

# II Blanquerna Equality Plan



**Blanquerna**

RAMON LLULL UNIVERSITY

Excellence is the future



# II Blanquerna Equality Plan

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This Equality Plan was approved  
on October 26, 2022



## Blanquerna

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## A. Preamble

The Blanquerna Foundation has had an Equality Plan since 2010.

In the diagnosis that was conducted at that time, as laid down in article 46 of L.O. 3/2007 (Spanish Organic Law), no obstacles that prevent or hinder effective equality between women and men were detected.

Nevertheless, throughout this time, actions have continued to be undertaken to improve, insofar as possible, the initial situation in terms of equality that was brought to the attention of our institution, following the principle of merit rather than that of gender quota.

Another important point to note on equality is that our labor agreement was already ahead of the Organic Law 3/2007, for which reason many of the measures were already in place, have remained in force and have been improved during this period of time.

The enactment of Spanish Royal Decree Law 6/2019 for the guarantee of equal treatment and opportunities between women and men, has modified article 46. 2 of L.O.3/2007, outlining the matters that have to be included in the diagnosis of the equality plans.

Despite the above, taking into consideration the period of time elapsed together with the normative development of L.O. 3/2007, such as the abovementioned R.D.-I 6/2019 and R.D. 901/2020 and 902/2020, both of October 13, we consider that rather than carrying out a revision of the 2010 Plan, it is now necessary to draw up a new Equality Plan.

The 2010 Equality Plan already contains the specification of the parties and the personal scope and, consequently, also the territorial scope, which cannot be other than the one in which the Foundation conducts its activity, currently Catalonia, as for the duration, now mandatory following R.D. 901/2020, it will be set in a specific section at the end of this document.

## B. Areas of the equality plan

The areas that will be affected by updating the Blanquerna Foundation's Equality Plan, pursuant to the provisions of article 46.2 of L.O.3/2007 in the wording given by R.D.-I 6/2019 will be as follows:

- Selection and recruitment process
- Professional classification
- Training
- Professional promotion
- Working conditions, including a wage audit between women and men
- Co-responsible exercising of the rights of personal, family and work life
- Female underrepresentation
- Remuneration
- Prevention of sexual harassment and gender-based harassment

### 1. Selection and recruitment process

The first Equality Plan already evidenced that the % of women joining the institution was higher than that of men, and if we observe the trend from the 2018-19 to 2021-22 academic years, we find that it follows the trend of the 2010 plan, since of the 75 new hires, 52% have been women (TABLE-1).

TABLE-2 highlights that the number of women who have joined the institution has continued to in-



crease, as has the percentage they represent. Nevertheless, the proportion between women and men remains within the parity criteria.

Similarly, we have maintained neutral selection instruments and techniques. As a result, the possibility of implying that the vacancy is intended for a specific gender is avoided from the very beginning of the selection process.

In the selection processes, we have upheld the objective criteria that were highlighted in the 2010 diagnosis, such that the people who are admitted to the positions are those who demonstrate the most merit, regardless of gender.

Consequently, we can conclude that in this area we can confirm that the balanced situation is in force in both selection and recruitment.

The selection and recruitment processes follow the internal communication channel for staff and their social representation, as laid down in article 13.1 of the Blanquerna Foundation's Collective Labor Agreement.

Moreover, according to article 13.2 of our Labor Agreement, the criteria for describing professional profiles to cover vacancies, together with the job descriptions, are those set forth in APPENDIX Y of the same agreement.

## 2. Professional Classification

The Blanquerna Foundation Collective Labor Agreement of classifies its workforce into two professional groups:

A: Research and Teaching Staff

B: Administrative and Service Staff

The job assessment criteria are regulated for group A by several regulations: Organic Law on Universities 6/2001, Regulations for Access to faculty categories at URL and by the Blanquerna Foundation's Professional Career Plan for Faculty.

Professional group B, which in turn is divided into several categories, as outlined in Appendix Y of the Foundation's Collective Labor Agreement, has jobs classified according to the qualifications, autonomy, experience and responsibility of each function. These criteria are also set out in Appendix Y of the abovementioned collective labor agreement.

The conclusion that we can draw from analyzing the regulations cited by both groups A and B is that there is no gender bias or direct or indirect discrimination between women and men (Section 3 a) Appendix R.D. 901/2020).

Gender-segregated data are available to identify the distribution of women and men in the different categories of the institution. [TABLE-2]

The information highlights that, overall, this distribution is balanced, given that 53.78% of the workforce are women and 46.22% men, thus maintaining the balance existing in 2010 with an increase of 2% of women with respect to the initial diagnosis

However, a more thorough analysis shows that certain professional categories still have a clear gender bias that must be improved during the period of validity of this Plan in accordance with the reality and needs of each of the Blanquerna Foundation's centers.

Thus, by centers, in the School of Psychology, Educational Sciences and Sport (FPCEE), in professional group A [Faculty] there is a relative balance in the various categories, with more women [58.36%] than men [41.64%] in a proportion that is maintained both among tenured professors, and among 30-hour contract faculty, as well as among part-time associate faculty. Among the 22-hour contract faculty, the percentage of women increases to 62% [compared to 38% men] and in the category of Professor,



there is an inverse proportion, with 66% of men (and 33% of women). As for the professional group of administration and service staff, there are areas with a highly pronounced gender bias. In particular, the profiles of computer technician, maintenance official or audiovisual technician and maintenance technician show ratios of 100% men, while the categories of librarian, receptionist, administrative official and TG2 (Administrative Technician) have 100% female representation.

At the School of Health Sciences (FCS), in professional group A, in the categories with the highest number of workers (22-hour contract and associate (P.T.)), 68% are women and 32% are men. Tenured faculty members also have the same percentage. As for administration and service staff, there are also services or functions with a highly pronounced gender bias: profiles within the areas of IT and Maintenance show 100% male ratios, while for profiles with administrative and/or customer service tasks, within the categories of Administrative Official, Receptionist and Administrative Technician-2, the representation is 88% women and 12% men. Only the Library and Communication services comply with 50% parity. Lastly, at the School of Communication and International Relations (FCRI), in professional group A, there is a clear under-representation of women in the higher categories (Professor and Tenured) and in the associate research professor category (non-tenured), and the proportion of associate professors is two-thirds men and one-third women. In professional group B, the gender biases of the other centers are consolidated: computer technician, maintenance officer or audiovisual technician show ratios of between 75% and 100% men, while the categories of librarian, administrative official and higher administration categories (TG1 and TG2) have between 77% and 100% female representation.

On equal merit, the least representative group will be taken into account in the selection processes.

### 3. Promotion and Training

The process for filling vacancies and substitutions and for promotions is laid down in Article 13 of the Foundation's 2nd Collective Labor Agreement.

