GENDER BALANCE

Gender Policies at Univerisity of Zaragoza

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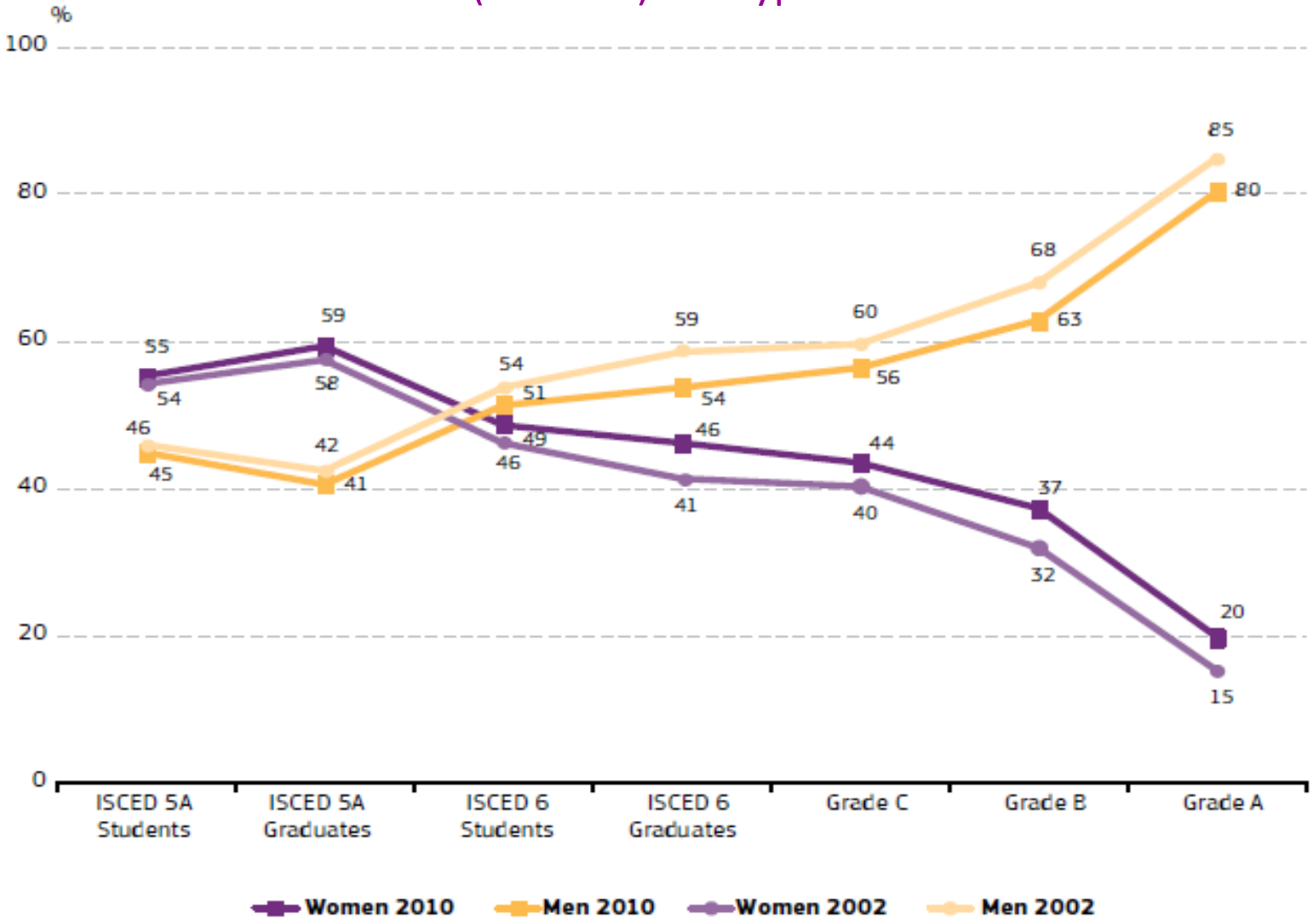
Outline

- State of the art: Women in Science in Europe
- Goal: Horizon 2020
- Spanish legal regulation
- Policies at the Universidad de Zaragoza
- Comments and questions

