



Gender equality in research in the Spanish scientific and technological ecosystem

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GOBIERNO
DE ESPAÑA

MINISTERIO
DE CIENCIA
E INNOVACIÓN



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Ministry of Science and Innovation

Main challenges for gender equality in R&I

Gender Equality structures & pillars

New law and next steps

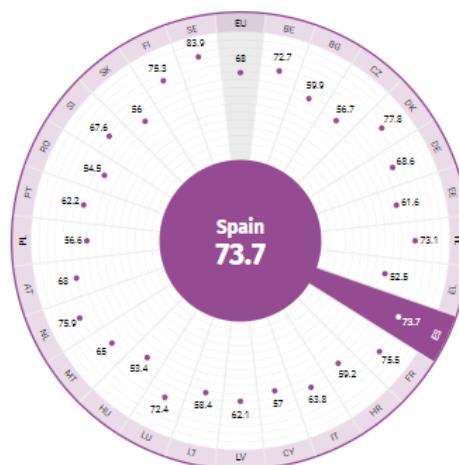
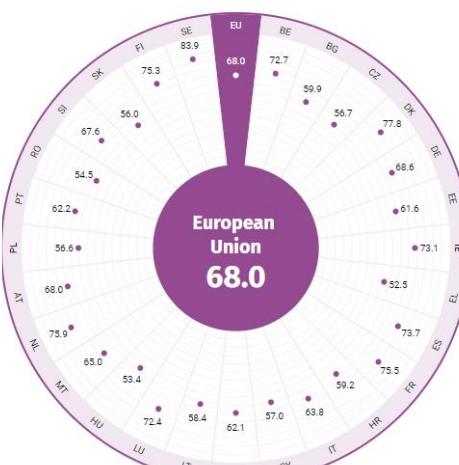
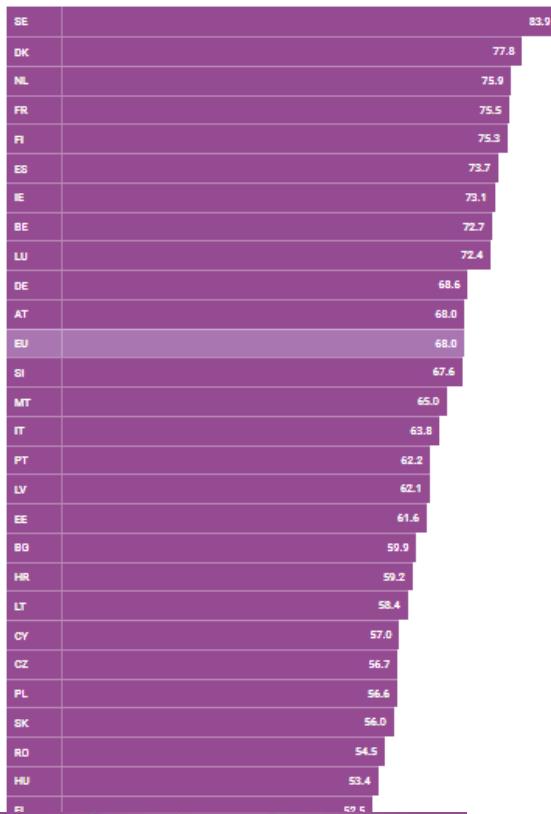
Gender Equality in R&I



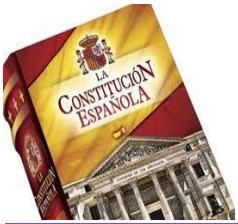
- **Transformation** will be based on science and innovation, for which women must be fully involved now and in the design of tomorrow.
- Only by adding women, a greener, more prosperous, equitable and fair country will be possible, **without leaving anyone behind**

Gender Equality Index 2021

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Gender Equality legal framework at national level



LO VdG 1/2004

LOIEMH 3/2007



GENDER
EQUALITY UNITS



Science, Technology and
Innovation Law (2011)

III PEIEMH (2022-25)

III Gender Equality Plan in
AGE (2020)

RDs on GE Plans in
companies and gender
paygap Audit (2020)

R.D.L. on work-life balance
(2019)

Sexual Harrasment
protocol (2011)