The first conclusion that we can draw from the reading of this article is the absence of gender-based discriminatory aspects, giving preference, always, in equal conditions, to the staff, regardless of candidates' gender.

We are aware of the importance that training represents both for the company and for the employees, and therefore both representatives agreed to introduce in the 2nd Labor Agreement the Professional Updating Complement (CAP) for the administrative and service staff, regulated in APPENDIX V.

The CAP is a tool that fosters and rewards staff training by means of a salary supplement. At present, 62 people benefit from the CAP, 75.8% women and 24.2% men, with a notable increase in the number of recipients and particularly in the number of female recipients compared to 2010.

Another major instrument, established at art. 21.5 of the II Labor Agreement, is the possibility to take a leave of absence, paid and for a maximum period of one four-month period, to finish an ongoing thesis.

This benefit has been availed of by 4 women in the 2018-19 academic year, by one woman in the 2019-20 academic year and by one man and one woman in the 2020-21 academic year.

Furthermore, sections 2, 3 and 4 of Art. 21 of the 2nd Labor Agreement regulate the possibilities to participate in training activities.

In summary, we can say that we have provided ourselves with non-discriminatory promotion and training tools within the reach of all our staff. Despite this, these tools must continue to be fostered and provided to the personnel and, where possible, improved.



#### 4. Organization of working time

The institution's working hours are laid down in article 19 of the Blanquerna Foundation's Labor Agreement.

Employees' remuneration is based on their professional group and category, as reflected in the salary tables available to employees on the employee portal (PORTEM).

Distribution by gender and type of workday [TABLE-3]

In the Foundation's workforce as a whole, the gender breakdown of full-time hires shows that 56.6% are women and 43.4% are men, while the percentage distribution by gender of part-time hires is 51% women and 49% men.

It is worth noting that, by category, and with the exception of associate professor, which is part-time by definition, part-time hiring continues to be minimal. The breakdown of part-time teaching staff by gender is 50% for each gender.

Distribution by gender and type of contract [TABLE-4]

By gender, also in the overall institution, of the total staff, 44.54% of the people with indefinite contracts are women and 37.11% are men, while women account for 9.24% of the temporary contracts and men for 9.1%.

Consequently, the conclusion is that there is an equal distribution between women and men in terms of both the type of workday and the type of contract.

By category, the information provided in point 2 of the Professional Classification can be deemed to be reproduced.

#### 5. Salary or Remuneration Audit

Spanish Royal Decree Law 6/2019 has introduced an amendment to Article 28 of the Workers' Statute regarding equal pay by requiring the employer to keep a record of the median values of the remuneration of its workforce, disaggregated by sex and distributed by professional groups, professional categories or jobs of equal or equal value.

The two representatives agree to conduct the compensation analysis with the following distribution:

**Research and Teaching Staff Professional Group:**

It will be shown according to the labor categories.

**Administrative and Service Staff Professional Group:**

It will be grouped into the 6 levels of remuneration of the Blanquerna Foundation Labor Agreement, adding to the 6 levels the Research Staff in Training, as set out below:

- 1) Analyst Programmer/System Administrator, TG-1, Librarian.
- 2) Computer Technician, Audiovisual Technician, Maintenance Technician, TG-2, Designer.
- 3) Library Assistant, Administrative Official.
- 4) Maintenance Official.
- 5) Telephone Operator/Receptionist, Service Assistant.
- 6) AJI (Young Researchers Association), Research Staff in Training.

Given that the remuneration of the General Services management team falls outside the parameters established in the Blanquerna Foundation's Collective Labor Agreement and that its inclusion in another group would distort the true salaries of the categories included, the parties agree to exclude the remuneration information of the members of the Blanquerna Foundation's management team from the public tables.



By gender, we can see that women receive 52.57% of the institution's total remuneration..

If we compare by professional group, we can see that in the teaching staff group, the correlation between men and women's salaries is very high, since men receive 51.38% of the group's salaries and women 48.62%.

In the administration and service staff group, in absolute volume, women receive 67.14% of the remuneration of this group, as a result of their high proportion in the professional group.

Further analysis at the individual level shows that in the teaching staff group, the average fixed remuneration per person for women is 3.2% below that of men. In the administration and service staff professional group, this difference with respect to men is 3.7% lower.

The remuneration register table shows precisely the distribution by category and gender.

## 6. Co-responsible exercising of the rights of personal, family and work life

A large number of measures have been agreed upon in order to facilitate the reconciliation of work, personal and family life. These measures have been published in the 2nd Labor Agreement and are permanently available to employees in electronic format via the Employee Portal (PORTEM).

It is worth highlighting that these measures were already in place in the company long before the entry into force of the Organic Law 3/2007 for the effective equality of women and men.

The specific measures are:

- A) the consideration as compulsory leave of absence, reserving the job position, of the leaves of absence requested for maternity, paternity or care of relatives up to the second degree (art.14.1.d) and e)).
- B) 3 days paid leave in case of serious illness, surgery or death of relatives up to the second degree (art. 21.1.b)).
- C) Reconciliation of work and family life —to which the whole of art. 23 is specifically dedicated— and which considers the possibility of flexible working hours to exercise the right to breastfeeding and to care for family members up to the second degree with special needs, and granting unpaid leave to facilitate adoptions abroad.
- D) The specific treatment of maternity as provided for in art. 24 of the Agreement and specifically its paragraph e) by which the Foundation completes, without loss of remuneration, the maternity period in cases of medical complications arising from childbirth that involve a period of hospitalization longer than usual.
- E) With respect to the workday, during the months of July and August, the group enjoys a reduction in the workday.

Except in the case of section e) of art. 24, which normally corresponds to the mother, work-life balance and time management measures are intended for both female and male employees.

Analyzing the evolution of parental leave in recent years, we can see that in the 2018-19 academic year, 14 women and 4 men took parental leave; in the 2019-20 academic year, there were 12 women and 10 men; and in the 2020-21 academic year, there were 9 women and 9 men.

## 7. Female underrepresentation

We are aware that there is still a long way to go, but the representation of women in the institution is constantly evolving, and below is a detail of their current participation in the most representative bodies:

Board of Trustees of the Foundation: Of the total of 14 members, 4 are women.



Management teams: Currently, women represent 55.5% of them.

Joint Commission for the interpretation and mediation of the Foundation's Labor Agreement: In this body, which is the maximum representative body of the employees and the institution, the proportion of women is 75%.

As regards the administration and service staff that receives the position allowance outlined in Appendix Y of the Blanquerna Labor Agreement, 38.5% are women and 61.5% are men.

## 8. Remuneration

Remuneration is determined on the basis of the categories set out in the 2nd Labor Agreement. Similarly, the salary tables are reviewed by means of agreements with the social representatives, and are published to PORTEM. In no case can we observe the existence of discrimination in the remuneration system.

