



Generalitat de Catalunya
Government of Catalonia

Women in Science Committee

Interuniversity Council of Catalonia

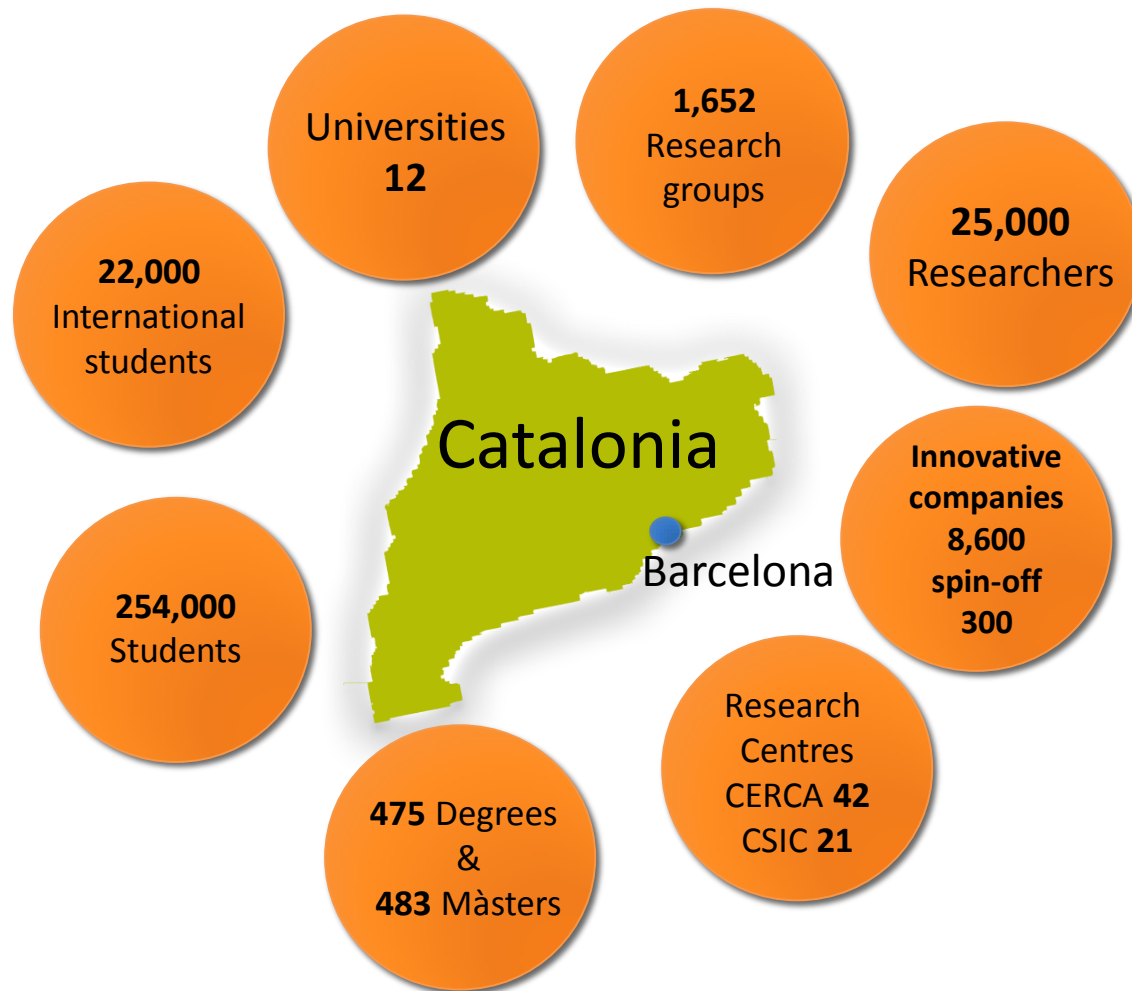


Dra. Anna Berga Timoneda

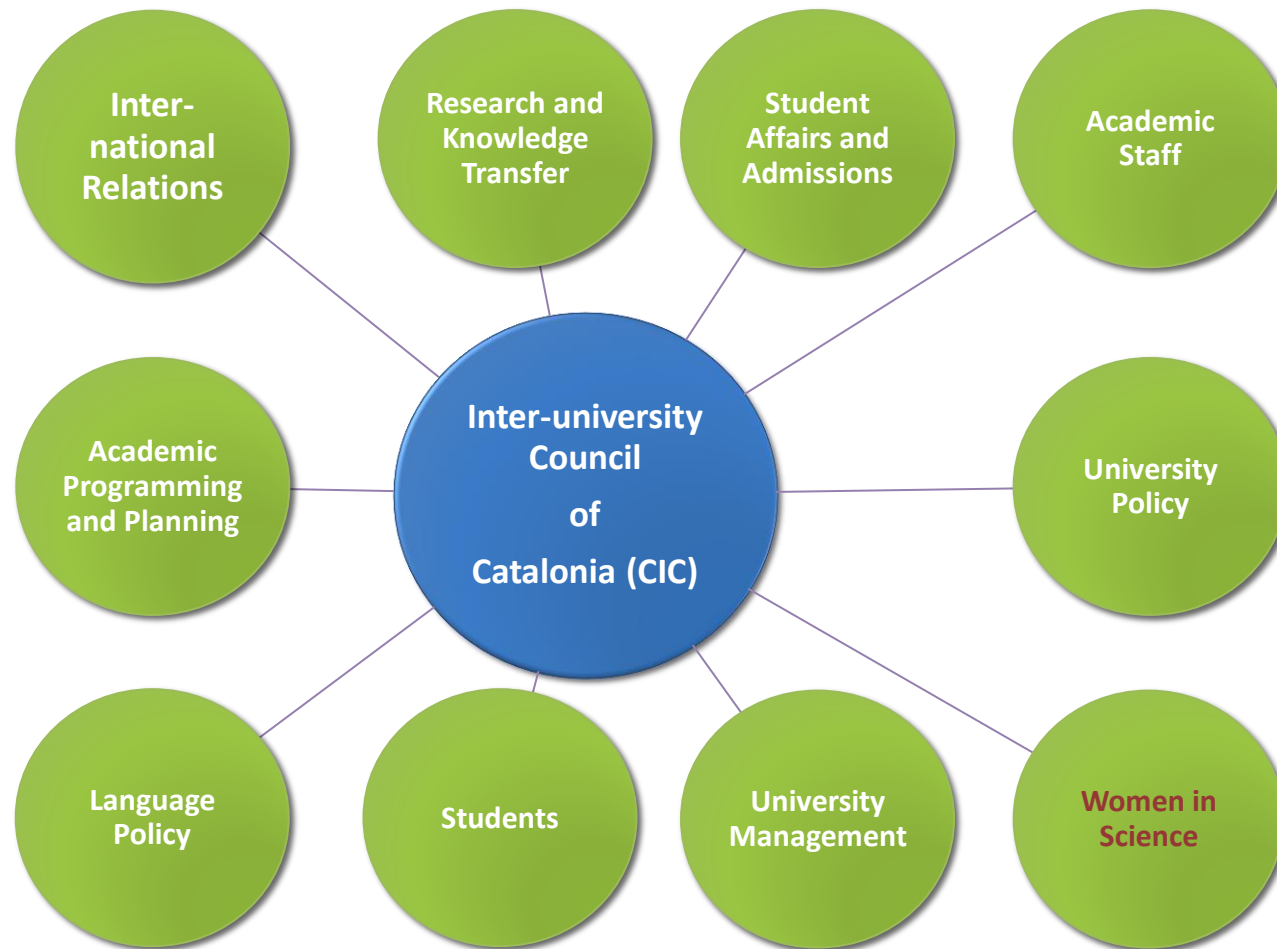
**Chair of the Women in Science Committee - Interuniversity
Council of Catalonia.**

Secretary General - Ramon Llull University

Overview catalan university & research system



CIC committees



Women in Science Committee

- ✓ **Created in 2005** to develop policies for women in the field of higher education and research
- ✓ Comprises **1 representative of each Catalan university and 7 members** appointed by the minister responsible for universities
- ✓ **Notable features:**
 - advising the universities of the Catalan university system on the issue of gender equality
 - Drive, coordinate and monitor Equal Opportunity Plans in all universities and research centres
 - promoting and monitoring gender mainstreaming in the curricula

