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## Gender Equality Policies in Higher Education and Research: Best Practices and Future Challenges of the Women in Science Committee of Catalonia

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**topics:** GENDER EQUALITY PLANS AND STRATEGIES IN RESEARCH, TECHNOLOGY AND INNOVATION  
INSTITUTIONS

INTEGRATION OF THE GENDER DIMENSION IN UNIVERSITY TEACHING (UNDERGRADUATE, POSTGRADUATE AND  
PRE-DOCTORAL TRAINING)

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↳ **Keywords:** Gender equality policies, Gender Equality Plans, gender mainstreaming in university teaching, gender-based violence

**Presentation** Since 2005, the Women in Science Committee (WSC) of the Inter-University Council of Catalonia (CIC) has been working to put gender equality as an strategic and central role on the agenda of universities and research centres. This communication wants to present some of the most significant actions, focusing in the recent ones. **Women in Science Committee**] The CIC is the coordinating body of the Catalan university system, and of consultation and advice of the Government of Catalonia in matter of universities. The WSC is a pioneer as a committee in the higher education system, with all the Catalan universities represented (12), 1 representative of the CERCA centres (research centres in Catalonia) and involving different governmental agents such as the Catalan Womens Institute or the University Quality Assurance Agency (AQU-Catalunya), among others. The main function of the Committee is to advise and inform the Council on the effective equality of women and men, in the fields of university teaching, research and management, as well as for the development of women's policies in the field of higher education and research Some of the main actions developed by the Committee[ii] are: Equality Plans: The Committee has taken on the role of promoting and coordinating the process of implementing Equality plans within the Catalan university system and, at this time, most Catalan universities have already implemented their second Equality Plan, or are rolling out their third one. Accorded system of indicators to measure the situation of women at universities and research: One of the Committee's most recent and ambitious projects has been agreeing on a System of indicators to assess the situation for women in universities and research centres comparable on a European level. Gender mainstreaming in the curricula: One of the milestones of the catalan Equality Act (17/2015), which is a novelty in European universities, is the mandate to

universities, when presenting a new Degree to be evaluated by the Quality Agency for accreditation, must prove how it has incorporated gender mainstreaming in the curricula. With the advice of the Women in Science Committee, AQU-Catalunya set up an Expert Commission to draw up the General Framework for the incorporation of the gender perspective in university teaching[iii] which is a reference at an international level, recognised as a best practice by EIGE. To launch and move forward with this objective, the Catalan Government has launched in 2019 a new important Award to recognise and give visibility for Best university teaching practices from a gender perspective, named M<sup>a</sup> Encarna Sanahuja Yll Award[iv] Violence against women: Several actions developed by the Committee in this area, as the interuniversity agreements signed between all the Catalan universities to facilitate the free change of university for undergraduate students who are victims of gender-based violence and their dependent children, and in cases of sexual harassment (as mandate in the recent Catalan law 17/2020 about the right of women to eliminate gender-based violence).

[i] <https://dogc.gencat.cat/es/document-del-dogc/index.html?documentId=824932>

[ii] [http://universitatsirecerca.gencat.cat/es/03\\_ambits\\_dactuacio/ciencia\\_i\\_societat/dones\\_i\\_ciencia/index.html](http://universitatsirecerca.gencat.cat/es/03_ambits_dactuacio/ciencia_i_societat/dones_i_ciencia/index.html) [iii] [https://www.aqu.cat/doc/doc\\_21331700\\_1.pdf](https://www.aqu.cat/doc/doc_21331700_1.pdf) [iv]

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