Furthermore, the Second Collective Labor Agreement (Chapter Y of Title III and APPENDIX Y for administration and service staff) covers all salary supplements that may be received by the workforce. As is the case with the rest of the remuneration, there are no references that imply differences in treatment based on the type of contract, job position and/or gender.

As shown in the above information, and also in the Salary Audit previously mentioned, the scope of remuneration does not contain discriminatory aspects on the basis of gender.

## 9. Prevention of sexual harassment and gender-based harassment

In parallel to the preparation of this 2nd Equality Plan, in order for all parties to understand that it was a matter of absolute priority, the **Protocol on guarantees for a harassment-free environment** has been prepared and agreed upon, thus complying with SCOPE of action I of the program.

## C. Time scope

According to the provisions of article 9 of R.D. 901/2020, of October 13, the maximum duration of this revision of the Blanquerna Foundation's Equality Plan will be 4 years from the date of its signature.

## D. Follow-up and assessment

According to the provisions of section D.IV of the Equality Plan, the two representations will establish the periodicity of the meetings in which the degree of fulfillment of the different aspects of the Equality Plan will be analyzed. Nevertheless, pursuant to article 9.6 of R.D. 901/2020, of October 13, at least an intermediate and a final assessment will be conducted.

## E. Equality committee

The Blanquerna Foundation's Equality Committee is responsible for applying the Equality Plan, monitoring its fulfillment and evaluating and proposing new actions or corrective measures. Its analysis and assessments will be collected in a biennial report that will be submitted for the approval of the Agreement Surveillance Commission (Joint Commission), regulated by Article 4 of the Blanquerna Foundation's 2nd Collective Labor Agreement.





The Equality Committee will have a term of office of 4 years and will comprise:

- One person from General Management
- One person from the management team of each school ③
- One person from each of the institution's works councils ④

The Committee, which will adhere to the principle of parity, will meet at least once a year, with prior notice of at least five working days, with an agenda.

The Committee will elect from among its members, by mutual agreement, the positions of Chair and Secretary.

The agreements will be taken by simple majority of each of the two parties.

The schools may decide the internal working procedure of the areas of action of this Equality Plan, always observing the necessary coordination and ratification by the Blanquerna Foundation's Equality Committee and the Agreement Surveillance Commission. Along these lines, if deemed appropriate, each school can create a center equality committee.

## F. Scheduling

In view of the above diagnosis, it is observed that the actions that were already in progress and those that have been verified since the implementation of the Blanquerna Foundation's Equality Plan have contributed to maintaining or improving the situation that was derived from the first diagnosis.

Throughout this Equality Plan's negotiation process, the convenience of adding information regarding the student body was expressed, and it was agreed to include a scope of action in this respect, thus including IV under the title "Gender perspective in teaching" and V with the title "Presence and participation of the student body in the degrees and areas of representation".

After conducting the diagnosis, several areas of action have been established that will form part of the goals of this 2nd Equality Plan of the Blanquerna Foundation, as listed below:

- I. Protocol of Prevention and intervention in situations of harassment and violence at work
- II. Selection / Promotion
- III. Advertising / Visibility
- IV. Analyzing how well the training offer is adapted to the principles of gender equality
- V. Presence and participation of the student body in the degrees and areas of representation

Notwithstanding the above, during the life of the plan, we will continue to expand upon the diagnosis of those aspects of the plan that are susceptible to analysis at the school level.



## **SCOPE I**

### **PROTOCOL OF GUARANTEES FOR A BULLYING-FREE ENVIRONMENT**

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#### **GOAL**

Drafting and establishing the protocol on the scope

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#### **PROCEDURE**

- Defining the various concepts of harassment and violence in the workplace
  - Drafting the protocol for action in the different cases
  - Spreading the protocol to the entire staff of the institution
  - Spreading a preventive culture on the subject
- 

#### **DEPARTMENT RESPONSIBLE**

- Human Resources
  - Management teams of the centers
  - Company committees
- 

#### **CALENDAR**

Based on the review of the Foundation's Equality Plan

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#### **FOLLOW-UP**

By academic year

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#### **INDICATORS**

Achieving the drafting and dissemination of the protocol

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## **SCOPE II**

### **SELECTION / PROMOTION**

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#### **GOAL**

Guaranteeing objective processes in access to employment and promotion

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#### **PROCEDURE**

- Reviewing the text of the agreement to correct directly or indirectly gender-discriminatory terms
  - Ensuring that non-sexist language is maintained in job opening advertisements
  - Ensuring that under equal conditions, preference will be given to candidates of the sex with the lowest representation in the category in question.
- 

#### **DEPARTMENT RESPONSIBLE**

- Human Resources
  - Management teams of the centers
- 

#### **CALENDAR**

Based on the review of the Foundation's Equality Plan

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#### **FOLLOW-UP**

By academic year

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#### **INDICATORS**

Reviewing cases during the course

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### **SCOPE III**

#### **PUBLICITY/VISIBILITY OF THE EQUALITY PLAN**

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##### **GOAL**

Guaranteeing the dissemination among the staff of the existence of the Equality Plan and its contents

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##### **PROCEDURE**

- Raising the workforce's awareness of the Equality Plan
  - Highlighting the existence of the Equality Plan among the new hires
  - Checking the language and images used in the institution
  - Staff involvement in the Equality Plan
- 

##### **DEPARTMENT RESPONSIBLE**

- Human Resources
  - Management teams of the centers
  - Company committees
- 

##### **CALENDAR**

Based on the review of the Foundation's Equality Plan

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##### **FOLLOW-UP**

By academic year

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##### **INDICATORS**

Reviewing actions taken during the course

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### **SCOPE IV**

#### **ANALYZING HOW WELL THE TRAINING OFFER IS ADAPTED TO THE PRINCIPLES OF GENDER EQUALITY**

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##### **GOAL**

Analyzing the current situation of the schools

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##### **PROCEDURE**

- Studying the training offer on Gender Equality
  - Studying the feasibility of incorporating —into the faculty assessment surveys conducted by students— a question concerning the degree in which the gender perspective is introduced in the subject
- 

##### **DEPARTMENT RESPONSIBLE**

- Schools
  - Quality units of the schools
- 

##### **CALENDAR**

2022-23 academic year

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##### **FOLLOW-UP**

Six-monthly

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##### **INDICATORS**

Quality Unit Reports

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**SCOPE V**  
**PRESENCE AND PARTICIPATION OF THE STUDENT BODY IN THE DEGREES AND AREAS OF REPRESENTATION**

**GOAL**

Diagnosing, from a gender approach, the current situation in the schools

**PROCEDURE**

- Analyzing the feminization/masculinization of the degrees
- Analyzing —by gender— the representation of the class groups

