



DIAGNOSIS PRIOR TO PREPARING
THE EQUALITY OF OPPORTUNITIES PLAN
AND THE MANAGEMENT OF DIVERSITY

Bellaterra, 12 December 2016

1. INTRODUCTION

The CENTRE D'ESTUDIS DEMOGRÀFICS (CED), as a public research and development centre, a benchmark in the creation of knowledge and its transmission to society, declares itself to be a Catalan public institution with an international vocation and a commitment to its environment. The CED defends, through the development of its activities, the values and practices of freedom, pluralism, democracy, equality, solidarity and equity.

The CENTRE D'ESTUDIS DEMOGRÀFICS has an integrated structure of its own and associated personnel, comprising research staff, technical staff, management staff, administration staff and postgraduate students on courses for a master's degree or doctorate in Demography. This gives a total of 59 (28 women and 31 men), of whom 40 (22 women and 18 men) have a contractual relationship with the CED¹.

The Centre's own people are those under contract to the CENTRE D'ESTUDIS DEMOGRÀFICS. What are classified as associated personnel are students and researchers who come from the Autonomous University of Barcelona. They are seconded to the Centre d'Estudis Demogràfics to develop their research or their postgraduate studies. It must be noted that all these people do their scientific or technical work in our premises, which means that, although they are not under contract to the centre, they have to abide by our regulations and procedures. That is why we think it important to have an Equality Plan which is general and applies to all the different people linked to our institution.

The CENTRE D'ESTUDIS DEMOGRÀFICS, in the development of its activities, shows a high degree of equality in terms of the numbers of men and women among the staff, although this equality hides a significant lack of equality in the place where they develop their activities, both in the type of work (research or support for research) and the professional scale.

In view of this reality, the CENTRE D'ESTUDIS DEMOGRÀFICS, through its management, wants to guarantee equality of diversity among its people, in terms of their sex, age, language, provenance, sexual orientation and capacities; ensuring that the necessary channels and mechanisms exist for the development of their professional careers in freedom from discrimination, intimidation and harassment. This objective makes it essential to promote measures of both individual and organisational kind. Both are included in the Equality Plan.

