make-up of its teaching and research staff, fomenting, for new staff arrivals, the application of the criteria which, on the basis of equal merits and qualifications, favour the less-represented sex.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Vice-rector for Teaching Staff, departments and institutes, Office of the Vice-manager for Human Resources
Calendar	2009-2010
Remarks	

(cont.)

Axis 3 (cont.)

Action 3.3: To establish a period, whose duration is yet to be agreed upon, free of teaching load and management tasks for all full time teaching and research staff returning to the workplace following leave or time off taken for maternity or paternity, to take care of a minor or someone under their responsibility, in order to concentrate on research tasks and publications according to the University's economic restraints. The University Governing Bodies shall undertake the actions they deem suitable to urge that there be specific funding in all amendments to rules and regulations that favour the life-work balance.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Vice-rector for Teaching Staff, Vice-rector for the University Community, departments and institutes, Office of the Vice-manager for Human Resources
Calendar	2009-2010
Remarks	-

Action 3.4: To establish measures aimed at fomenting greater balance in the gender make-up of the services that comprise the administrative structure at UPF, applying for new staff arrivals the criteria which, on the basis of equal merits and qualifications, favour the less-represented sex in the corresponding service or administrative unit.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Vice-rector for the University Community, Office of the Vice-manager for Human Resources, Administrative and Services Personnel
Calendar	2009-2010
Remarks	-

(cont.)

Axis 3 (cont.)

Action 3.5: To establish a specific training body in order to put the professional careers of new administration and services staff up to date when returning after a period of leave or time off work taken for maternity or paternity, to take care of a minor or someone under their responsibility.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Vice-rector for the University Community, Office of the Vice-manager for Human Resources, Administrative and Services Personnel
Calendar	2009-2010
Remarks	-

Axis 4. Balanced representation in the governing, consultative and decision-making bodies

Action 4.1: To see to the balanced composition of the governing, consultative and decision-making bodies of UPF.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Rector, vice-rectors' offices, General Secretary
Calendar	As of 2009
Remarks	Balanced composition is understood as neither sex being represented by below 40% or above 60%
Action 4.2: To draft the regulations and rules pertaining to the make-up of the governing, consultative and decision-making bodies of UPF in order to identify possible obstacles to the balanced composition of said bodies.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Rector, vice-rectors' offices, General Secretary
Calendar	2009-2010
Remarks	-
Action 4.3: To see that the panels assessing the forms for access to and promotion in the academic career are balanced in their composition.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Rector's Office, Vice-rector for Teaching Staff, departments and institutes
Calendar	2009-2010
Remarks	-

(cont.)

Axis 4 (cont.)

Action 4.4: To see that the panels assessing the selection and promotion processes of administrative and services personnel are balanced in their composition.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Office of the Vice-manager for Human Resources, PAS service
Calendar	2009-2010
Remarks	-

Action 4.5: To urge the governing bodies of UPF to increase the role played by women in UPF institutional acts and events.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Rector's Office, vice-rectors
Calendar	2009-2010
Remarks	-

Axis 5. Personal life-work balance

Action 5.1: To create a working group devoted to revising the measures of the work-life balance concerning UPF and proposing new ones. Among the subjects to be revised by the working group is the extension of these measures to third cycle scholarship holders.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Vice-rector for the University Community, Vice-rector for Postgraduate Courses, Doctorates and International Relations, Office of the Vice-manager for Human Resources, PAS service, PDI service
Calendar	The working group must be constituted during 2009. Recommendations are to start being carried out during 2010
Remarks	-
Action 5.2: To promote a code of good practice on the rational use of work time including all bodies of UPF's academic and administrative structure.	
Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Vice-rector for the University Community, Vice-rector for Teaching Staff, Office of the Vice-manager for Human Resources
Calendar	2009-2010
Remarks	-

(cont.)

Axis 5 (cont.)

Action 5.3: To urge the departments and institutes to consider their lecturers' family obligations when assigning class times.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Vice-rector for the University Community, Vice-rector for Teaching Staff, departments and institutes
Calendar	2009-2010
Remarks	-

Action 5.4: To carry out specific communication actions directed at the whole of the UPF community, with the aim of promoting the culture of co-responsibility in the area of family life.

Promoting body	Permanent Committee for Gender Equality Policies
Other participating bodies	Vice-rector for the University Community, Office of the Vice-manager for Human Resources, Institutional Information and Promotion Unit
Calendar	2009-2010
Remarks	-