Women in Science Committee

- ❑ Main **significant actions recently developed**:
 - Promoting **gender mainstreaming** in the university curricula, at masters and degree level
 - Have an accorded **system of indicators** (comparable at european level) to measure the situation of women at university and research centers

Gender indicators agreed by the Catalan University system

► The aim of these indicators is threefold:

- ✓ To inform the academic community and society of the situation of women in science, specifically in Catalan universities and research centres.
- ✓ To make the indicators on the Catalan universities and the Catalan science system comparable with EU indicators (SHE Figures).
- ✓ To design more appropriate policies for correcting the imbalances between women and men in the science and universities areas

System of indicators on the situation of women in the Catalan university system

- ▶ **2 general indicators**

- ▶ 1.1. Percentage of men and women out of the total of each group (teaching & research staff, administrative staff and students)
- ▶ 1.2. Proportion of men and women on an academic-type course, students and academic staff

- ▶ **19 indicators on teaching & research staff**

- ▶ **12 indicators on students**

Promoting gender mainstreaming in the university curricula

- Appearance in the Catalan Parliament during the processing of new Equality law
- Equality Act 17/2015: “*submission of applications at Catalan University Quality Assurance Agency (AQU Catalunya) for accreditation of undergraduate and graduate programs must be accompanied by a report detailing how it has incorporated gender mainstreaming in the curricula*”
- Giving advice to the Agency to start doing this work

To conclude: lessons learned in 10 years

- ▶ The fallacy of the mantra *“the job is done, today inequality is residual at universities...”*
 - ☑ Indicators to show many barriers remain and generate social awareness.
- ▶ The fallacy of the mantra *“it’s a matter of time, time will fix it.... now there are more important issues, as research impact or rankings”*
 - ☑ Good laws and strong policies in favour of equality
 - ☑ Gender equality is not a marginal issue; is an strategic issue about quality and excellence

Thank you!

aberga@rectorat.url.edu



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Some data on the current situation of women in the Catalan university system



Indicators on teaching & research staff

▶ On Career

- 2.1. Percentage of men and women by branch of knowledge
- 2.2. Percentage of men and women by job category
- 2.3. Comparison of the percentage of men and women and by category of knowledge
- 2.4. Ratio of women associated professors for each female professor
- 2.5. Comparison ratio of women associated professor/professor - ratio of men associated professors/professor
- 2.6. Ratio of women professors per male professors
- 2.7. Glass ceiling index
- 2.8. Percentage of women and men obtaining predoctoral grants
- 2.9. Percentage of women and men post-doctoral researchers