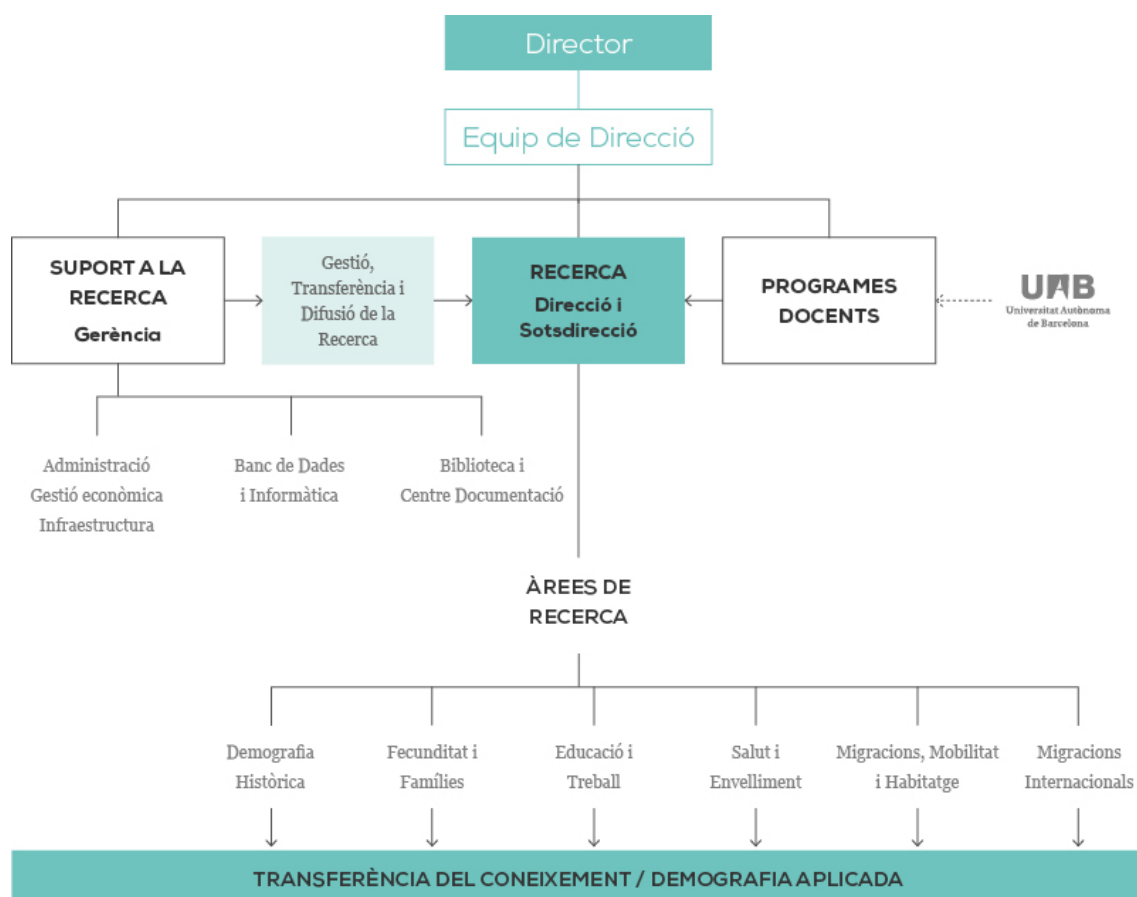
2. DIAGNOSIS

The first step in preparing the Equality Plan consists of making an examination of the CED in matters of equality, establishing different indicators: counting the personnel according to their fields of work, the composition of executive bodies, research groups, qualifications, training... The quantitative task is completed with a more qualitative type of questionnaire, addressed to everyone at the Centre. This diagnosis has allowed us to identify which aspects of the organisation need to be improved.

¹ All data, unless specified otherwise, refer to the situation on 1 September 2016.

2.1. Organisation chart

A graphic representation of the structure of the CENTRE D'ESTUDIS DEMOGRÀFICS is as shown hereunder:



2.2. Personnel according to links with the Centre

The CENTRE D'ESTUDIS DEMOGRÀFICS comprises researchers in various stages of their research careers, technical staff and the personnel in management and administration. There is a distinction between people who have an employment contract with the CED (whether temporary or permanent), and associated personnel. The latter includes, on the one hand, teaching staff of the UAB who specialise Demography or Population studies and carry out their research activities and – in the case of postgraduate courses – teaching in the CED premises. Also in this group are pre-doctoral students financed from outside the CED, on grants or as part of a project directed by UAB professors and, therefore, linked to the university, collaborating with personnel belonging to the CED. Every year there are also variable numbers of visitors doing a stage at the Centre, at different levels and not accounted for here in detail, but a count of people on stays over the last two years (2014-2016) shows figures close to parity with a total of 22 women and 26 men.

Both the Centre's own people and the associates are the subject of all the policies and strategies developed by the CENTRE D'ESTUDIS DEMOGRÀFICS, although their design and implementation always respects the frameworks of the home institutions of people attached to the Centre.

September 2016	OWN PERSONNEL		PERSONNEL ATTACHED	TOTAL
	Permanent	Temporary		
No. women	11	11	6	28
No. men	7	11	13	31

We see greater equality among own personnel and those with temporary contracts, while there is a clear inequality among the associated personnel, showing twice as many men as there are women, and among permanent contracts where the opposite is true. In this case we could say that women have a better employment situation, but in listing their positions we find that the distribution is unequal, since the larger number of women with permanent contracts is found among structural administrative staff and in research support services.

In relation to people on temporary contracts, although this group is temporary through having been engaged for research projects lasting for 1 to 3 years or having been awarded aids for pre- or post-doctoral contracts for periods of between 3 and 5 years, there is total parity. This fact makes us think that when candidates apply for these aids there is no gender bias or, if there is, it has been corrected in producing positive results.