**DEPARTMENT RESPONSIBLE**

- Schools
- Quality units of the schools

**CALENDAR**

2022-23 academic year

**FOLLOW-UP**

Six-monthly

**INDICATORS**

Quality Unit Reports

**TABLE-1**  
**ACCESS TO EMPLOYMENT**

CATEGORY	WOMEN	% CATEGORY	MEN	% CATEGORY	TOTAL
LECTURER	30	50	30	50	60
TG1	3	100	0	0	3
TG-2	0	0	1	100	1
ADMINISTRATIVE OFFICIAL	6	60	4	40	10
MAINTENANCE OFFICIAL	0	0	1	100	1
<b>TOTAL</b>	<b>39</b>	<b>52</b>	<b>36</b>	<b>48</b>	<b>75</b>

SOURCE: Briefing seminar on new Rector's Office hires 2018-19 to 2021-22

**TABLE-2 FOUNDATION**

**WORKFORCE DISTRIBUTION BY GENDER AND CATEGORY**

CATEGORY		WOMEN	%	MEN	%	TOTAL
RP	PROFESSOR	2	25,00	6	75,00	8
	TENURED	2	20,00	8	80,00	10
	ASSOCIATE	0	0,00	4	100,00	4
ARP	TENURED	2	28,57	5	71,43	7
	ASSOCIATE	13	39,39	20	60,61	33
	TENURED	18	54,55	15	45,45	33
	PHD ST. W/CONTRACT	13	65,00	7	35,00	20
	PHD ASSISTANT	2	50,00	2	50,00	4
	CONTRACT (30-hour)	14	56,00	11	44,00	25
	CONTRACT (22-hour)	35	58,33	25	41,67	60
	ASSOCIATE (P.T.)	172	50,00	172	50,00	344
	COMPUTER ANALYST	1	25,00	3	75,00	4
	TG-1	12	85,71	2	14,29	14
	LIBRARIAN	13	86,67	2	13,33	15
	IT TECHNICIAN	0	0,00	14	100,00	14
	AUDIOVISUAL TECHNICIAN	1	14,29	6	85,71	7
	TG-2	24	96,00	1	4,00	25
	MAINTENANCE TECHNICIAN	0	0,00	2	100,00	2
	DESIGNER	2	66,67	1	33,33	3
	LIBRARY ASST.	1	100,00	0	0,00	1
	ADMINISTRATIVE OFFICIAL	37	80,43	9	19,57	46
	MAINTENANCE OFFICIAL	0	0,00	8	100,00	8
	TEL./RECEPTIONIST	4	80,00	1	20,00	5
	SERVICE ASSISTANT	1	50,00	1	50,00	2
	RESEARCH ASSISTANT	15	75,00	5	25,00	20
		384	53,78	330	46,22	714
statistics June 22						
	TENURED (grouped)	22	44,00	28	56,00	50



TABLE-2 · FPCEE

WORKFORCE DISTRIBUTION BY GENDER AND CATEGORY

CATEGORY	WOMEN	%	MEN	%	TOTAL
RP PROFESSOR	2	33,33	4	66,67	6
TENURED	1	20,00	4	80,00	5
ASSOCIATE	0	0,00	1	100,00	1
ARP TENURED	0	0,00	5	100,00	5
ASSOCIATE	11	52,38	10	47,62	21
TENURED	14	56,00	11	44,00	25
PHD ST. W/CONTRACT	7	100,00	0	0,00	7
PHD ASSISTANT	2	50,00	2	50,00	4
CONTRACT (30-hour)	0	0,00	3	100,00	3
CONTRACT (22-hour)	23	62,16	14	37,84	37
ASSOCIATE (P.T.)	65	55,08	53	44,92	118
COMPUTER ANALYST	0	0,00	0	0,00	0
TG-1	4	80,00	1	20,00	5
LIBRARIAN	6	100,00	0	0,00	6
IT TECHNICIAN	0	0,00	5	100,00	5
AUDIOVISUAL TECHNICIAN	0	0,00	3	100,00	3
TG-2	8	100,00	0	0,00	8
MAINTENANCE TECHNICIAN	0	0,00	1	100,00	1
DESIGNER	0	0,00	0	0,00	0
LIBRARY ASST.	1	100,00	0	0,00	1
ADMINISTRATIVE OFFICIAL	18	90,00	2	10,00	20
MAINTENANCE OFFICIAL	0	0,00	5	100,00	5
TEL./RECEPTIONIST	3	100,00	0	0,00	3
SERVICE ASSISTANT	0	0,00	1	100,00	1
RESEARCH ASSISTANT	13	86,67	2	13,33	15
	178	58,36	127	41,64	305
statistics June 22					
TENURED (grouped)	15	42,86	20	57,14	35



TABLE-2 FCRI

WORKFORCE DISTRIBUTION BY GENDER AND CATEGORY

CATEGORY	WOMEN	%	MEN	%	TOTAL
PROFESSOR	0	0,00	2	100,00	2
RP TENURED	1	25,00	3	75,00	4
ASSOCIATE	0	0,00	3	100,00	3
ARP TENURED	0	0,00	2	100,00	2
ASSOCIATE	2	18,18	9	81,82	11
TENURED	0	0,00	2	100,00	2
PHD ST. W/CONTRACT	5	41,67	7	58,33	12
PHD ASSISTANT	0	0,00	0	0,00	0
CONTRACT (30-hour)	10	58,82	7	41,18	17
CONTRACT (22-hour)	0	0,00	4	100,00	4
ASSOCIATE (P.T.)	39	30,95	87	69,05	126
COMPUTER ANALYST	0	0,00	0	0,00	0
TG-1	3	100,00	0	0,00	3
LIBRARIAN	5	100,00	0	0,00	5
IT TECHNICIAN	0	0,00	4	100,00	4
AUDIOVISUAL TECHNICIAN	1	25,00	3	75,00	4
TG-2	6	100,00	0	0,00	6
MAINTENANCE TECHNICIAN	0	0,00	0	0,00	0
DESIGNER	0	0,00	0	0,00	0
LIBRARY ASST.	0	0,00	0	0,00	0
ADMINISTRATIVE OFFICIAL	7	77,78	2	22,22	9
MAINTENANCE OFFICIAL	0	0,00	2	100,00	2
TEL./RECEPTIONIST	0	0,00	1	100,00	1
SERVICE ASSISTANT	0	0,00	0	0,00	0
RESEARCH ASSISTANT	2	50,00	2	50,00	4
	81	36,65	140	63,35	221
statistics June 22					
TENURED (grouped)	1	12,50	7	87,50	8