Gender Equality in R&I

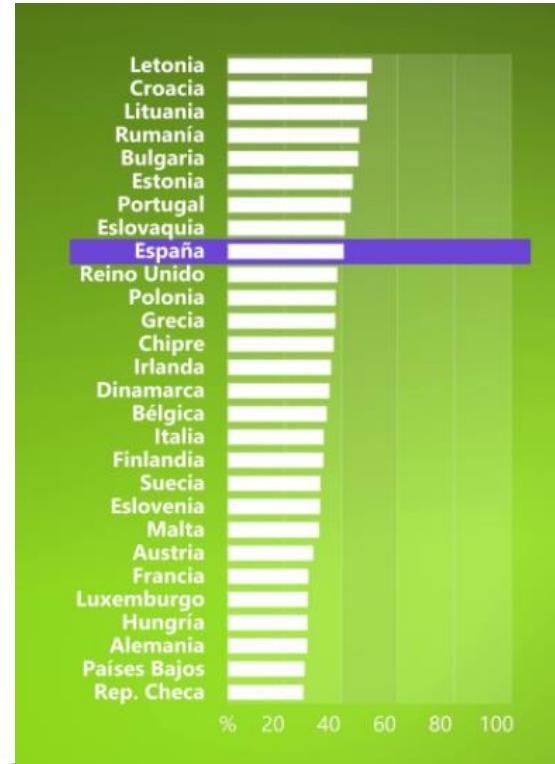
- In the science, technology and innovation system in Spain, like in other areas, **women face visible and invisible barriers** which prevent them to participate, influence and lead equally.
- We need to **work on every step** of their path from attracting girls to STEM vocations to retain and help women reaching their full potential.

Progress yes, but slow...

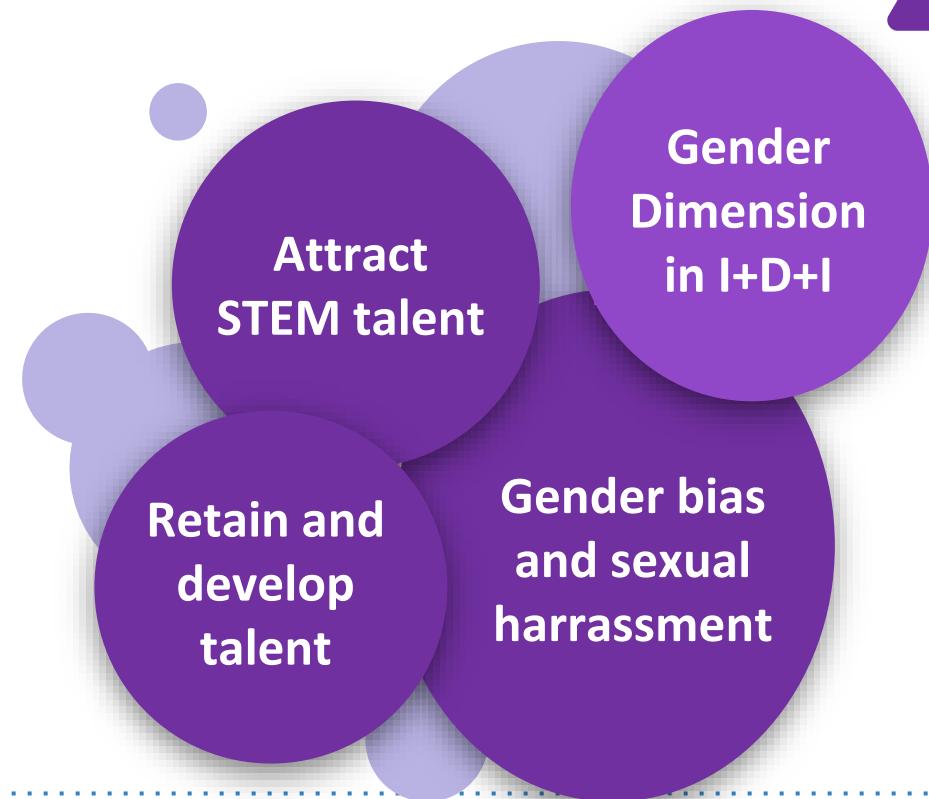


- ✓ Women in research in Spain over EU average:
41% vs. 38%

- ✓ Improvement in decision-making positions:
 - 23% women rectors
 - 42% vice-rectors in 2020 vs. 41% in 2018.