2.3. Personnel according to their jobs

Of the total doctorate researchers of the CENTRE D'ESTUDIS DEMOGRÀFICS, counting both own personnel and associated, the total number of women with doctorates is less than half that of men, in contrast to the numbers without doctorates where there is an equality close to that of the total. However, among technical staff, management and administration, the number of women is three times that of men (It is notable that among the women are three with doctorates).

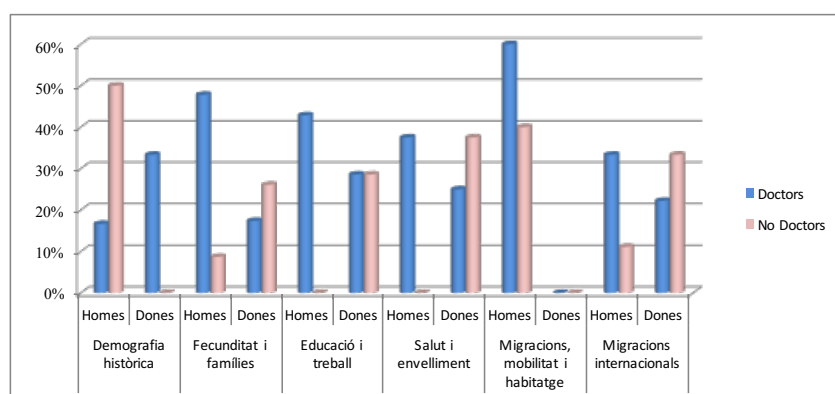
September 2016	Doctorate research personnel	Pre-doctorate researchers	Technical/managerial personnel	Administrative personnel	Total
No. women	7	9	8	4	28
No. men	16	12	1	2	31

Also, and above all, their presence is unequal in the composition of teams in the various areas of research in which the CED is currently structured and in the three groups recognised as consolidated by the Generalitat of Catalonia for the period 2013-2017, which covers a good proportion of the research personnel at the Centre. Here also a distribution simply by sex would conceal an inequality in the level of professional career.

Personnel by Areas of Research

		Doctorates	No doctorates
Historical demography	Men	1	3
	Women	2	0
Fecundity & family	Men	11	2
	Women	4	6
Education & work	Men	3	0
	Women	2	2
Health & ageing	Men	3	0
	Women	2	3
Migration, mobility & housing	Men	6	4
	Women	0	0
International migration	Men	3	1
	Women	2	3

DISTRIBUCIÓ RELATIVA PER SEXE SOBRE EL TOTAL DEL ÀREA



Personnel in Consolidated Research Groups

		Doctorates	No doctorates
GEP (Population studies)	Men	4	3
	Women	3	3
GEDEM (Demographic & migration studies)	Men	3	2
	Women	5	1
DEMFAMS (Family demography)	Men	5	1
	Women	2	7

2.4. Personnel in managerial positions

With reference to executive positions or with managerial responsibility for a group or service it is clear that the Governing Council, comprising three representatives from the Generalitat of Catalonia and three from Barcelona Autonomous University, is formed of two women and four men. The executive team is made up of two men (director and deputy director) and one woman (manager). The Advisory Scientific Council consists of five men and one woman.

The absolute predominance of men is clear in the positions of heads of area or of lines or even of research team, while managerial positions in services (training, databases,

dissemination...) are in the hands of women, since these are positions of support for research, where the female presence is concentrated.

September 2016	AREA/ RESEARCH LINE HEADS	MANAGERS OF SUPPORT SERVICES	OTHER RESEARCH PERSONNEL	OTHER ADMINISTRATION & SUPPORT SERVICES
No. women	3	6	13	6
No. men	11	1	17	2
Totals	14	7	30	8

2.5. Personnel according to accessibility and diversity of origin

In this review of the state of the CENTRE D'ESTUDIS DEMOGRÀFICS regarding possible inequalities, the premises have also been inspected to check on possible shortcomings and improvements for people with reduced mobility. It has to be said that the building is adequate, both inside and outside, for people with some kind of motor disability. The CENTRE D'ESTUDIS DEMOGRÀFICS has no one on the workforce at present who suffers from such limitations. On the other hand, it should be noted that 2.5% of the workforce have some kind of functional diversity, but this does not affect mobility.