▶ On participation & management

- 2.10. Participation of women and men in management and governance bodies

Indicators on teaching & research staff

▶ On research activity

2.11. Percentage of research groups that have at least 40% of women as researchers

2.12. Percentage of research groups led by a woman

2.13. Percentage of competitive research projects led by women and by men

2.14. Percentage of men and women out of tranches of research achieved

2.15. Percentage of women who are thesis directors

2.16. Percentage of women who are authors of the theses read

▶ On recognition

2.17. Percentage of women invited to events, conferences, seminars out of the total number of people invited.

2.18. Percentage of women awarded honorary doctorates out of the total nominated.

19.2 Percentage of women as distinguished emeritus.

Indicators on Students

► On enrolment

3.1. Percentage of women and men out of total enrolment

3.3. Percentage of women and men out of total enrolment
Bachelor courses

3.5. Percentage of women and men out of total enrolment
Masters

3.6. Percentage of women and men out of total undergraduate
enrolment by branch

3.7. Percentage of women and men out of total Masters
enrolment by branch

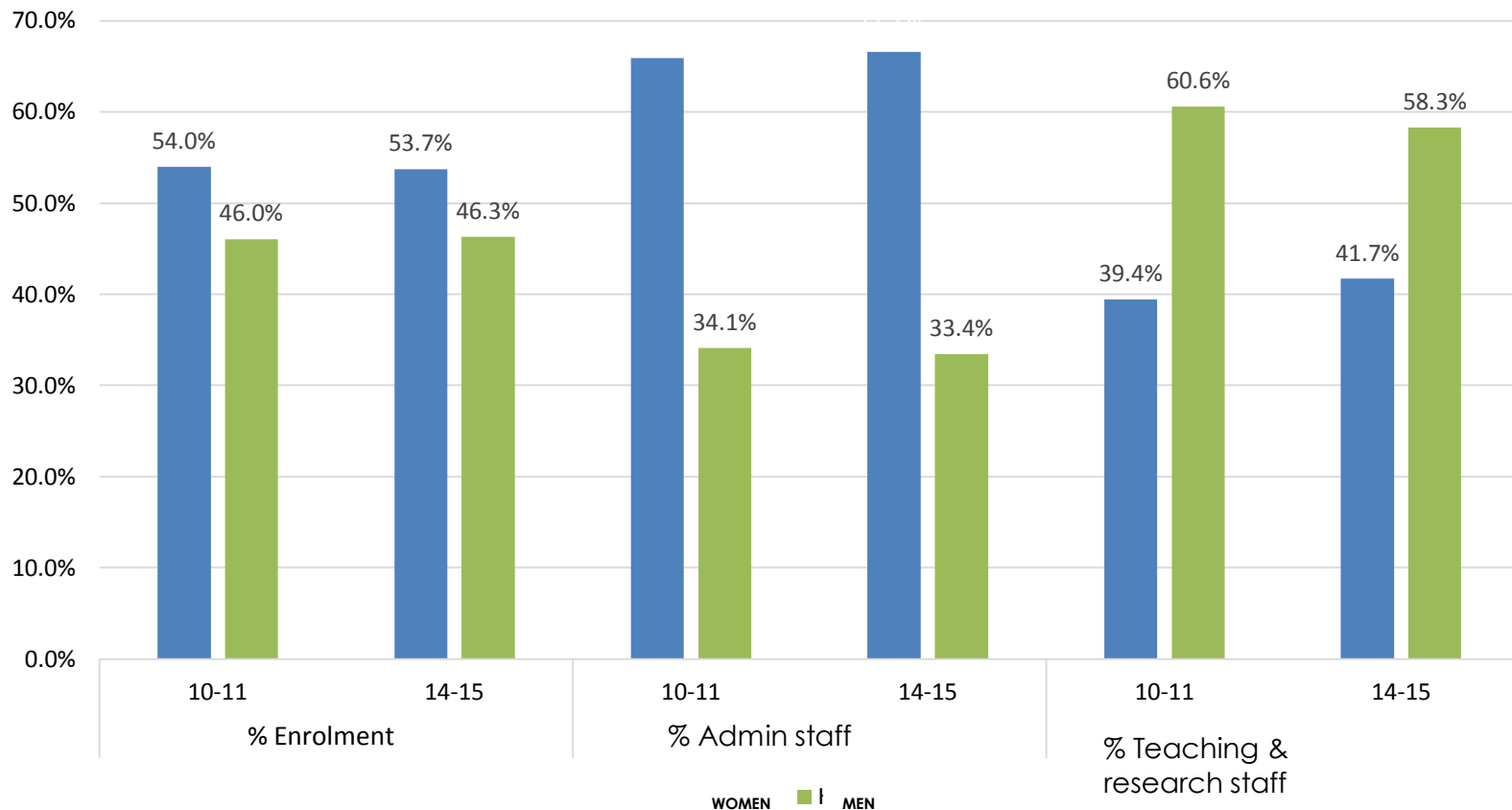
3.11. Percentage of men and women out of total enrolment for
doctorates