TABLE-2 · FCS

WORKFORCE DISTRIBUTION BY GENDER AND CATEGORY

CATEGORY	WOMEN	%	MEN	%	TOTAL
PROFESSOR	0	0,00	0	0,00	0
RP TENURED	0	0,00	1	100,00	1
ASSOCIATE	0	0,00	0	0,00	0
ARP TENURED	0	0,00	0	0,00	0
ASSOCIATE	0	0,00	1	100,00	1
TENURED	4	66,67	2	33,33	6
PHD ST. W/CONTRACT	0	0,00	0	0,00	0
PHD ASSISTANT	0	0,00	0	0,00	0
CONTRACT (30-hour)	4	80,00	1	20,00	5
CONTRACT (22-hour)	12	63,16	7	36,84	19
ASSOCIATE (P.T.)	68	68,00	32	32,00	100
COMPUTER ANALYST	0	0,00	0	0,00	0
TG-1	1	100,00	0	0,00	1
LIBRARIAN	2	50,00	2	50,00	4
IT TECHNICIAN	0	0,00	2	100,00	2
AUDIOVISUAL TECHNICIAN	0	0,00	0	0,00	0
TG-2	4	100,00	0	0,00	4
MAINTENANCE TECHNICIAN	0	0,00	1	100,00	1
DESIGNER	0	0,00	0	0,00	0
LIBRARY ASST.	0	0,00	0	0,00	0
ADMINISTRATIVE OFFICIAL	11	68,75	5	31,25	16
MAINTENANCE OFFICIAL	0	0,00	1	100,00	1
TEL./RECEPTIONIST	1	100,00	0	0,00	1
SERVICE ASSISTANT	0	0,00	0	0,00	0
RESEARCH ASSISTANT	0	0,00	0	0,00	0
	107	66,05	55	33,95	162
statistics June 22					
TENURED (grouped)	4	57,14	3	42,86	7





**TABLE-3. FOUNDATION**

**BREAKDOWN OF WORKFORCE BY GENDER AND TYPE OF WORKDAY**

CATEGORY	WOMEN				MEN				TOTAL
	F.T.	%	P.T.	%	F.T.	%	P.T.	%	
PROFESSOR	2	25,00	0	0,00	6	75,00	0	0,00	8
RP TENURED	2	20,00	0	0,00	8	80,00	0	0,00	10
ASSOCIATE	0	0,00	0	0,00	4	100,00	0	0,00	4
ARP TENURED	2	28,57	0	0,00	5	71,43	0	0,00	7
ASSOCIATE	13	39,39	0	0,00	20	60,61	0	0,00	33
TENURED	18	54,55	0	0,00	15	45,45	0	0,00	33
PHD ST. W/CONTRACT	13	65,00	0	0,00	7	35,00	0	0,00	20
PHD ASSISTANT	2	50,00	0	0,00	2	50,00	0	0,00	4
CONTRACT [30-hour]	14	0,00	0	0,00	11	44,00	0	0,00	25
CONTRACT [22-hour]	35	58,33	0	0,00	25	41,67	0	0,00	60
ASSOCIATE (P.T.)	0	0,00	172	50,00	0	0,00	172	50,00	344
COMPUTER ANALYST	1	25,00	0	0,00	3	75,00	0	0,00	4
TG-1	12	85,71	0	0,00	2	14,29	0	0,00	14
LIBRARIAN	13	86,67	0	0,00	2	13,33	0	0,00	15
IT TECHNICIAN	0	0,00	0	0,00	14	100,00	0	0,00	14
AUDIOVISUAL TECHNICIAN	1	14,29	0	0,00	6	85,71	0	0,00	7
TG-2	24	96,00	0	0,00	1	4,00	0	0,00	25
MAINTENANCE TECHNICIAN	0	0,00	0	0,00	2	100,00	0	0,00	2
DESIGNER	1	33,33	1	33,33	1	33,33	0	0,00	3
LIBRARY ASST.	1	100,00	0	0,00	0	0,00	0	0,00	1
ADMINISTRATIVE OFFICIAL	36	78,26	1	2,17	7	15,22	2	4,35	46
MAINTENANCE OFFICIAL	0	0,00	0	0,00	6	75,00	2	25,00	8
TEL./RECEPTIONIST	4	80,00	0	0,00	1	20,00	0	0,00	5
SERVICE ASSISTANT	0	0,00	1	50,00	0	0,00	1	50,00	2
RESEARCH ASSISTANT	1	5,00	14	70,00	1	5,00	4	20,00	20
	195	27,31	189	26,47	149	20,87	181	25,35	714

Statistics June 22



TABLE-3 · FPCEE

**BREAKDOWN OF WORKFORCE BY GENDER AND TYPE OF WORKDAY**

CATEGORY	WOMEN				MEN				TOTAL
	F.T.	%	P.T.	%	F.T.	%	P.T.	%	
PROFESSOR	2	33,33	0	0,00	4	66,67	0	0,00	6
RP TENURED	1	20,00	0	0,00	4	80,00	0	0,00	5
ASSOCIATE	0	0,00	0	0,00	1	100,00	0	0,00	1
ARP TENURED	0	0,00	0	0,00	5	100,00	0	0,00	5
ASSOCIATE	11	52,38	0	0,00	10	47,62		0,00	21
TENURED	14	56,00	0	0,00	11	44,00	0	0,00	25
PHD ST. W/CONTRACT	7	100,00	0	0,00	0	0,00	0	0,00	7
PHD ASSISTANT	2	50,00	0	0,00	2	50,00	0	0,00	4
CONTRACT [30-hour]	0	0,00	0	0,00	3	100,00	0	0,00	3
CONTRACT [22-hour]	23	62,16	0	0,00	14	37,84	0	0,00	37
ASSOCIATE (P.T.)	0	0,00	65	55,08	0	0,00	53	44,92	118
COMPUTER ANALYST	0	0,00	0	0,00	0	0,00	0	0,00	0
TG-1	4	80,00	0	0,00	1	20,00	0	0,00	5
LIBRARIAN	6	100,00	0	0,00	0	0,00	0	0,00	6
IT TECHNICIAN	0	0,00	0	0,00	4	80,00	1	20,00	5
AUDIOVISUAL TECHNICIAN	0	0,00	0	0,00	3	100,00	0	0,00	3
TG-2	8	100,00	0	0,00	0	0,00	0	0,00	8
MAINTENANCE TECHNICIAN	0	0,00	0	0,00	1	100,00	0	0,00	1
DESIGNER	0	0,00	0	0,00	0	0,00	0	0,00	0
LIBRARY ASST.	1	100,00	0	0,00	0	0,00	0	0,00	1
ADMINISTRATIVE OFFICIAL	17	85,00	1	5,00	2	10,00	0	0,00	20
MAINTENANCE OFFICIAL	0	0,00	0	0,00	3	60,00	2	40,00	5
TEL./RECEPTIONIST	3	100,00	0	0,00	0	0,00	0	0,00	3
SERVICE ASSISTANT	0	0,00	0	0,00	0	0,00	1	100,00	1
RESEARCH ASSISTANT	1	6,67	12	80,00	1	6,67	1	6,67	15
	100	32,79	78	25,57	69	22,62	58	19,02	305