Another group forming part of the CENTRE D'ESTUDIS DEMOGRÀFICS is made up of people from foreign countries, all of whom are among the research personnel, representing 25% of the total number of people linked to the Centre (40% women and 60% men).

2.6. Reconciling work with personal and family life

With respect to measures for the reconciliation of work with a personal and family life, there are no significant differences between men and women. People taking up maternity and paternity leave have been both men and women, however, there have been no requests for subsequent reductions of working hours for the care of children (or of parents) in recent years.

Births*	Maternity leave	Paternity leave	Reductions of hours for child care
2016 (2)	1	1	0
2015 (1)		1	0
2014 (1)		1	0
2010 (3)	2	1	0
2006 (1)	1		0

* Data relating to personnel under contract

All the personnel, particularly research personnel who do not have to work to a specific timetable, have total flexibility in hours, in order to reconcile their working, personal and family lives.

The CENTRE D'ESTUDIS DEMOGRÀFICS monitors the research activity by results (projects completed within the scheduled time and at a high level of quality) and not by procedures (fixed hours only apply to those who have to attend to the public: reception, secretarial services, library). The only restriction is concerned with the summer holidays, since the CED closes the work centre for three weeks for technical reasons (lack of administrative personnel to deal with services, as the greater part of the university campus services are shut down for those same dates). In exceptional cases it can be arranged for work to be done from home so that the holidays can be taken at some other time.

With regard to half-day contracts, currently there are two members of the administrative personnel in this situation (one man and one woman) and two members of the research personnel (one man and one woman).

2.7. Other situations

Practically all the personnel have senior qualifications (degree, postgraduate and doctorate), while only a minority of cases in the administration area have intermediate qualifications (adequate to their jobs). But if we look in detail we see that among the personnel with doctorates, women are in a minority among the research staff and a majority among the technical or research support staff, as was mentioned briefly in the preceding section.

2016	HEADS OF AREA/ RESEARCH LINES	REST OF RESEARCH PERSONNEL	RESEARCH SUPPORT AND ADMINISTRATION
No. women	3	4	3
No. men	11	5	0

With regard to invitations to take part in the thematic seminars that are regularly organised, they often show a reflection of the situation in the research groups that are promoting them and also in the thematic content, thus for example, if we take the seminars held in the academic year 2014-15 on the occasion of the CED 30th anniversary, we see this diversity reflected.

Speakers at Thematic Seminars – CED 30th anniversary

	Men	Women
Historical demography	26	23
Housing	14	8
Migrations	16	10
Divorce	10	20

If we look at the monthly cycles of talks (research seminars) organised at the CENTRE D'ESTUDIS DEMOGRÀFICS, the data show a tendency to equality but, for the moment, we cannot be sure that it will be sustained, therefore the Equality Plan has to encourage keeping this in mind when programming the sessions.

Speakers at CED Research Seminars

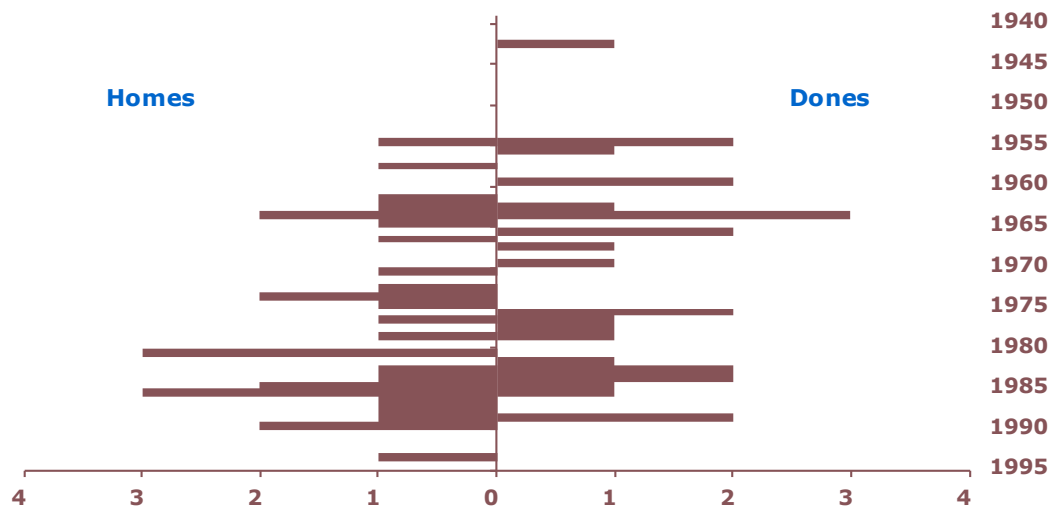
	Men	Women
2011-12	16	6
2012-13	11	7
2013-14	16	7
2014-15	8	8

