

Equality plan for men and women at the UOC 2015-2019

Introduction

■ Introduction

The concept of equality from which the Equality Plan for Men And Women at the UOC 2015-2019 starts, is different from the one that may project as a static idea. It is a concept that evolves and that does not correspond to the immobile and simplistic idea that people sometimes have. Gender relationships respond to changes in society itself. Consequently, inequality between women and men at university cannot be addressed as an isolated phenomenon of social reality or simply as a topic of interest to a group of women exclusively. It is an issue that affects everyone in the same way.

Women are in the majority in the university community, due to the high number of women in the student body. However, this situation changes as people advance through their academic career; and the women who obtain important positions within the university hierarchy are in a clear minority. In Catalonia, this fact was highlighted in 2000. At that time, work began to obtain equal access to decision-making positions within academia.

Social change in the area of gender inequality is brought about slowly, and it is important to realize how the institutions behind productivity and reproducibility in our society (such as the worlds of work and family) become a real obstacle that is encountered by all initiatives aimed at transforming the power relations between men and women. The aim is not to invert these relations, maintain the verticality, and simply change the places reserved for men and women, but to demonstrate that another kind of relation is possible. In fact, legislation that has been developed in recent years could contribute to working in this direction.

In 2004, the Catalan Women's Institute (ICD) achieved the coordination of different administrations' women's policies, to progress in the construction of a culture for a new social contract, which would provide full attention to women's needs, reorganize work times, increase the presence and participation of women in all social areas, and eradicate gender violence. With this, the ICD obtained real interdisciplinarity in the development of social policies.

On 14 November 2005, the Women and Science Commission was created to develop women's policies in the higher education and research areas of the Inter-University Council of Catalonia, with the support of all the universities and the ministry of the Government of Catalonia that is responsible for universities. The aim

of this Commission is to obtain gender equality in all university areas. For this purpose, objectives, a work method and a schedule were created. In 2007 and 2008, most Catalan universities, including the UOC, drew up equality plans.

This, added to the expert knowledge provided by the branches of academia, meant that the plans were immediately implemented and disseminated in their environment. At the same time, internal flows of knowledge exchange were generated between the university institutions, to apply the gender policies that had just been agreed. This was not an external obligation, but rather a strategy born of their own needs, which increased the legitimacy of the plans, through a broad participatory process. With different names ("Observatory" at the UAB, the URV and the URL; "Committee" at the UB; "Centre" at the UdL; "Unit" at the UPF and UVic, and "Office" at the UIB and the UPC), the model was gradually introduced in Catalan public universities.

To promote equal opportunities in the heart of the organization, in 2006 the UOC employed an equality agent, and created the Equal Opportunities Committee, to carry out an assessment and create an equality plan. With this clear commitment to equality, the UOC provided the impetus for the creation and approval by the Governing Council of the First Plan for Equal Opportunities in 2008, which was followed by a second plan in 2011-2013.

In 2014, the formation of the Equality Unit was a turning point. This unit is comprised of six members, with the aim of increasing the internal and external reach and scope of the actions proposed in the new plan, which would enable a more fruitful debate and contribute to decision making in the University. The first objective of the Unit was to draw up the Equality Plan for Men and Women at the UOC 2015-2019, which is presented in this document.

The UOC Equality Unit aims to be consistent and open up perspectives. This involves changing subjective/individual perceptions about equal opportunities in our university environment; and confronting the major challenge of promoting structural changes. We consider that we can only begin to talk of a real change in "culture" with respect to gender inequality when the structure of the institution is changed. According to the indications of the current Strategic Plan for Women's Policies of the Government of Catalonia 2012-2015, our goal is therefore to combine the tasks of raising subjective awareness; implementing cross-cutting policies in UOC management (with the involvement

of people and teams, and affecting contents); and achieving the final objective of incorporating the gender perspective into the institutional DNA.

The Equality Unit has drawn up this plan on the basis of an assessment of the previous plan. Updates have been incorporated in order to address the weaknesses that are still evident, such as the representation of women in different areas, the wage bill, work-life balance and the dissemination of the harassment protocol.