Key challenges



Challenge 1: attract girls and young women to STEM vocations

Talent does not have gender,
however stereotypes affect career
elections.

STEM fields, specially engineering
and technologies, need more
talented women.



Challenge 1: attract girls and young women to STEM vocations



- Since 2016 there are fewer women students and researchers, especially in the area of engineering and technology, where **their presence has fallen by almost 7%**, in relation to their peers.
- In undergraduate and master's studies women represent 25% and 12.9% in computing; and they are **12% of female researchers** (compared to 25% of them) **in engineering and architecture** ("Científicas en Cifras" 2021).
- Girls still think **they are hardworking, but not brilliant** in science, despite getting better grades than their boy peers in these subjects.
- There are still gender biases and stereotypes that limit the vocations of girls.
- In addition, they **do not have female mirrors to look at**, since only 7.5% of the references in their secondary school books are women.



Challenge 2: Retain and support their talent

Despite increasement of women in science, **not all of them stay in the research career and not all progress at the same rythm** as their peers.





Challenge 2: Retain and support their talent

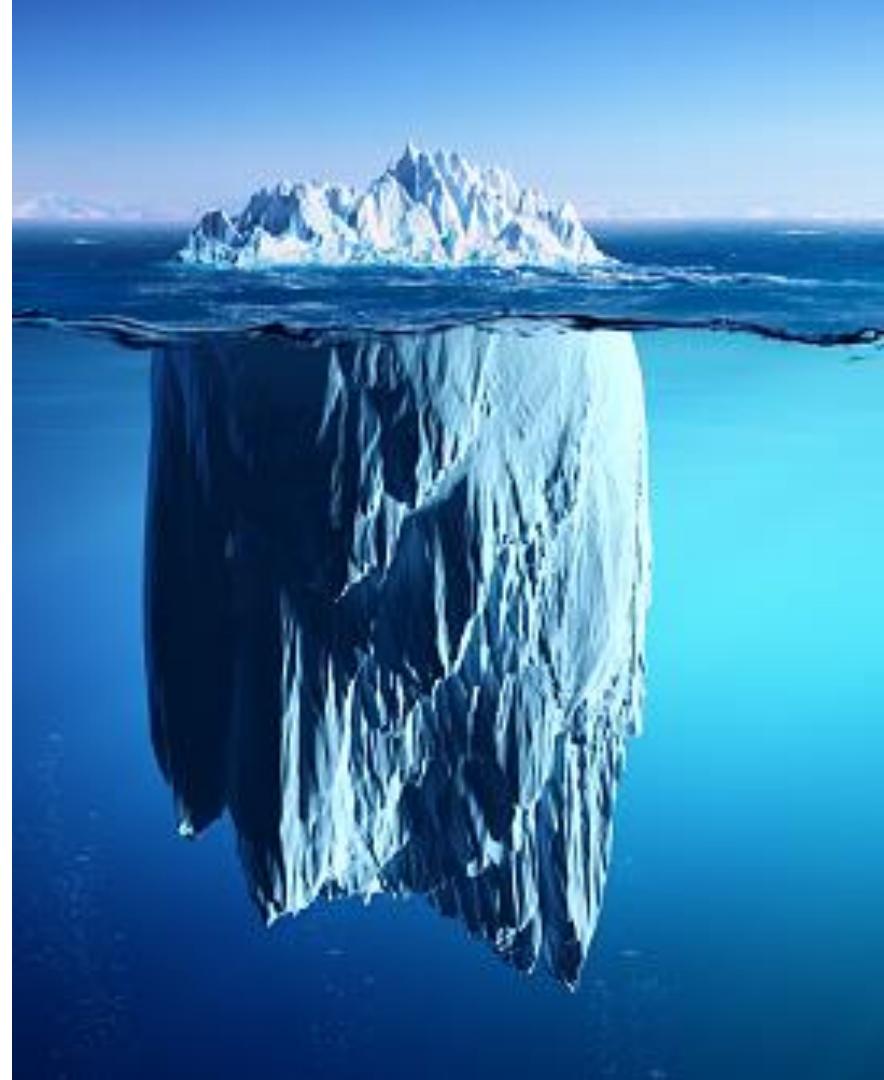
- In Spain, the number of women is greater than that of men at the beginning of the research career (53% of doctorates vs. 48% in the EU).
- As the research career advances, the proportion of women decreases: Only 25% of women reach top positions, the percentage of professors or research professors is 24%, and rectors and directors of research institutes, 23%.
- Reasons: making a research career, which has its own difficulties (competitiveness, instability, mobility, demands for dedication) balance with personal and family life; gender bias, sexism (Report on the situation of young female researchers in Spain, 2021).