However, it is a fact that the CENTRE D'ESTUDIS DEMOGRÀFICS has always promoted a high degree of participation by all the research personnel in professional meetings, particularly encouraging the participation of those who are in training, and this means that the Centre's presence in the principal congresses in the speciality is numerous and fairly evenly spread (the figures only show two cases in which the number of women is very much lower).

Participants in International Congresses

	Men	Women
IUSSP 2009	18	19
ADEH 2010	15	14
EPC 2012	19	14
ADEH 2013	16	8
EPC 2014	17	15
PAA 2015	11	4
EPC 2016	14	16

The final proportional picture of those forming the human capital of the CENTRE D'ESTUDIS DEMOGRÀFICS is as follows:



47% of the total are women, their average age is 44 years while that of the men is 39 years, 51% of the total number of people forming part of the CED are less than 40 years of age (only 17% of those with a permanent employment contract are in this age band). However, if we break down the data we see that the oldest group is that of women in positions of support for research, with an average age of 48 years, balanced by the men in these positions, who are the youngest at the CED: 26 years of age on average. Women members of the research personnel (doctors and postgraduates) have exactly the same average age as men in the same positions: 40 years.

2.8. Recent development

The overall data on personnel employed by the CED indicate that, in the last five years (2012-2016), the average proportion of women has been 50.6%. If this average is only for research personnel (with doctorates), the proportion falls to 30.3%, and if it is only for technical and administrative staff, the proportion of women rises to 81.7%.

With regard to doctorate students the situation is more balanced, in the first two years we find more women, due mostly to the larger number of women among members of the European Doctoral School of Demography (EDSD), which was based at the CED for the academic years 2011-12 and 2012-13. This programme and the professional postgraduate programme MTEP (Methods and Techniques of Population Studies) have been the most feminised (between 59% and 62% of women among the students).

The growing number of doctorate students can be seen in the development of doctoral theses defended since 1989. In the last eight years most are by women, but this has also been the period in which new recruitment to the CED workforce has been most limited by budgetary problems due to the economic crisis, which has meant that it has still had very little effect in producing a better balance between men and women among the research personnel.

	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
Researchers	14	13	12	14	16	6	6	5	6	7
Pre-doctoral	21	18	18	15	12	23	23	14	13	9
Technical/Admin	2	2	3	2	3	12	11	12	11	12
TOTAL	37	34	33	31	31	41	40	31	30	28

Source: Web September 2016; Diptychs January 2015, June 2014, April 2013 and June 2012

Teaching programmes

	Men	Women	% Men	% Women
MTEP (1988-2005)	105	170	38%	62%
EDSD (2011-2013)	14	20	41%	59%
MASTER (2006-2016)	36	40	47%	53%
DOCTORATE (1994-2016)	72	88	45%	55%
TOTAL	227	318	42%	58%

With all this, a more in-depth study of the professional careers of a good number of postgraduates in these programmes shows that nearly 25% of the total have finished up defending their doctoral theses: 14% women and 10.5% men, with 66.5% of the women continuing their careers as researchers or university professors, while only 11% of the men have abandoned that career.

The result, in view of the larger number of women with doctorates, is that among postgraduate students at the CED who are qualified as doctor, the proportion between men and women is even, but the CED has not attracted the men and the women in equal proportions². Among senior doctorate researchers with permanent employment contracts at the CENTRE D'ESTUDIS DEMOGRÀFICS we find only two women (and ten men), but, on the

² As an example, if we look at Christmas 1996, listing the CED people at that moment, we see that of 19 people who were among the young research personnel (10 men and 9 women) only 3 women have continued their academic lives (just 1 at the CED) and in contrast 8 men have continued their research careers (4 of them at the CED).

other hand, among those who have joined recently in their post-doctoral stage, there are three men and three women.