By way of example, one of the objectives of the Equality Plan for Men and Women at the UOC 2015-2019 is to standardize the production and management of data broken down by sex in all of the University's areas of activity. This involves not only adding a new information field to our databases, but also changing the way that a current virtual university conceives information that it uses to define itself. For this reason, we refer to Catalan legislation, and specifically to Resolution ASC/437/2007, of 5 February, which describes the Government Agreement of 14 March 2006 on the production and development of statistics broken down by sex.

The main inspiration of this plan, therefore, is to recognize the difference between being a man and being a woman so that the organization can take into account the different needs of each, and meet their different expectations in the free development of their life project, without being conditioned by traditional roles, attributed on the basis of sex.

■ Main areas of the Equality Plan for Men and Women at the UOC 2015-2019

The Equality Plan for Men and Women at the UOC 2015-2019 presented below is based on an assessment of gender carried out in 2014 to evaluate the state of equality between men and women in the UOC on completion of the Equal Opportunities Plan for Men and Women at the UOC 2011-2013. The results of the assessment led to the identification of eight priority

areas of action, including challenges that were not met in the previous plan, and new targets aimed at further strengthening the pillars of equality between women and men at the UOC. The plan defines the most relevant actions for the next four years of implementation. However, it does not cover all of the actions that would be required to achieve full equality within the University. In this sense, the plan is a work in progress to institutionalize policies of equality between men and women at the UOC: specifically, it continues actions to raise awareness and put the subject on the agenda, which were begun by the former Equal Opportunities Committee, and at the same time is a precedent for future plans and actions that will further consolidate the area. Finally, the plan is based on the principle that the establishment of equality is the responsibility of the entire UPC community, hence actions should be cross-cutting, with the Equality Unit acting as the coordinating body.

The actions to carry out in 2015-2019 are organized into eight main areas:

- > Area 1. Consolidate gender equality policies in the institution.
- > Area 2. Make gender inequalities visible, and raise awareness on this issue.
- > Area 3. Use a non-sexist, non-androcentric perspective in the UOC's communications and publications.
- > Area 4. Promote the introduction of the gender perspective across all fields in the contents of research and teaching.
- > Area 5. Endeavour to ensure balanced representation of men and women in bodies and areas in which decisions are made.
- > Area 6. Promote parity in academic activities.
- > Area 7. Promote access to work and professional careers.
- > Area 8. Manage working conditions from a gender perspective.

Actions

Area 1. Consolidate gender equality policies in the institution

1.1. Consolidate the Equality Unit in the organizational structure of the UOC.

	Number of events organized by the Unit.
	Number of incidents reported by UOC staff that have been dealt with by the Unit.
	Number of institutional consultations on some aspect of gender made by Management that have been dealt with by the Unit.
> Indicators	Number of times the Unit has appeared on the UOC's home page and on the Campus.
	Percentage of UOC staff who known about the Unit and its functions and services.
	Percentage of UOC staff who have a positive opinion of the role of the Unit in the UOC.
	Recognition of the dedication of members of the Unit.
> Instrument	Records of the Unit, records of the University, survey and interviews.

1.2. Draw up a service charter for the Unit, disseminate it and promote its use.

	Service charter that has been created.
	Service charter that has been published.
> Indicators	Number of services included in the charter.
	Number of actions that have been carried out to disseminate the charter between UOC staff.
	Percentage of UOC staff who have used the charter's services.
> Instrument	Records of the Unit, survey.

1.3. Carry out a pilot project to create reports on the impact of gender on the normal activity of the UOC, prior to adopting measures.

	Pilot project that has been completed.
> Indicators	Number of measures included in the pilot project.
	Number of recommendations generated as a result of the pilot project.
	Number of departments/faculties that have collaborated in the pilot project.
> Instrument	Records of the Unit.

1.4. Promote the breakdown by sex of data on staff and the student body in the different departments of the UOC, using as a reference the indicators from the assessment.

> Indicators	Number of actions carried out so that each department breaks down data on each indicator by sex.
	Percentage of personal and group data on students that have been broken down by sex, out of the total data indicated in the assessment.
> Instrument	Records of the Unit, records of the University.

1.5. Draw up a database using data on staff and the student body broken down by sex, using as a reference the indicators from the assessment, and disseminate this database.

