Towards gender equality in scientific research

Monitoring equal opportunities

Among CSIC scientific staff, the higher the level, the lower the proportion of women. We share this unfortunate fact with the 28 European Union Member States and numbers change very slowly, despite having 65% of women graduates and more than 45% of women PhDs in our universities.

Time alone, thus, is not an effective agent for implementing equal gender opportunities and promote women scientific careers. Removing barriers for women access to science and women advancement in scientific careers is one of the five priorities of the European Research Space.

The CSIC Commission of Women and Science wrote the first CSIC Gender Equality Plan in the scientific career (2007) and, among other documents, published the Recommendations for non-sexist language (2011) and started actions to promote the integration of the gender dimension in research contents (2015).

65% of EU university degrees are earned by women

LINKS
Annual reports and documents by the Commission of Women and Science
Gender Statistics, European Commission
Woman’s Institute

Commisión de Women and Science
Spanish National Research Council
The Spanish National Research Council (CSIC), with around 12,000 workers, is the largest public institution dedicated to research in Spain. CSIC institutes are located all around the country and include almost 3,000 staff researchers and over 3,000 PhDs and graduates students.

In 2002, the CSIC Governing Board created an Advisory Commission for monitoring and optimizing women scientific career, later named Commission of Women and Science (CMYC), to promote the visibility of women scientists’ achievements. The CMYC collects and publishes annually sex disaggregated personnel data and watches over the compliance with the equal opportunities legislation and gender regulations.

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The number of women scientists decreases considerably at the top levels of the scientific career, although a slow progress in gender balance between 2005 and 2015 is evident. The distribution of men and women in the three professional categories, shows a clear gender bias: most women are Tenured scientists, while men are equally distributed in all three categories (Tenured scientist, Investigator and Professor).

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The percentage of women scientist is lower than men in all CSIC different research areas, except in Food Science and Technology. However the picture is exactly the opposite among PhDs hired on temporary basis and graduate students, only in Physical Science and Technology the percentage of women is lower than men.