Doctoral Theses Read

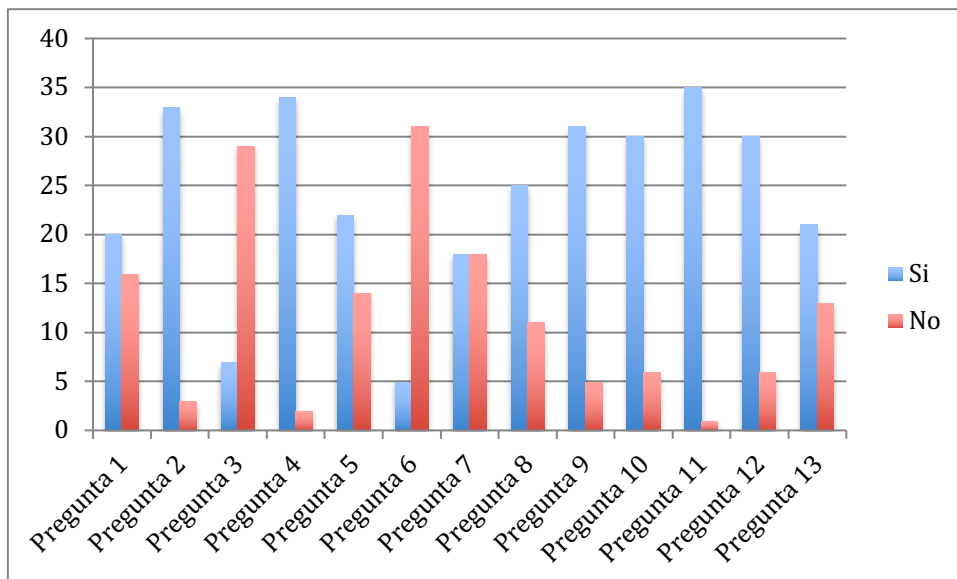
	Men	Women
1989-1998	4	2
1999-2008	14	4
2009-2016	10	20
	28	26

2.9. Results of the questionnaire distributed to the members of the CED.

A total of 20 women and 16 men replied to the questionnaire. Most CED personnel (regardless of sex) consider that there is equality of opportunities between women and men in the various employment fields. However, the percentage of women who think that there is no equality of opportunities and treatment between the sexes is higher than the percentage of men. In this sense, attention is particularly called by the answers to the question referring to pregnancy (very contrasting results between women and men that were not obvious in the yes/no summary).

Let us look at the detail:

- Between 37% and 46% of answers said they did not know what implications an equality plan has in business nor whether its introduction is suitable or necessary (questions 1 and 13).
- 92% considered that the CED practises equality of opportunities and treatment (question 2), however, 32% think that the remuneration for women and men according to their professional categories is not equal (question 8) and up to 14% think that the CED does not give women and men the same opportunities of promotion (questions 9 and 10). However, 97% recognise that both sexes have the same access to training courses (question 11) and 82% that this training offers the same opportunities for professional development, whether one is a man or a woman (question 12).



- 95% agree that the reconciling the working and family life is encouraged, taking into account the working hours (question 4), 86% consider that the CED does not use discriminatory language with respect to women (question 6), but 40% did not know what to do or who to go to in the event of suffering sexual harassment (question 5).
- 80% did not know that the CED takes on people with some kind of disability (question 3) and, finally, as we said in the paragraph above, 51% did not know, also, the specific measures taken in relation to health in the case of pregnant women (question 7).

With regard to implementation of the Plan, noted proposals were those relative to training in matters of equality, sensitisation campaigns and, on a second level, those relative to equality of pay, information on the subject of harassment and the need for more fluent communication processes. More impact was recommended, particularly in the visualisation of women, both in all kinds of statistical indicators, in public events and in attention in the media, as well as paying attention to the use of non-sexist language and manner.