> Indicators	Database that has been created.
	Number of periodic or specific subject reports drawn up using the data.
	Number of news items published using these data or reports.
	Number of items that have been included in the database.
	Number of departments that collaborated in drawing up the database.
	Number of actions carried out to disseminate the database to UOC staff.
> Instrument	Records of the Unit, records of the University.

1.6. Draw up a report on the overall assessment of gender on completion of the plan, using quantitative and qualitative information.

> Indicators	Assessment report that has been compiled.
	Assessment report that has been published.
	Number of departments that collaborated in drawing up the report.
	Number of actions carried out to disseminate the assessment report to UOC staff.
> Instrument	Records of the Unit, records of the University.

1.7. Quantify the direct and indirect costs of implementing the plan's actions in each of the areas.

> Indicators	Initial budget with entries for two types of costs.
	Section, in the assessment of the plan, on the budget execution for the two types of costs.
> Instrument	Records of the University.

Area 2. Make gender inequalities visible, and raise awareness on this issue

2.1. Publish and disseminate the Equality Plan and assess the entire university community.

	Plan that has been published.
> Indicators	Number of hits on the website where the plan has been posted.
	Number of actions that have been undertaken to disseminate the plan.
> Instrument	Records of the Unit, records of the University.

2.2. Redesign the UOC equality portal, and update the equality section in the new IntraUOC.

	Updated portal.
> Indicators	Updated IntraUOC.
	Number of actions that have been carried out to disseminate the portal and the equality area of the new IntraUOC to UOC staff.
> Instrument	Records of the Unit, records of the University.

2.3. Carry out a study to examine the culture of gender at the UOC in depth.

	Study that has been carried out.
> Indicators	Number of participants in the survey and interviews carried out as part of the study.
	Number of actions that have been carried out to disseminate the conclusions of the study to UOC staff.
> Instrument	Records of the Unit, records of the University.

2.4. Collect and systematize information on students' work and family situation to analyse in the future.

> Indicators	Number of actions carried out to collect and systematize the information.
> Instrument	Records of the University.

2.5. Include practicum students to collaborate in the studies and pilot projects carried out in the Unit.

> Indicators	Number of practicum students who have joined the Unit.
> Instrument	Records of the Unit.

Area 3. Use a non-sexist, non-androcentric perspective in the UOC's communications and publications

3.1. Draw up a guide for non-sexist, non-androcentric treatment of images, disseminate it, and promote its application.

	Guide that has been written.
	Guide that has been published.
> Indicators	Number of departments/faculties that have collaborated on the guide.
	Number of hits on the website where the guide has been posted.
	Number of actions that have been carried out to disseminate the guide to UOC staff.
> Instrument	Records of the Unit, records of the University.

3.2. Revise the language guide on non-sexist use of language, disseminate it, and encourage its use.

	Guide that has been revised.
> Indicators	Number of departments/faculties that have collaborated on the guide.
	Number of hits on the website where the guide has been posted.
	Number of actions that have been carried out to disseminate the guide to UOC staff.
> Instrument	Records of the Unit, records of the University.

Area 4. Promote the introduction of the gender perspective across all fields in the contents of research and teaching

4.1. Carry out a pilot test to analyse the treatment of the gender perspective in teaching materials and study guides, and make recommendations on this issue.

	Pilot project that has been completed.
	Number of study guides that have been analysed.
	Number of teaching materials that have been analysed.
> Indicators	Number of aspects identified that have been taken into consideration.
	Number of faculties that have collaborated in the pilot project.
	Number of recommendations made as a result of the pilot project.
	Number of actions carried out to disseminate the recommendations to teaching staff.
> Instrument	Records of the Unit.

4.2. Promote best practices to include the gender perspective in teaching, disseminate and promote the application.

	Number of best practices that have been promoted.
	Number of actions that have been carried out to disseminate best practice proposals to UOC staff.
> Indicators	Number of departments, units, faculties, etc., who have been recipients of actions to disseminate proposals.
	Number of actions carried out to disseminate the gender perspective in teaching innovation projects.
	Number of teaching innovation projects that have incorporated a gender perspective.
> Instrument	Records of the Unit, records of the University.

4.3. Promote specific training on gender topics in the course offerings of the @thenaeum and the Winter Open University and Summer Open University.

	Number of subjects on gender topics that have been offered by the @thenaeum.
> Indicators	Number of subjects on gender topics that have been offered by the Winter Open University.
	Number of subjects on gender topics that have been offered by the Summer Open University.
> Instrument	Records of the University.