3.12. Percentage of men and women among the total doctoral
enrolment in the university by branch

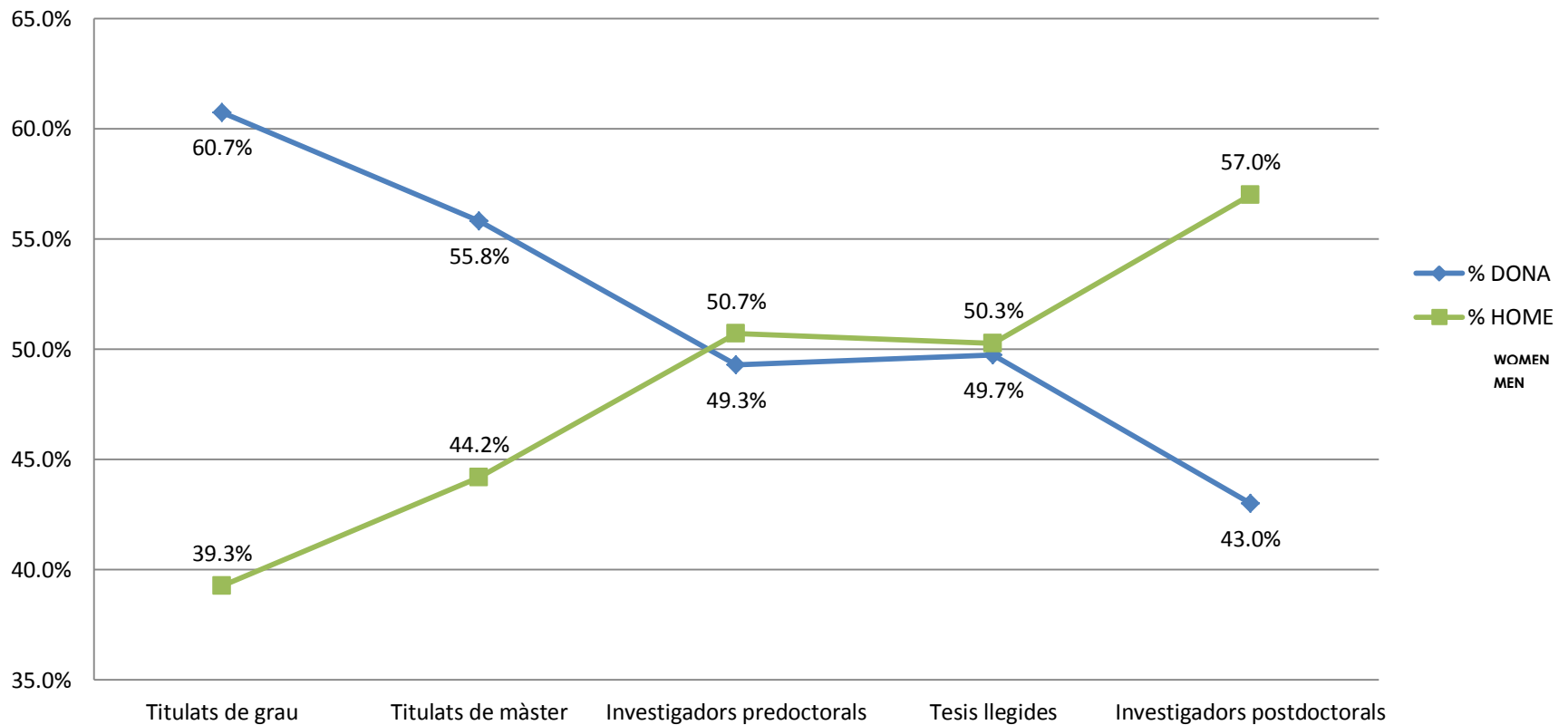
Indicators on Students

- ▶ **On Drop-outs** 3.2 Percentage of women and men dropping out in the first year
- ▶ **On Performance** 3.4 Percentage of women and men out of the performance rate
- ▶ **On Qualification**
 - 3.8. Percentage of women and men out of total Bachelor graduates
 - 3.9. Percentage of women and men out of total Bachelor graduates by field of knowledge
 - 3.10. Percentage of women and men out of total Master graduates by field of knowledge

Progression of the presence of women and men in Catalan universities. Enrolment, admin staff and teaching & research



Research course. Presence of women and men in Catalan universities, integrated centres. Academic year 2014-15



Women and men in Catalan public universities. Academic year 2014-15

