

Supplement

REPORT ON SUSTAINABILITY

The University of Barcelona's commitment to the Sustainable Development Goals

2018—
2019

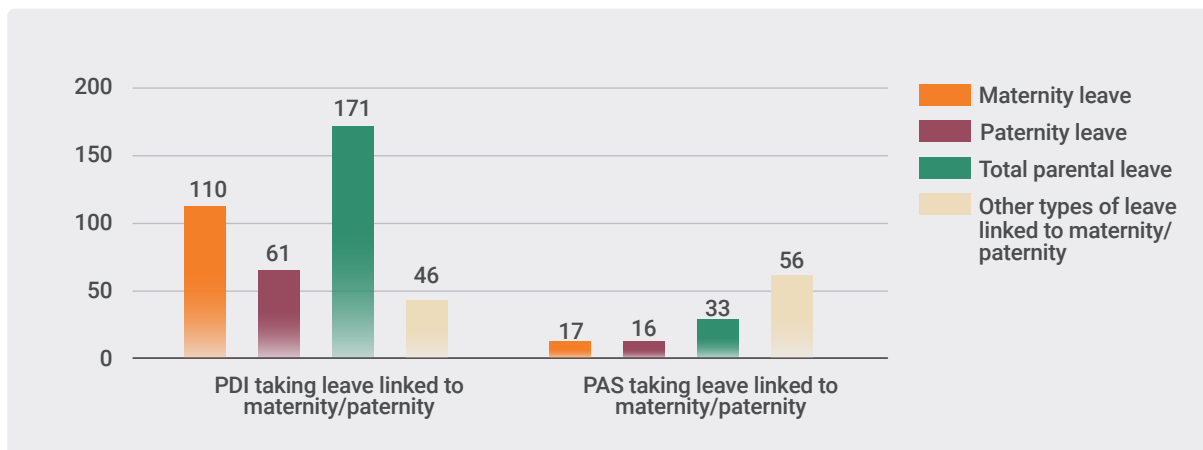
This supplementary document completes the electronic version of the Report on Sustainability 2018–2019 with information that could not be compiled in time for publication but was subsequently published in the abbreviated version. This information refers to staff remuneration, comparison of employment category and remuneration between male and female staff (with reference to possible glass ceilings), the diversity of the University's governing bodies and staff, and parental leave options for UB staff.

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Parental leave offered by the University

The University offers standard maternity and paternity leave as well as a range of associated parental leave options. The figures for 2019 are shown below.



Source: Human Resources.

Contribution to SDGs 3, 5 and 8

Parental leave options...



Target 3.7 Ensure access to reproductive health-care services, including for family planning.



Targets 5.4, 5.6 i 5.c Recognize and value unpaid care and domestic work, ensure universal access to sexual and reproductive health and reproductive rights, and promote of gender equality and the empowerment of all women.

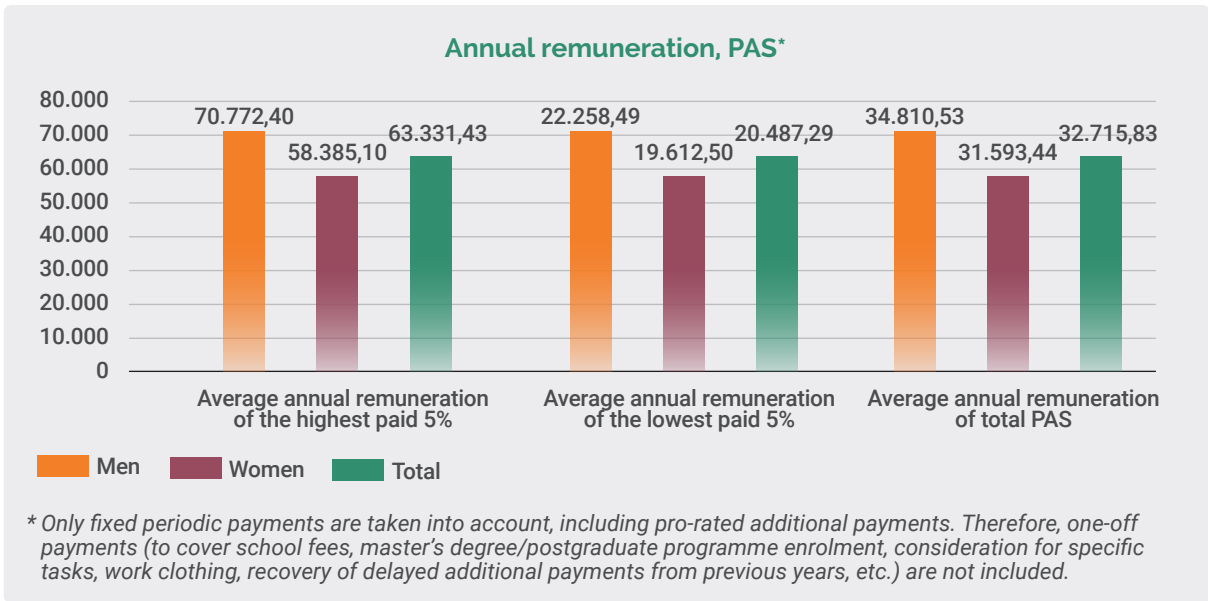


Target 8.8 Protect labour rights and promote safe and secure working environments.