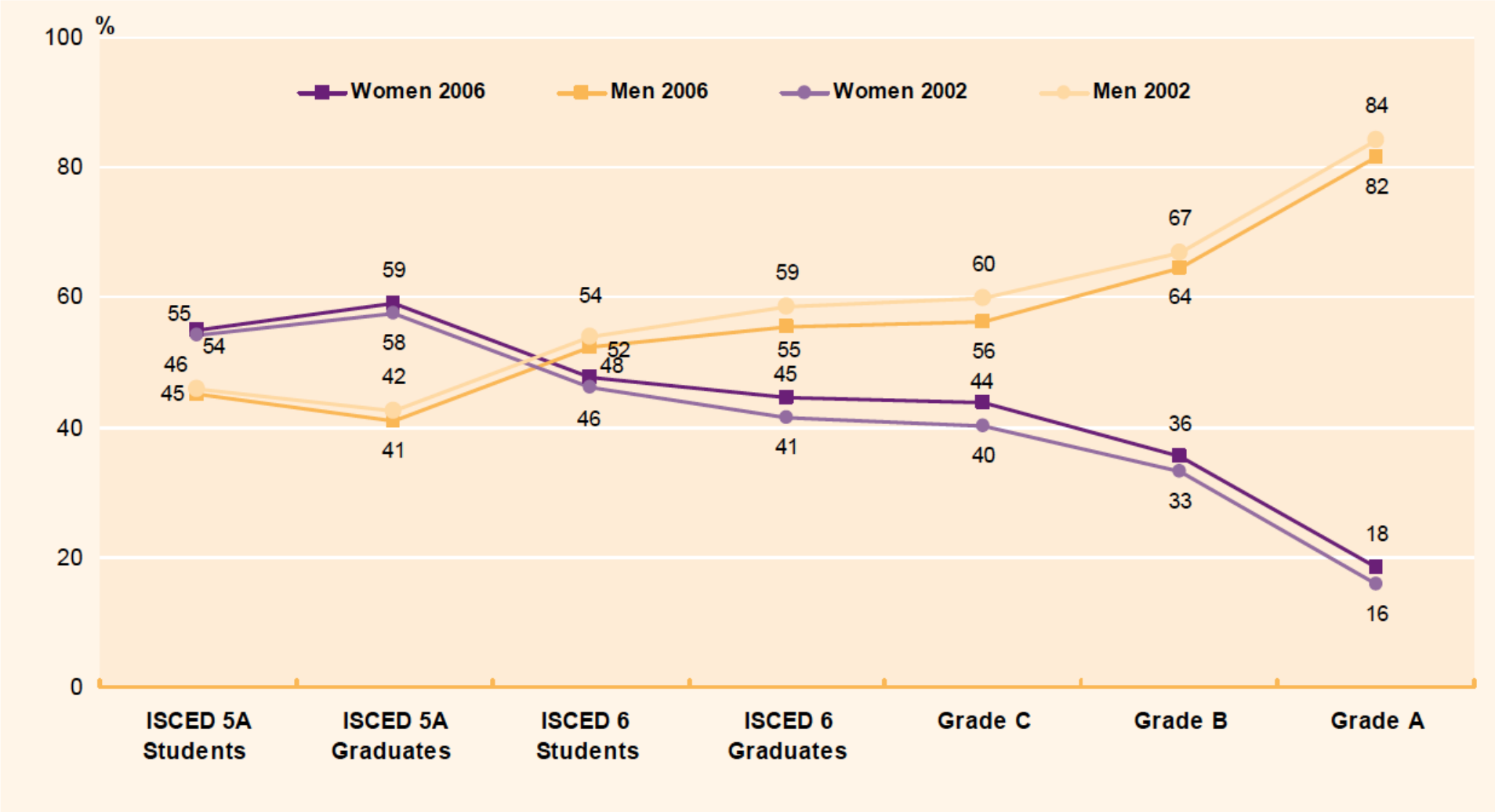
State of the art

SHE FIGURES 2012:

Proportion of men and women (all fields) in a typical academic career. EU 27

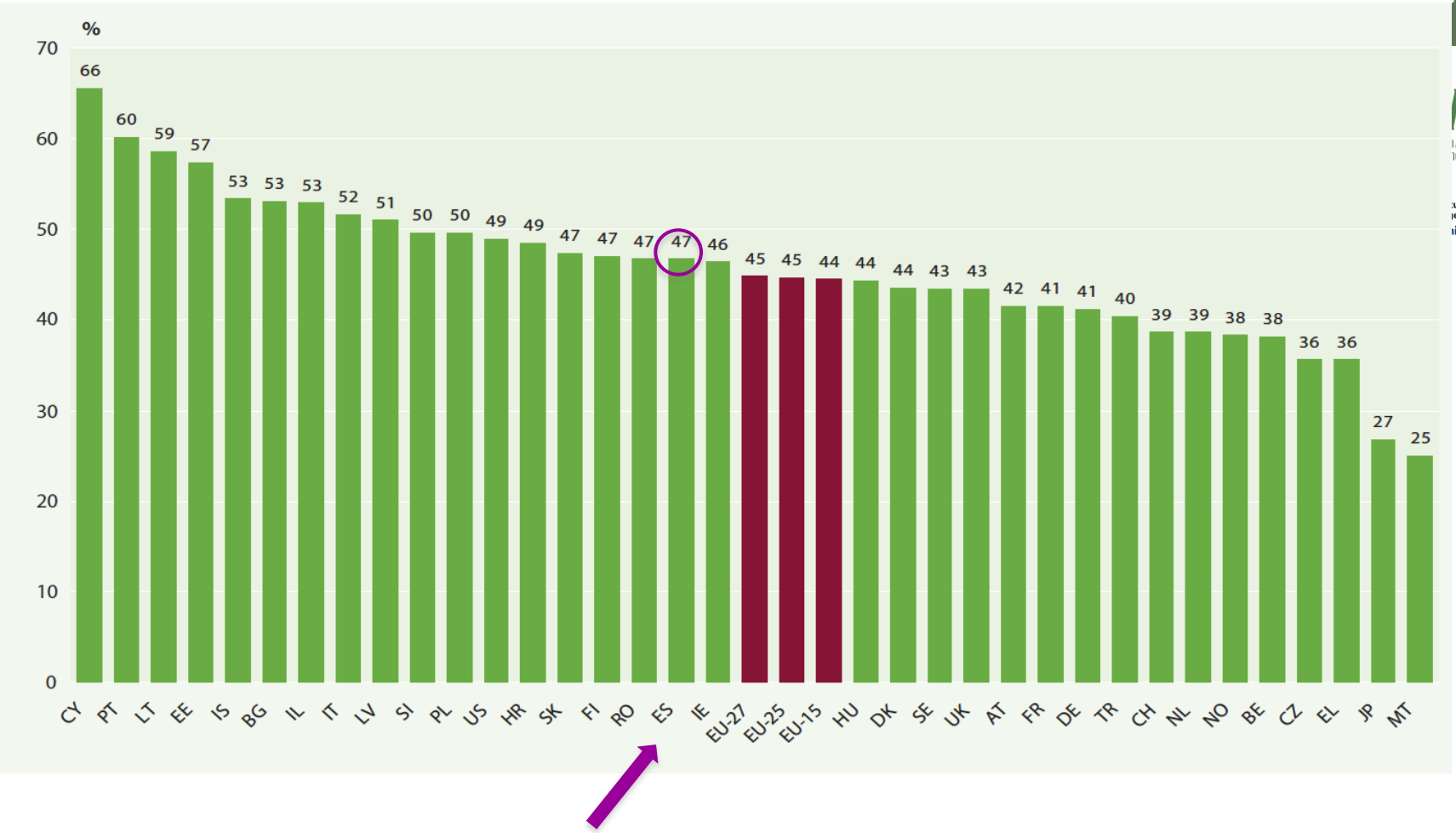


Women and men in science, EU-27



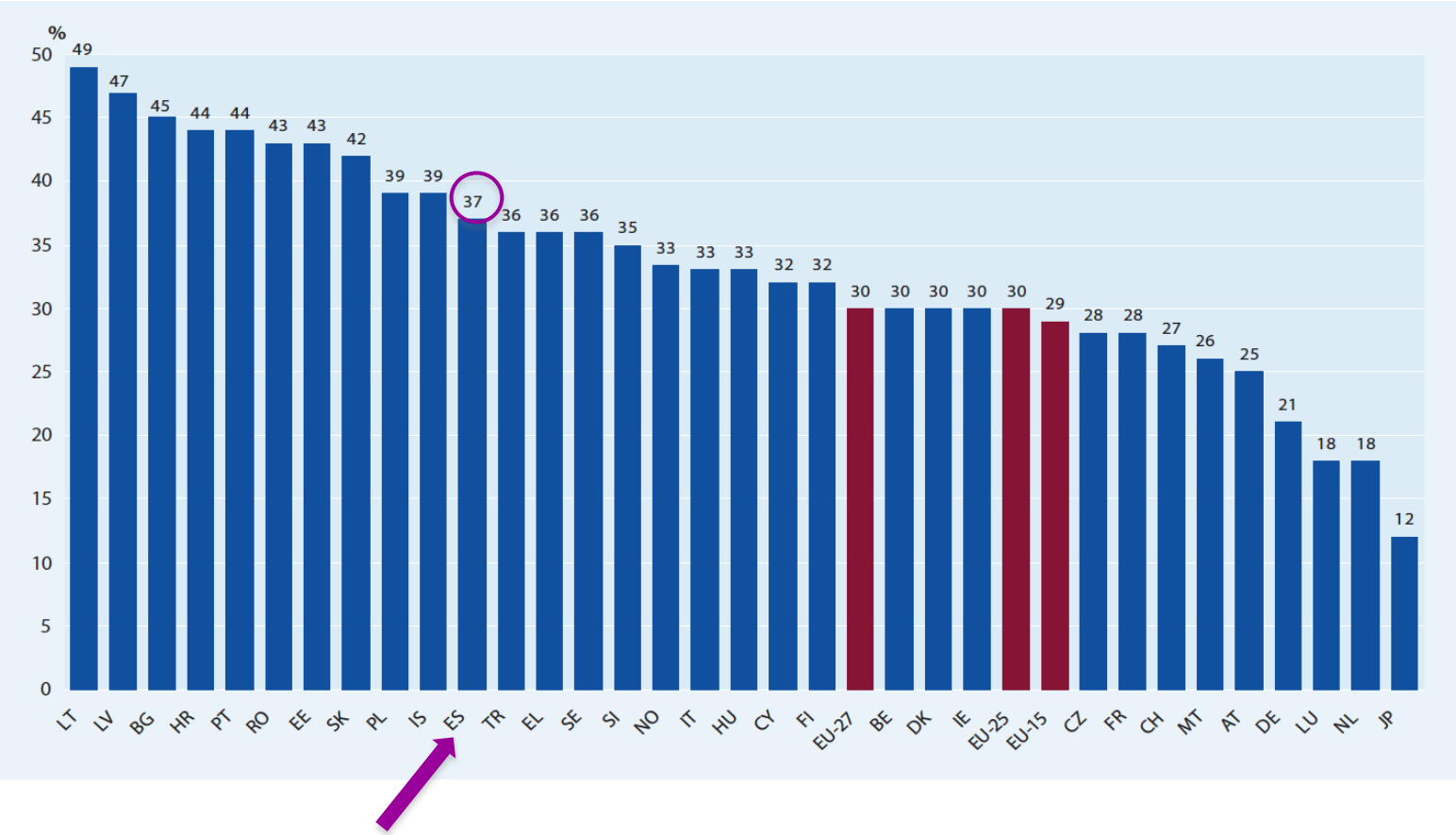
Fuente: European Commission, She Figures 2009, figura 3.1, página 73

Proportion of PhD in Europe obtained by women, 2006



Source: European Commission, She Figures 2009, Figure 2.1, page 49

Proportion of researchesr that are women in Europe, 2006



Fuente: European Commission, She Figures 2009, figura 1.4, página 28

Researcher staff at Universidad de Zaragoza

PERSONA DOCENTE E INVESTIGADOR (2010)

Source: Diagnóstico de situación respecto a la igualdad de género en la U. Zaragoza,

Area	% Women	Total
Biomedical	45,7	1070
Scientific	38,1	607
Humanistic	46,5	568
Social	47,0	876
Technical	21,6	676
Total	40,6	3797