statistics June 22



TABLE-3 · FCRI

**BREAKDOWN OF WORKFORCE BY GENDER AND TYPE OF WORKDAY**

CATEGORY	WOMEN				MEN				TOTAL	
	F.T.	%	P.T.	%	F.T.	%	P.T.	%		
	PROFESSOR	0	0,00	0	0,00	2	100,00	0	0,00	2
RP	TENURED	1	25,00	0	0,00	3	75,00	0	0,00	4
	ASSOCIATE	0	0,00	0	0,00	3	100,00	0	0,00	3
ARP	TENURED	0	0,00	0	0,00	2	100,00	0	0,00	2
	ASSOCIATE	2	18,18	0	0,00	9	81,82	0	0,00	11
	TENURED	0	0,00	0	0,00	2	100,00	0	0,00	2
	PHD ST. W/CONTRACT	5	41,67	0	0,00	7	58,33	0	0,00	12
	PHD ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
	CONTRACT [30-hour]	10	0,00	0	0,00	7	41,18	0	0,00	17
	CONTRACT [22-hour]	0	0,00	0	0,00	4	100,00	0	0,00	4
	ASSOCIATE (P.T.)	0	0,00	39	30,95	0	0,00	87	69,05	126
	COMPUTER ANALYST	0	0,00	0	0,00	0	0,00	0	0,00	0
	TG-1	3	100,00	0	0,00	0	0,00	0	0,00	3
	LIBRARIAN	5	100,00	0	0,00	0	0,00	0	0,00	5
	IT TECHNICIAN	0	0,00	0	0,00	4	100,00	0	0,00	4
	AUDIOVISUAL TECHNICIAN	1	25,00	0	0,00	3	75,00	0	0,00	4
	TG-2	6	100,00	0	0,00	0	0,00	0	0,00	6
	MAINTENANCE TECHNICIAN	0	0,00	0	0,00	0	0,00	0	0,00	0
	DESIGNER		0,00	0	0,00	0	0,00	0	0,00	0
	LIBRARY ASST.	0	0,00	0	0,00	0	0,00	0	0,00	0
	ADMINISTRATIVE OFFICIAL	7	77,78	0	0,00	2	22,22	0	0,00	9
	MAINTENANCE OFFICIAL	0	0,00	0	0,00	2	100,00	0	0,00	2
	TEL./RECEPTIONIST	0	0,00	0	0,00	1	100,00	0	0,00	1
	SERVICE ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
	RESEARCH ASSISTANT	0	0,00	2	50,00	0	0,00	2	50,00	4
		40	18,10	41	18,55	51	23,08	89	40,27	221

statistics June 22



TABLE-3 · FCS

**BREAKDOWN OF WORKFORCE BY GENDER AND TYPE OF WORKDAY**

CATEGORY	WOMEN				MEN				TOTAL
	F.T.	%	P.T.	%	F.T.	%	P.T.	%	
PROFESSOR	0	0,00	0	0,00	0	0,00	0	0,00	0
RP TENURED	0	0,00	0	0,00	1	100,00	0	0,00	1
ASSOCIATE	0	0,00	0	0,00	0	0,00	0	0,00	0
ARP TENURED	0	0,00	0	0,00	0	0,00	0	0,00	0
ASSOCIATE	0	0,00	0	0,00	0	0,00	1	100,00	1
TENURED	4	66,67	0	0,00	2	33,33	0	0,00	6
PHD ST. W/CONTRACT	0	0,00	0	0,00	0	0,00	0	0,00	0
PHD ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
CONTRACT [30-hour]	4	0,00	0	0,00	1	20,00	0	0,00	5
CONTRACT [22-hour]	12	63,16	0	0,00	7	36,84	0	0,00	19
ASSOCIATE (P.T.)	0	0,00	68	68,00	0	0,00	32	32,00	100
COMPUTER ANALYST	0	0,00	0	0,00	0	0,00	0	0,00	0
TG-1	1	100,00	0	0,00	0	0,00	0	0,00	1
LIBRARIAN	2	50,00	0	0,00	1	25,00	1	25,00	4
IT TECHNICIAN	0	0,00	0	0,00	2	100,00	0	0,00	2
AUDIOVISUAL TECHNICIAN	0	0,00	0	0,00	0	0,00	0	0,00	0
TG-2	4	100,00	0	0,00	0	0,00	0	0,00	4
MAINTENANCE TECHNICIAN	0	0,00	0	0,00	1	0,00	0	0,00	1
DESIGNER	0	0,00	0	0,00	0	0,00	0	0,00	0
LIBRARY ASST.	0	0,00	0	0,00	0	0,00	0	0,00	0
ADMINISTRATIVE OFFICIAL	11	68,75	0	0,00	3	18,75	2	12,50	16
MAINTENANCE OFFICIAL	0	0,00	0	0,00	1	100,00	0	0,00	1
TEL./RECEPTIONIST	1	100,00	0	0,00	0	0,00	0	0,00	1
SERVICE ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
RESEARCH ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
	39	24,07	68	41,98	19	11,73	36	22,22	162