Challenge 3: Gender bias, discrimination and sexual harassment

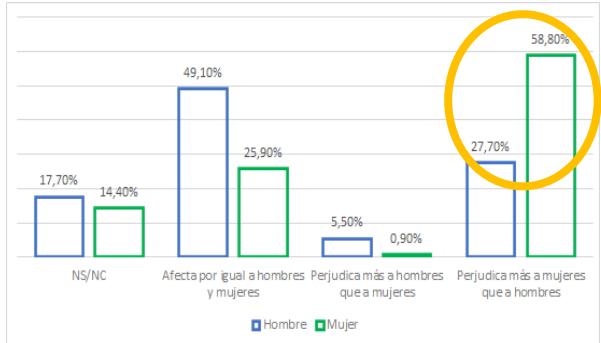
discriminación y acoso sexual

Some gender bias takes place in the **evaluation, funding and hiring.**

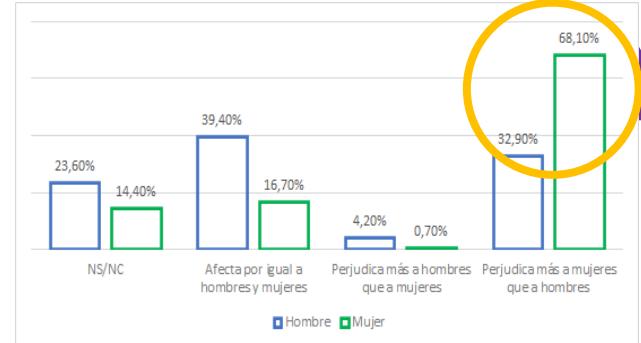
Situation of **discrimination based on sex or sexual harrassment** can happen if sexism in the workplace is tolerated.



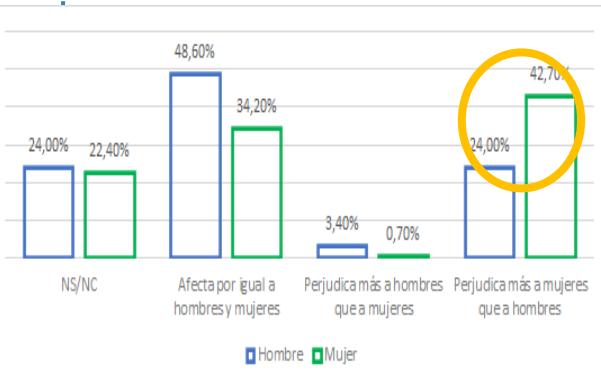
Credibility questioned



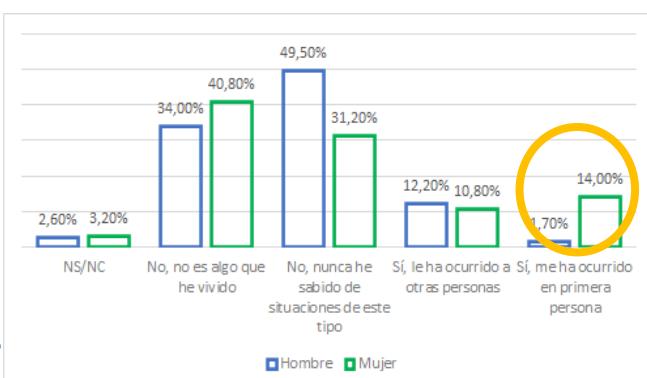
Glass ceiling



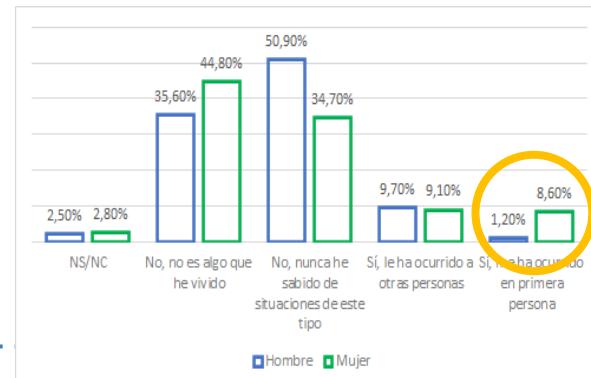
Sexism



Harassment based on sex



Sexual harassment



Challenge 4: Gender dimension in R&I projects



- ✓ Gender dimensión in all phases of a project is key for excellence.
- ✓ More awareness, capacity building and advice by experts in gender are needed in the research teams to assure integration of gender dimension in R&I