Carrer analyses at R&D in Spain

LIBRO BLANCO
Situación de las Mujeres en la Ciencia Española

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AMIT
ASOCIACIÓN DE MUJERES INVESTIGADORAS Y TECNÓLOGAS

Escuela de Ingeniería y Arquitectura Universidad Zaragoza

A. **An additional male in the evaluation committee decreased the probability of promoting a candidate with respect to a candidate by 14%** (to professors selection exams "Habilitaciones", 2002-2006)

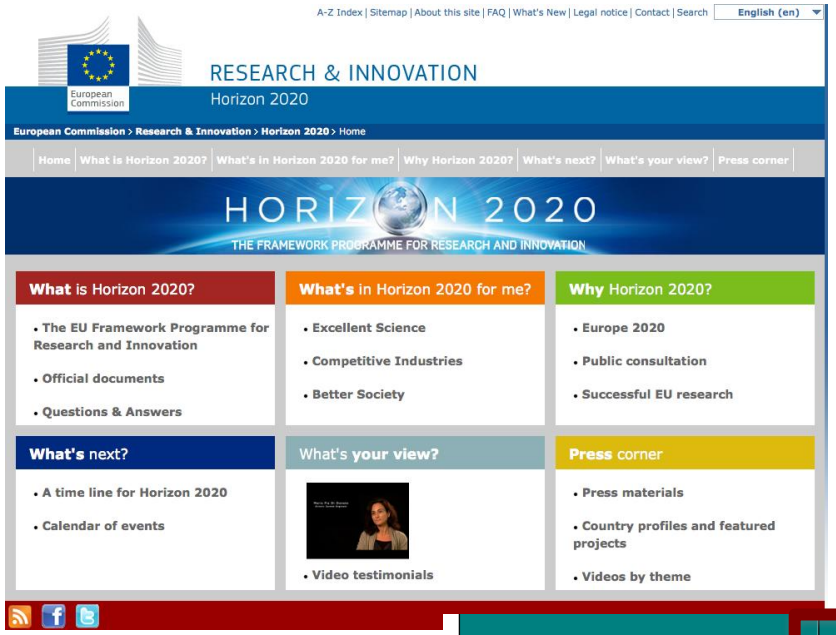
B. A male professor has a **2.5 times more likely to be promoted** to a full professor professor that a woman professor(similar personal characteristics, family and professionals).

C. **A man with children has a 4 times more likely** to be promoted to professor that a woman with children (similar professional characteristics)

D. **A man with at least one child has a 1.7 times** higher probability of being a full professor than a childless man (similar professional characteristics)

E. **Only 31% of the women full professors have children, compared to 54% of men** full professors

HOTIZON 2020: ERAB report



European Research Area

THE ERAB 2030 MILESTONES

11. Irrespective of age, race or gender, ERA should exploit all available talent.	**11.1** Half of all scientists and research policymakers, across all disciplines and at all levels of the science system, are women.	All knowledge resources that Europe has are maximised for the common good.
	11.2 Restrictions on the age of competent researchers should be lifted where they exist.	
	11.3 Specific grants are in place for parents taking up research after family leave.	
	11.4 Child-care provisions are compulsory for all higher-education and research institutes.	
	11.5 Enabling parents on family leave to take full advantage of the opportunities of e-science is compulsory and at zero cost for the beneficiary.	

Spanish Gender and Science Policies

Orden del Ministerio de la Presidencia BOE de 8 de Marzo de 2005

- In the General Administration of the State and public bodies and businesses that depend on it, the recruitment agencies have **women and men equivalent composition**.
- They agreed to create a special **unit of "Women in Science"** to address the situation of women in research institutions and enhance their presence in them.
- Support and encourage for **parity between men and women in the composition of the bodies/management committees/decision teams** of the General State Administration and expert committees.