statistics June 22



TABLE-4 · FOUNDATION

**BREAKDOWN OF WORKFORCE BY GENDER AND TYPE OF CONTRACT**

CATEGORY	WOMEN				MEN				TOTAL
	PERM..	%	TEMP.	%	PERM.	%	TEMP.	%	
PROFESSOR	2	25,00	0	0,00	6	75,00	0	0,00	8
RP TENURED	2	20,00	0	0,00	8	80,00	0	0,00	10
ASSOCIATE	0	0,00	0	0,00	4	100,00	0	0,00	4
ARP TENURED	2	28,57	0	0,00	5	71,43	0	0,00	7
ASSOCIATE	13	39,39	0	0,00	20	60,61	0	0,00	33
TENURED	18	54,55	0	0,00	15	45,45	0	0,00	33
PHD ST. W/CONTRACT	13	65,00	0	0,00	7	35,00	0	0,00	20
PHD ASSISTANT	2	50,00	0	0,00	2	50,00	0	0,00	4
CONTRACT [30-hour]	14	56,00	0	0,00	11	44,00	0	0,00	25
CONTRACT [22-hour]	35	58,33	0	0,00	25	41,67	0	0,00	60
ASSOCIATE (PT.)	115	33,43	57	16,57	117	34,01	55	15,99	344
COMPUTER ANALYST	1	25,00	0	0,00	3	75,00	0	0,00	4
TG-1	12	85,71	0	0,00	2	14,29	0	0,00	14
LIBRARIAN	13	86,67	0	0,00	2	13,33	0	0,00	15
IT TECHNICIAN	0	0,00	0	0,00	12	85,71	2	14,29	14
AUDIOVISUAL TECHNICIAN	1	14,29	0	0,00	6	85,71	0	0,00	7
TG-2	23	92,00	1	4,00	1	4,00	0	0,00	25
MAINTENANCE TECHNICIAN	0	0,00	0	0,00	2	100,00	0	0,00	2
DESIGNER	2	66,67	0	0,00	1	33,33	0	0,00	3
LIBRARY ASST.	1	100,00	0	0,00	0	0,00	0	0,00	1
ADMINISTRATIVE OFFICIAL	30	65,22	7	15,22	4	8,70	5	10,87	46
MAINTENANCE OFFICIAL	0	0,00	0	0,00	5	62,50	3	37,50	8
TEL./RECEPTIONIST	3	60,00	1	20,00	1	20,00	0	0,00	5
SERVICE ASSISTANT	1	50,00	0	0,00	1	50,00	0	0,00	2
RESEARCH ASSISTANT	15	75,00	0	0,00	5	25,00	0	0,00	20
	318	44,54	66	9,24	265	37,11	65	9,10	714

statistics June 22



TABLE-4 · FPCEE

**BREAKDOWN OF WORKFORCE BY GENDER AND TYPE OF CONTRACT**

CATEGORY	WOMEN				MEN				TOTAL
	PERM.	%	TEMP.	%	INDEF.	%	PERM.	%	
PROFESSOR	2	33,33	0	0,00	4	66,67	0	0,00	6
RP TENURED	1	20,00	0	0,00	4	80,00	0	0,00	5
ASSOCIATE	0	0,00	0	0,00	1	100,00	0	0,00	1
ARP TENURED	0	0,00	0	0,00	5	100,00	0	0,00	5
ASSOCIATE	11	52,38	0	0,00	10	47,62	0	0,00	21
TENURED	14	56,00	0	0,00	11	44,00	0	0,00	25
PHD ST. W/CONTRACT	7	100,00	0	0,00	0	0,00	0	0,00	7
PHD ASSISTANT	2	50,00	0	0,00	2	50,00	0	0,00	4
CONTRACT [30-hour]	0	0,00	0	0,00	3	100,00	0	0,00	3
CONTRACT [22-hour]	23	62,16	0	0,00	14	37,84	0	0,00	37
ASSOCIATE (PT.)	48	40,68	17	14,41	35	29,66	18	15,25	118
COMPUTER ANALYST	0	0,00	0	0,00	0	0,00	0	0,00	0
TG-1	4	80,00	0	0,00	1	20,00	0	0,00	5
LIBRARIAN	6	100,00	0	0,00	0	0,00	0	0,00	6
IT TECHNICIAN	0	0,00	0	0,00	5	100,00	0	0,00	5
AUDIOVISUAL TECHNICIAN	0	0,00	0	0,00	3	100,00	0	0,00	3
TG-2	8	100,00	0	0,00	0	0,00	0	0,00	8
MAINTENANCE TECHNICIAN	0	0,00	0	0,00	1	100,00	0	0,00	1
DESIGNER	0	0,00	0	0,00	0	0,00	0	0,00	0
LIBRARY ASST.	1	100,00	0	0,00	0	0,00	0	0,00	1
ADMINISTRATIVE OFFICIAL	13	65,00	5	25,00	0	0,00	2	10,00	20
MAINTENANCE OFFICIAL	0	0,00	0	0,00	3	60,00	2	40,00	5
TEL./RECEPTIONIST	3	100,00	0	0,00	0	0,00	0	0,00	3
SERVICE ASSISTANT	0	0,00	0	0,00	1	100,00	0	0,00	1
RESEARCH ASSISTANT	3	20,00	10	66,67	1	6,67	1	6,67	15
	146	47,87	32	10,49	104	34,10	23	7,54	305

statistics June 22



TABLE-4- FCRI

**BREAKDOWN OF WORKFORCE BY GENDER AND TYPE OF CONTRACT**

CATEGORY	WOMEN				MEN				TOTAL
	PERM.	%	TEMP.	%	PERM.	%	TEMP.	%	
PROFESSOR	0	0,00	0	0,00	2	100,00	0	0,00	2
RP TENURED	1	25,00	0	0,00	3	75,00	0	0,00	4
ASSOCIATE	0	0,00	0	0,00	3	100,00	0	0,00	3
ARP TENURED	0	0,00	0	0,00	2	100,00	0	0,00	2
ASSOCIATE	2	18,18	0	0,00	9	81,82	0	0,00	11
TENURED	0	0,00	0	0,00	2	100,00	0	0,00	2
PHD ST. W/CONTRACT	5	41,67	0	0,00	7	58,33	0	0,00	12
PHD ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
CONTRACT [30-hour]	10	58,82	0	0,00	7	41,18	0	0,00	17
CONTRACT [22-hour]	0	0,00	0	0,00	4	100,00	0	0,00	4
ASSOCIATE (PT.)	24	19,05	15	11,90	61	48,41	26	20,63	126
COMPUTER ANALYST	0	0,00	0	0,00	0	0,00	0	0,00	0
TG-1	3	100,00	0	0,00	0	0,00	0	0,00	3
LIBRARIAN	5	100,00	0	0,00	0	0,00	0	0,00	5
IT TECHNICIAN	0	0,00	0	0,00	4	100,00	0	0,00	4
AUDIOVISUAL TECHNICIAN	1	25,00	0	0,00	3	75,00	0	0,00	4
TG-2	5	83,33	1	16,67	0	0,00	0	0,00	6
MAINTENANCE TECHNICIAN	0	0,00	0	0,00	0	0,00	0	0,00	0
DESIGNER	0	0,00	0	0,00	0	0,00	0	0,00	0
LIBRARY ASST.	0	0,00	0	0,00	0	0,00	0	0,00	0
ADMINISTRATIVE OFFICIAL	7	77,78	0	0,00	1	11,11	1	11,11	9
MAINTENANCE OFFICIAL	0	0,00	0	0,00	2	100,00	0	0,00	2
TEL./RECEPTIONIST	0	0,00	0	0,00	1	100,00	0	0,00	1
SERVICE ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
RESEARCH ASSISTANT	0	0,00	2	50,00	1	25,00	1	25,00	4
	63	28,51	18	8,14	112	50,68	28	12,67	221