4.4. Internally, encourage research groups to incorporate the gender perspective into the design and approach to research projects.

	Number of actions carried out to disseminate the gender perspective in research projects.
> Indicators	Number of research projects that have incorporated a gender perspective in some stages.
	Number of research groups that have incorporated a gender perspective into their research projects.
> Instrument	Records of the Unit, survey and interviews.

Area 5. Endeavour to ensure balanced representation of men and women in bodies and areas in which decisions are made

5.1. Explore ways of introducing specific measures to introduce gender equality in all the UOC's governing and representative bodies.

	Number of provisions that have been analysed.
> Indicators	Number of measures proposed.
	Number of departments, operating groups, faculties, etc., who have been recipients of measures.
> Instrument	Records of the Unit.

5.2. Explore ways of introducing specific measures to introduce gender equality into the composition of research groups and encourage women to apply for positions as principal investigators.

> Indicators	Number of provisions that have been analysed.
	Number of measures that have been proposed.
> Instrument	Records of the Unit.

Area 6. Promote parity in academic activities

6.1. Ensure a balanced distribution of male and female authors of teaching materials in the programmes of the different faculties.

> Indicators	Number of actions, aimed at teaching staff, that have been carried out to disseminate the importance of attaining parity in authorship of teaching materials.
	Ratio of women/men in authorship of material, total and broken down by faculty.
> Instrument	Records of the Unit, records of the University.

6.2. Carry out actions to raise awareness about the equal selection of experts, speakers and guests at the UOC's institutional events.

> Indicators	Number of actions, aimed at teaching staff, that have been carried out to disseminate the importance of attaining parity in the composition of institutional events at the UOC.
> Instrument	Records of the Unit.

Area 7. Promote access to work and promotion of professional careers

7.1. Ensure that policies do not lead to differences between men and women in salaries or other benefits for work that has the same value. Analyse the establishment of benefits.

> Indicators	Pay policy for the process that has been carried out.
	Biannual studies on salary distribution by sex.
	Reorganization of benefits criteria for programme management.
	Ratio of salaries of women/salaries of men, by professional category.
> Instrument	Records of the Unit, records of the University.

7.2. Promote the creation of a document to regulate the internal promotion and professional careers of all UOC staff.

> Indicators	Document that has been created.
> Instrument	Records of the Unit.

7.3. Promote publication of internal calls, to foster equal access to the jobs that are on offer.

	Number of actions carried out to increase the publication of these kinds of calls.
> Indicators	Ratio of job vacancies published internally/total job vacancies advertised.
	Ratio of women/men who applied for jobs.
> Instrument	Records of the Unit, records of the University.

7.4. Promote the introduction of neutral tests in recruitment processes.

	Number of actions carried out to promote these kinds of neutral tests.
> Indicators	Number of neutral tests introduced in selection processes.
> Instrument	Records of the Unit.

7.5. Promote gender parity in teams in recruitment processes.

> Indicators	Number of actions that have been carried out to disseminate the importance of attaining this parity.
> Instrument	Records of the Unit.

Area 8. Manage working conditions from a gender perspective

8.1. Review the use of the flexibility measures related with paternity/maternity leave and extend them to all UOC staff.

	Number of measures that have been reviewed.
> Indicators	Number of people who have benefited from the measures, that is, who have requested more flexible working hours.
> Instrument	Records of the Unit, records of the University.

8.2. Encourage men to request leave for family reasons.

	Number of actions carried out to disseminate the importance of men requesting leave for family reasons.
> Indicators	Number of men who have made this request.
> Instrument	Records of the Unit, records of the University.

8.3. Revise specific protocol to prevent, detect and deal with any case of gender harassment in the University community, and disseminate this protocol to UOC staff.

	Protocol reviewed.
> Indicators	Number of actions that have been carried out to disseminate the protocol to UOC staff.
> Instrument	Records of the Unit.

8.4. Adapt specific protocol to prevent, detect and deal with any case of gender harassment in the University community, and disseminate this protocol.

	Protocol adapted.
> Indicators	Number of actions that have been carried out to disseminate the protocol between the student group and collaborators: news on the home page and presentations.
> Instrument	Records of the Unit.