LOU, Ley Orgánica 4/2007, de 12 de Abril, de Universidades

- systems to achieve **parity in representation bodies**
- Universities will have in their organizational structures with **gender equality offices/units**

Ley de Igualdad, Ley Orgánica 3/2007, de 22 de Marzo, para la igualdad efectiva de mujeres y hombres

LEY ORGÁNICA 1/2004, de 28 de Diciembre, de Medidas de Protección Integral contra la Violencia de Género

- The universities include and promote in all academic mainstreaming **training, teaching and research in gender equality** and non-discriminationu

Ley de la Ciencia y la Tecnología (BOE 2 de Junio de 2011)

disposición adicional decimotercera

1.Bodies, councils and **committees** as well as the evaluation and selection bodies of the Spanish Science and Technology shall conform to the **women and men balanced composition** .

2.The incorporation of the **gender perspective research and technology** mainstreaming. Promote gender studies and women.

3.The system will collect, process and disseminate all **data disaggregated by sex** and include indicators of presence and productivity.

4.The selection procedures and evaluation of researchers ... establish mechanisms to remove gender biases include, whenever possible, confidential assessment mechanisms **that prevent the evaluator know personal characteristics of the person being evaluated**, in particular sex and race.

5.The National Innovation Strategy will promote the **mainstreaming of gender as a cross-category** in all aspects of its development.

6.Public Research Bodies adopted **Equality Plans in a maximum period of two years** after the publication of this law, which are subject to annual monitoring. They should include incentive measures to improve gender indicators in the corresponding annual monitoring.

Gender and Science tools in Spain

GOBIERNO DE ESPAÑA — MINISTERIO DE ECONOMÍA Y COMPETITIVIDAD

umyc UNIDAD DE MUJERES Y CIENCIA

Gender equality units at Universities

Women and Science unit at CSIC (Spanish Research Council)

- Make assessments of the situation
- Warn that discrimination
- Propose equality policies
- Monitoring changes
- Ensure national and European regulatory compliance

Set and encorage gender policies in science, technology and innovation and propose gender perspective in R+D policies.

AMIT ASOCIACIÓN DE MUJERES INVESTIGADORAS Y TECNÓLOGAS

JUNTAS PARA PROMOVER la plena y equitativa incorporación de las mujeres al Sistema de Ciencia y Tecnología

MUCIT

Escuela de Ingeniería y Arquitectura Universidad Zaragoza

Universidad de Zaragoza

- Grounded in 1542
- Several campus, places in different cities
- Members
  - Students: 29.833
  - Researchers and Professors (PDI): 3.802
  - Administration Staff (PAS): 2.002
  - More / Others ? ? Visitants professor, researchers, external services, …

Data from December 2010.

Miles to elaborate the 1st Equality plan (Gender Equality Policies program)

I. Specific gender training for people in management position

II. Diagnosis of situation and publicity of this results

III. Embellishment of the Equality Plan

Working team

- Gender equality unit (Manager)
- Gender equality committee
- Diagnoses working team
- Equality plan committee
- Support from the University rectoral team

Gender equality trainning

- University rectoral team
- People in management position
  - Schools and Faculties directors
  - Department directors
  - Heads of units or service, administrative staff (compulsory)
  - Employees delegates

AIM: To get a collaborative ambient, to make easy negotiation, and to explain and clarify why it is done for

Quantitative diagnoses

- Difficult and tedious to do
  - Data not centralized
  - Data not available by gender
  - Required lot of time to develop (no staff at the gender equality unit)
- Ended in November 2011.
- Available at

https://www.unizar.es/observatorio-de-igualdad-de-genero/recursos

Methodology for the plan

- Study of these process in other Universities
- 4 years long plan
- Selection of priority lines
- Lines are organized in measures or task
- Each task has own responsible, evaluation method and impact measure.
- Includes calendar and economic costs.

Strategic Lines from Equality Plan

1. Create a climate of opinion favorable to equality at the University of Zaragoza
2. Ensuring equal opportunities in the university
3. Promote gender perspective in all academic areas
4. To promote balanced representation of women and men at the University of Zaragoza
5. Ensure that the University of Zaragoza transmitting an egalitarian and diverse images of women and men.
6. Encourage responsibility and reconciliation of professional, family and personal
7. Combat situations of harassment and gender violence and protection of victims

Actual status: pending of revision and approve

SUMMARY

WITH GENDER BALANCE

SCIENCE WINS,

ALSO MEN DO,

ALSO WOMEN DO

THANK YOU!!!

FOR LISTEN ABOUT GENDER EQUALITY