statistics June 22



TABLE-4 · FCS

**BREAKDOWN OF WORKFORCE BY GENDER AND TYPE OF CONTRACT**

CATEGORY	WOMEN				MEN				TOTAL
	PERM.	%	TEMP.	%	PERM.	%	TEMP.	%	
PROFESSOR	0	0,00	0	0,00	0	0,00	0	0,00	0
RP TENURED	0	0,00	0	0,00	1	100,00	0	0,00	1
ASSOCIATE	0	0,00	0	0,00	0	0,00	0	0,00	0
ARP TENURED	0	0,00	0	0,00	0	0,00	0	0,00	0
ASSOCIATE	0	0,00	0	0,00	1	100,00	0	0,00	1
TENURED	4	66,67	0	0,00	2	33,33		0,00	6
PHD ST. W/CONTRACT	0	0,00	0	0,00	0	0,00	0	0,00	0
PHD ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
CONTRACT [30-hour]	4	80,00	0	0,00	1	20,00	0	0,00	5
CONTRACT [22-hour]	12	63,16	0	0,00	7	36,84	0	0,00	19
ASSOCIATE (PT.)	43	43,00	25	25,00	21	21,00	11	11,00	100
COMPUTER ANALYST	0	0,00	0	0,00	0	0,00	0	0,00	0
TG-1	1	100,00	0	0,00	0	0,00	0	0,00	1
LIBRARIAN	2	50,00	0	0,00	2	50,00	0	0,00	4
IT TECHNICIAN	0	0,00	0	0,00	2	100,00	0	0,00	2
AUDIOVISUAL TECHNICIAN	0	0,00	0	0,00	0	0,00	0	0,00	0
TG-2	4	100,00	0	0,00	0	0,00	0	0,00	4
MAINTENANCE TECHNICIAN	0	0,00	0	0,00	1	0,00	0	0,00	1
DESIGNER	0	0,00	0	0,00	0	0,00	0	0,00	0
LIBRARY ASST.	0	0,00	0	0,00	0	0,00	0	0,00	0
ADMINISTRATIVE OFFICIAL	10	62,50	1	6,25	3	18,75	2	12,50	16
MAINTENANCE OFFICIAL	0	0,00	0	0,00	1	100,00	0	0,00	1
TEL./RECEPTIONIST	1	100,00	0	0,00	0	0,00	0	0,00	1
SERVICE ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
RESEARCH ASSISTANT	0	0,00	0	0,00	0	0,00	0	0,00	0
	81	50,00	26	16,05	42	25,93	13	8,02	162

statistics June 22



**TABLE-5**  
**RECORD OF REMUNERATION (JANUARY-JUNE 2022)**

	WOMEN			MEN		
	FIXED	VARIABLE	TOTAL	FIXED	VARIABLE	TOTAL
PROFESSOR	11.691,10	278,98	11.970,07	41.269,11	2.306,89	43.576,00
TENURED	102.137,01	7.932,41	110.069,42	85.439,68	11.583,15	97.022,82
PROF. RESEARCH ①	11.721,87	1.113,64	12.835,51	67.072,19	1.018,14	68.090,33
ASST. RESEARCH. PROFESSOR ①	79.094,04	14.207,67	93.301,71	133.805,63	19.407,40	153.213,03
PHD ST. W/CONTRACT	32.078,18	2.236,85	34.315,03	7.123,09	503,63	7.626,72
PHD ASSISTANT	9.047,50	680,92	9.728,42	12.000,06	342,75	12.342,81
30-HOUR CONTRACT	12.870,16	1.352,73	14.222,89	31.112,59	2.783,79	33.896,39
22-HOUR CONTRACT	220.174,91	18.322,95	238.497,86	140.677,96	18.184,85	158.862,81
ASSOCIATES	318.938,85	39.004,22	357.943,07	325.549,78	30.533,29	356.083,08
<b>TOTAL RES. AND TEACHING STAFF</b>	<b>797.753,61</b>	<b>85.130,36</b>	<b>882.883,97</b>	<b>844.050,09</b>	<b>86.663,89</b>	<b>930.713,98</b>
GROUP 1	91.343,47	2.011,47	93.354,94	23.776,97	637,40	24.414,37
GROUP 2	77.004,55	4.437,60	81.442,15	76.194,96	2.579,97	78.774,93
GROUP 3	100.835,04	5.016,69	105.851,73	15.670,81	313,63	15.984,44
GROUP 4	0,00	0,00	0,00	15.311,61	68,08	15.379,69
GROUP 5	7.478,82	0,00	7.478,82	2.884,44	0,00	2.884,44
GROUP 6 ②	20.262,27	1.519,47	21.781,74	10.988,15	814,48	11.802,62
<b>TOTAL ADM. AND SERVICE STAFF</b>	<b>28.1829,56</b>	<b>12.985,24</b>	<b>294.814,79</b>	<b>144.826,93</b>	<b>4.413,56</b>	<b>149.240,49</b>

**TOTAL AVERAGE FIXED REMUNERATION**

	WOMEN	AVRG.	MEN	AVRG.
PROFESSOR	2,0	5.845,5	6,0	6.878,2
TENURED	18,0	5.674,3	15,2	5.633,7
PROF. RESEARCH ①	2,0	5.860,9	12,0	5.589,3
ASST. RESEARCH. PROFESSOR ①	15,8	4.999,8	25,5	5.247,9
PHD ST. W/CONTRACT	5,3	5.983,0	1,2	1.017,6
PHD ASSISTANT	2,0	4.523,8	2,0	6.000,0
30-HOUR CONTRACT	2,3	919,3	5,2	6.034,0
22-HOUR CONTRACT	45,7	4.815,1	30,7	4.584,5
ASSOCIATES	181,5	1.761,9	183,8	1.773,9
<b>TOTAL RES. AND TEACHING STAFF</b>	<b>274,7</b>	<b>2.907,7</b>	<b>281,5</b>	<b>3.001,1</b>
GROUP 1	22,7	4.027,4	7,0	3.396,7
GROUP 2	25,3	3.036,8	23,7	3.219,3
GROUP 3	43,3	2.331,2	7,3	2.135,7
GROUP 4	0,0	0,0	8,0	1.914,0
GROUP 5	4,5	1.678,3	2,0	1.442,2
GROUP 6 ②	20,2	1.008,1	9,5	1.163,1
<b>TOTAL ADM. AND SERVICE STAFF</b>	<b>116,0</b>	<b>2.428,9</b>	<b>57,5</b>	<b>2.518,8</b>

① INCLUDES THE ACADEMIC CATEGORIES OF TENURED AND ASSOCIATE

② GROUP 6 OF ADMIN. AND SERVICE STAFF. INCLUDES AJI+PHD STUDENTS

FIXED= Monthly remuneration plus the proportional part of extraordinary payments

VARIABLE= Non-regular payments + proportional part settlements for termination of labor relationship.



**Blanquerna**

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