Challenge 4: Gender dimension in R&I projects

- Science and innovation needs to take into account the **needs, characteristics and circumstances of women and men alike**.
- The integration of the gender dimension in the content of R&D projects is **still insufficient**, with 23% of the proposals presented in calls.
- A science that is also capable of responding to **great taboos with a female stamp**, such as mental health, currently, anxiety and depression affect twice many women as men.



Key challenges for gender equality in R&I

Gender Equality structures & pillars

New law and next steps



Observatorio
Mujeres,
Ciencia e Innovación

Measure

A circular graphic element with a thick, irregular blue and gold brushstroke border. The word 'Measure' is centered inside in a yellow, sans-serif font.

Transform

A circular graphic element with a thick, irregular blue and gold brushstroke border. The word 'Transform' is centered inside in a purple, sans-serif font.

Make
visible

A circular graphic element with a thick, irregular grey and gold brushstroke border. The words 'Make visible' are centered inside in a purple, sans-serif font.

Advance

A circular graphic element with a thick, irregular grey and gold brushstroke border. The word 'Advance' is centered inside in a yellow, sans-serif font.

Measure to improve

- Rigorous picture of the **situation from the Women and Science Unit** and the Women, Science and Innovation Observatory with different studies.
- Data and analysis are decisive to guide our strategies and **design new actions** to promote a greater presence of women in all the fields and levels of R&I, enable they reaching their full-professional career and is compatible with other spheres of their career.

Measure to improve





Make visible



Transform



Training and capacity building



Support GE in RPOs and RFOs



Guidance and videos on key topics



Coordination of GE focal points of MCIN



Awareness raising campaigns



Follow-up and counselling

New structure of the OMCI and its commissions

To serve as an interministerial body, supported by experts in the field



Gender impact of grants/calls

To monitor gender gaps in HR calls and project funds to propose measures to eradicate these gaps.



Work programme approved 2021-22

To ensure achievements in the area and a participatory work of all stakeholders working for a real change

RFOs regional network

For mutual learning and sharing good practices to integrate gender Equality in HR calls and project funds.

Key challenges for gender equality in R&I

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Gender Equality in the new law



Legally binded gender Equality in the STI system

-● Dual strategy
-● Measures to erradicate gender bias and integrate gender dimensión in R&i
-● Compulsory Gender Equality Plans and protocols
-● Enhance positive actions
-● Integration of gender Equality criteria in selection and evaluation
-● Mainstreaming gender perspective in strategic documents

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STEP 1:
Implement Gender Equality
policies, plans and actions for
a real change in R&I