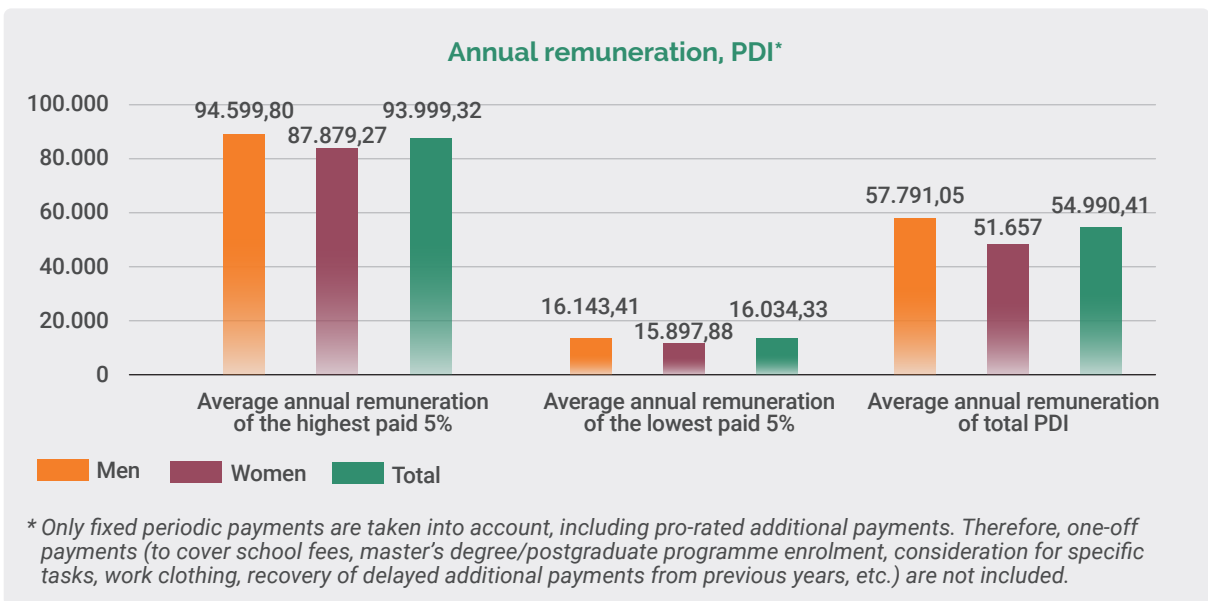
Remuneration

Highest, lowest and average annual remuneration

The figures below correspond to the gross annual salaries of full-time University staff in 2019. Only staff active between 1 January and 31 December who received 12 monthly salary payments have been included.



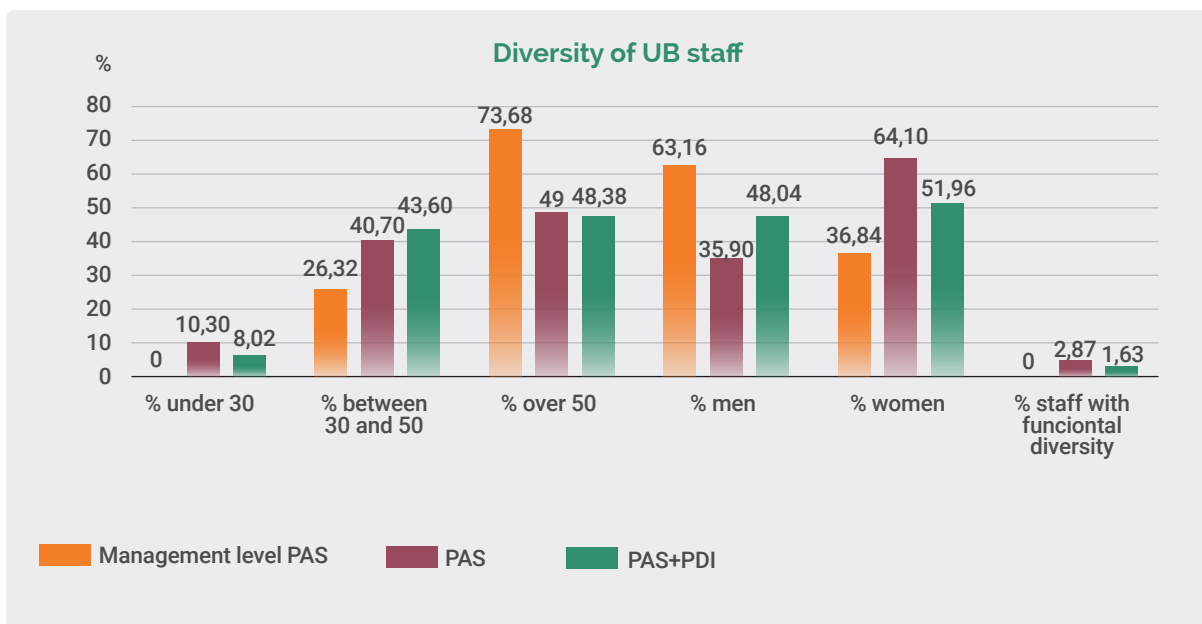
Source: Human Resources.



