



Observatory for Equality at UAB

Presentation

Mid-Term Check Meeting
Edinburgh, 5th June 2019

It is a university organization created by the Governing Council of the Universitat Autònoma de Barcelona to provide expert support for the design, research and evaluation of equality policies

Tasks and aims

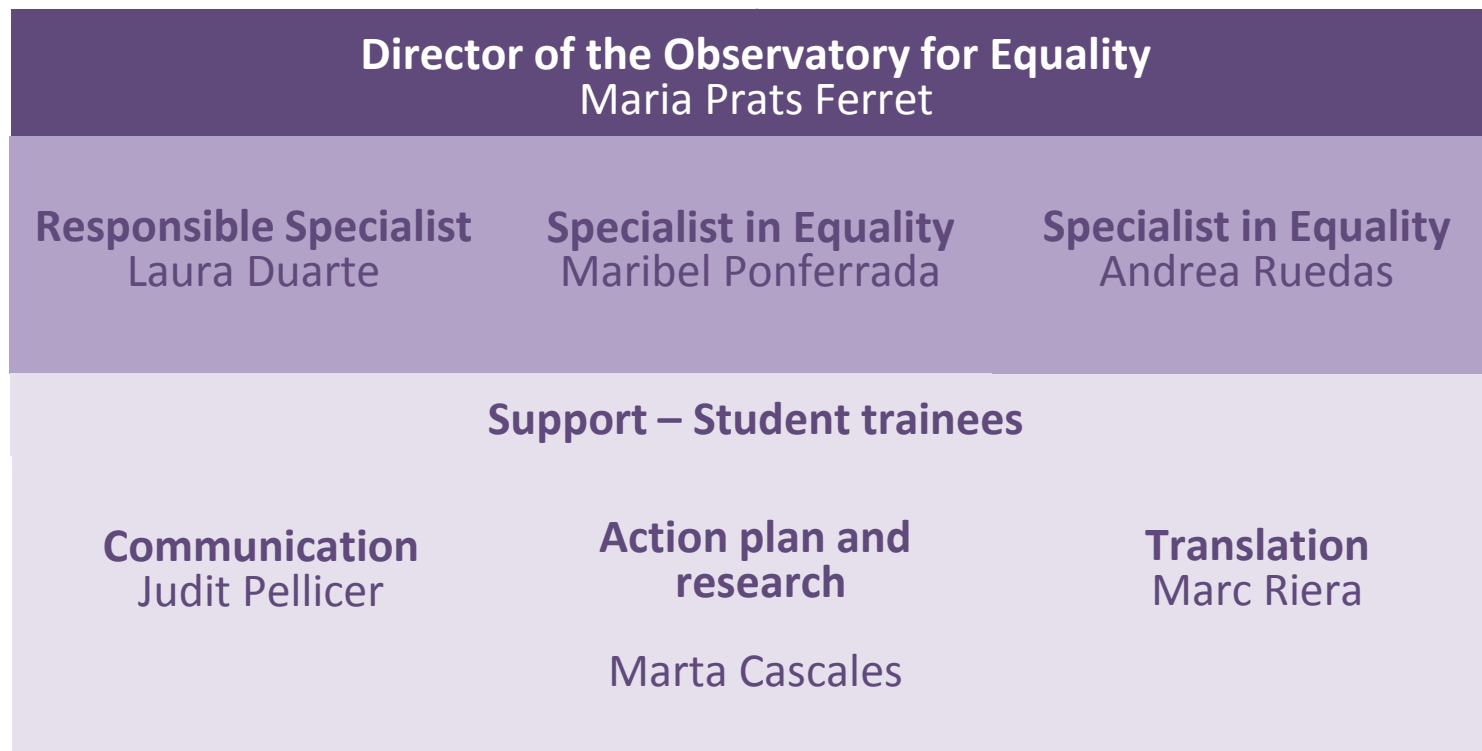
Conducting research and diagnostic studies to detect situations of discrimination at the university, and proposing measures to solve sexism and the inequalities on the grounds of disability

Designing action measures aimed at correcting inequalities in these two fields

Visualizing and reporting the different forms of inequality and discrimination, and the actions adopted to correct them

Advising, training and evaluating the community and the university's bodies on gender equality

Research group



Training Event: Gender equality and gender dimension in research (March 2020)

1. Objectives

- To know the fundamental concepts about the sex-gender system and gender equality rights
- To be aware of gender barriers and gender discriminations in professional careers
- To develop the capacity of critical view of androcentric bias and gender assumptions in science and research, including the fields of health and biology.
- To understand the meaning of including sex and gender analysis in research, following the recommendations of Horizon 2020, Gender Toolkit and Gendered Innovations project.

2. Training session (4 hours)

1 – Introduction to sex-gender concepts

- The sex-gender system and its main associated concepts: sexual division of labour, patriarchy, heterosexuality, intersectionality, androcentrism.

2 – Gender inequalities in the professional career

- Gender equality concepts and rights: direct and indirect discrimination, sexism, equal opportunities, balance participation, dignity at work, work-life balance, gender pay gap, glass ceiling, gender scissors.
- Gender barriers to equality between women and men in academia and research: homosociability and social capital, gatekeeping, gender bias, gender stereotypes and gender roles.

3 – Sex/Gender dimension in research

- Sex-Gender in research in biology and health. Bias, complexities and limitations.
- Gender in the cycle of research (Gender Toolkit): from equal opportunities in research teams to gender in research content.