Implementation and follow-up of plans & programs



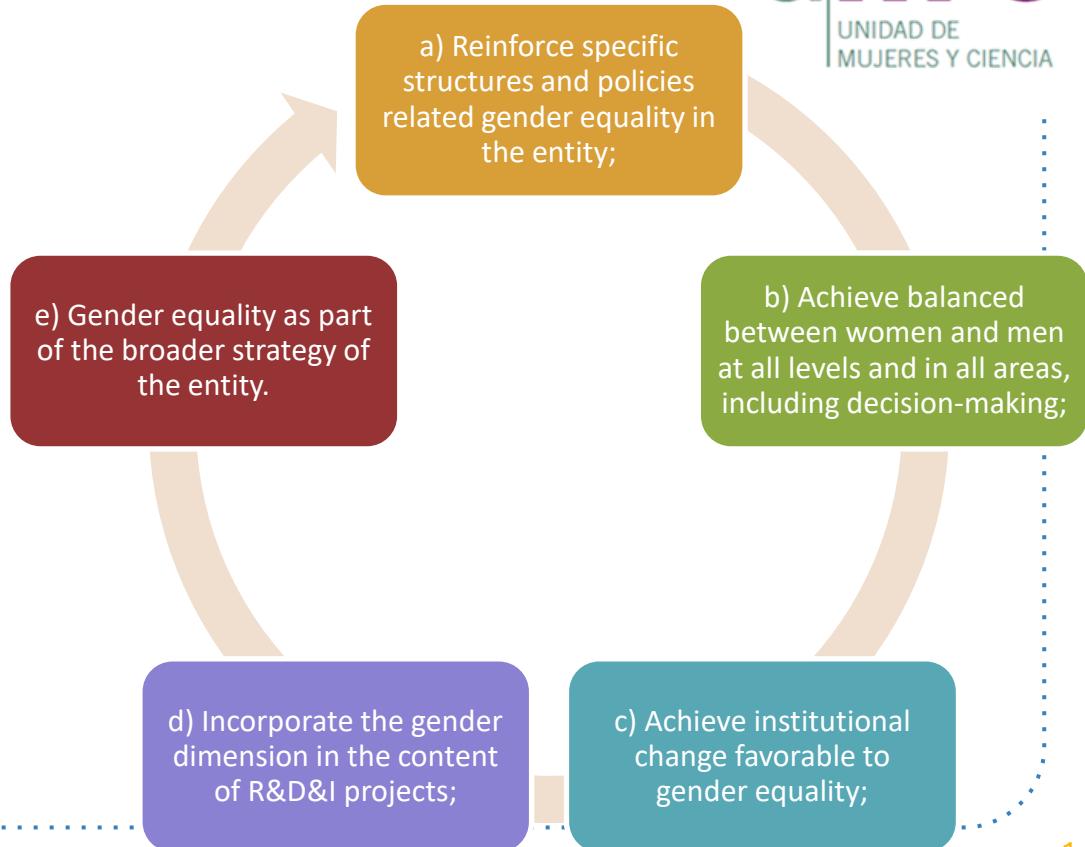
- To guarantee and support the **Ministry as a role model** achieving legal standard in terms of gender equality.
- This will assure **gender equality, diversity, inclusion and wellbeing**

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STEP 2:
Support and reward
excellence in gender equality
in R&I through a GE distinction

Distinction “Gender Equality in R&I”

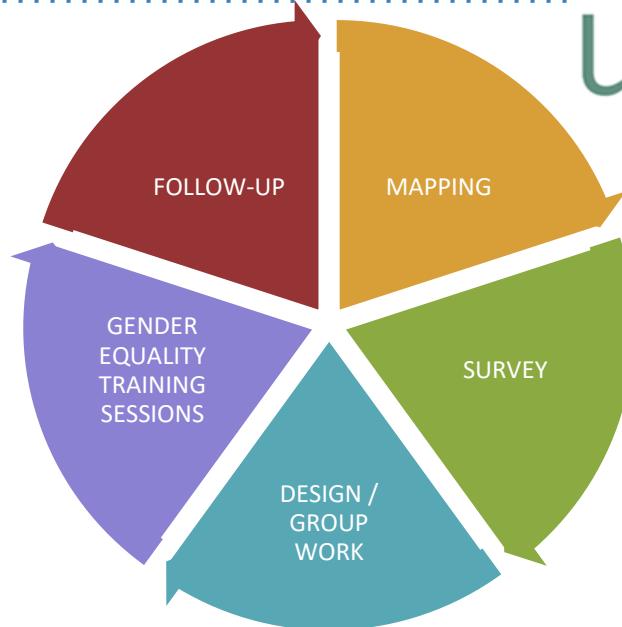
The distinction “Gender Equality in R&I” will be a mark of excellence that recognize public or private entities (up to the level of a research center or faculty) with high standards of gender equality policies in its mission, and integration of the gender dimension in its programs and projects.



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STEP 3:
Implement actions focused on
women advancement in the
SCT areas

Mentoring programme for young women researchers



NEOTEC Programme for
Entrepreneur Women **2022**

5M (65 applicants)

A black and white photograph of two white daisies with dark centers resting on a weathered, textured wooden surface. The flowers are slightly overlapping, with one in the foreground and one behind it. The background is blurred.

**Only by improving our ways, a real
change on gender equality in R&I
will be achieved**

Thank you!



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