Source: Human Resources.

Diversity of governing bodies and staff

The graph below offers a comparison of the diversity of PAS and PAS+PDI with that of management-level PAS. In future editions of the report, this information (particularly for PAS+PDI) will be compared with the figures for the University Senate. Full information on the Senate was not available at the time this year's edition was written.



Font: Recursos Humans.

Comparison of PAS and PAS+PDI with management-level PAS reveals a clear imbalance, with far more male staff at management level. This group is also considerably older on average than PAS and PAS+PDI and includes far more staff with functional diversity.

Contribució a l'ODS 16



Target 16.7 Diversity in the University's governing bodies (in this case, among management-level PAS) ensures responsive, inclusive, participatory and representative decision-making. However, work remains to be done in fully achieving this target.

Remuneration of male vs female staff and glass ceilings

This section presents the main employment categories of PAS and PDI, ordered according to remuneration¹. Percentages of men and women in each category are also shown to determine the possible presence of glass ceilings (that is, whether there is a higher proportion of male employees in the highest paid categories).

PAS

Group	Group (euros/year)	Total men	Total women	% men	% women
General management	More than 100,000	1	0	100	0
Area management	Between 90,001 and 100,000	2	0	100	0
Area management	Between 80,001 and 90,000	5	1	83.33	16.67
Area management	Between 70,001 and 80,000	3	2	60	40
Area management	Between 60,001 and 70,000	1	3	25	75
Publicly-contracted PAS	Between 70,001 and 80,000	2	1	66.67	33.33
Publicly-contracted PAS	Between 60,001 and 70,000	0	1	0	100
University-contracted PAS	Between 60,001 and 70,000	1	0	100	0
Publicly-contracted PAS	Between 50,001 and 60,000	5	24	17.24	82.76
University-contracted PAS	Between 50,001 and 60,000	3	4	42.86	57.14
Publicly-contracted PAS	Between 40,001 and 50,000	8	22	26.67	73.33
University-contracted PAS	Between 40,001 and 50,000	38	28	57.58	42.42
Publicly-contracted PAS	Between 30,001 and 40,000	46	159	22.44	77.56
University-contracted PAS	Between 30,001 and 40,000	164	159	50.77	49.23
Publicly-contracted PAS	Between 21,000 and 30,000	161	637	20.18	79.82
University-contracted PAS	Between 21,000 and 30,000	425	503	45.80	54.20

Source: Human Resources.

¹ Categories are ordered according to the gross annual salary of full-time employees (active at 31 December 2019). Remuneration linked to seniority or to teaching/research merits is not included.

PDI

Group	Remuneration	Total men	Total women	% men	% women
Publicly-contracted full professor	46.186,16	317	120	72.54	27.46
University-contracted full professor	45.709,29	15	14	51.72	48.28
Senior lecturer	37.545,12	266	293	47.58	52.42
Publicly-contracted senior professor	36.702,07	452	375	54.66	45.34
University school professor	36.702,07	5	8	38.46	61.54
Foreign adjunct lecturer	36.702,07	1	0	100.00	0
Assistant lecturer	34.015,23	87	82	51.48	48.52
University school senior lecturer	32.364,03	44	45	49.44	50.56
Collaborating lecturer (PhD holder)	31.105,54	17	29	36.96	63.04
Collaborating lecturer	28.763,13	6	12	33.33	66.67
Postdoctoral trainee researcher and lecturer	26.866,00	1	0	100	0
Trainee predoctoral researcher	17.279,64	63	75	45.65	54.35
Trainee research staff BRD	17.279,64	1	0	100	0

Source: Human Resources.

As the figures show, men continue to occupy the vast majority of the highest-paid PAS and PDI positions. As such, much remains to be done to achieve greater equality.