

# GENDER ACTION PLANS IN ACADEMIA

Dr. Daniel Pérez del Prado Pérez  
[daniel.perez.delprado@uc3m.es](mailto:daniel.perez.delprado@uc3m.es)

@dpprado

Carlos III University of Madrid



# Spanish Universities from a Gender Perspective

# SOME DETAILS ABOUT SPANISH UNIVERSITY CAREER

## Civil servant system

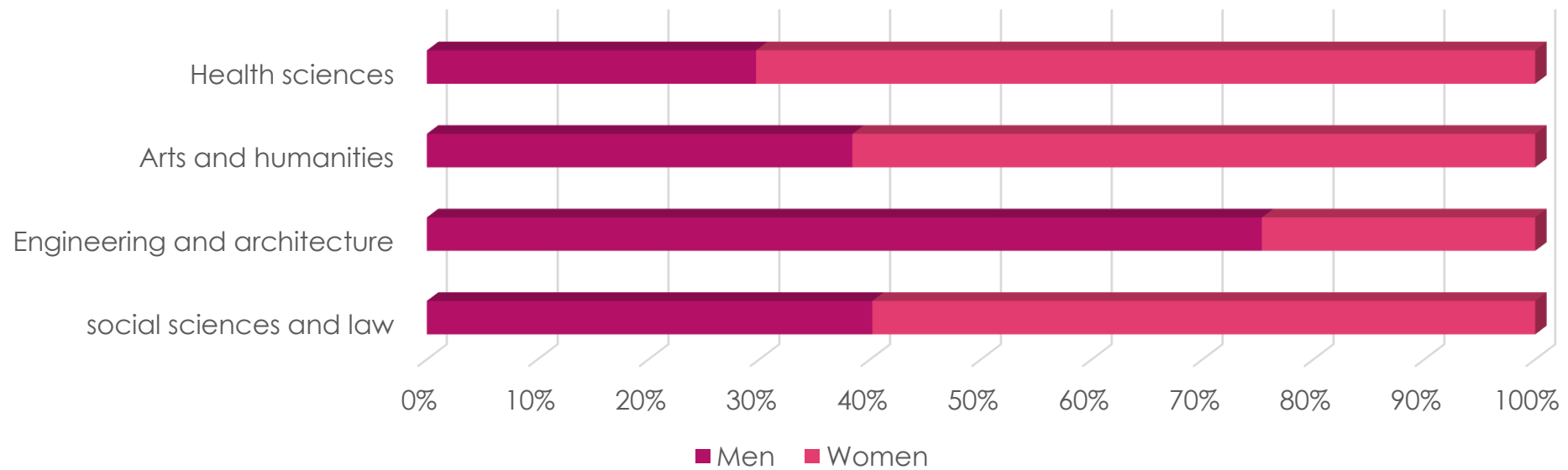
- A very long way to become a civil servant
- 2 categories (associate professor and full professor)

## The accreditation system

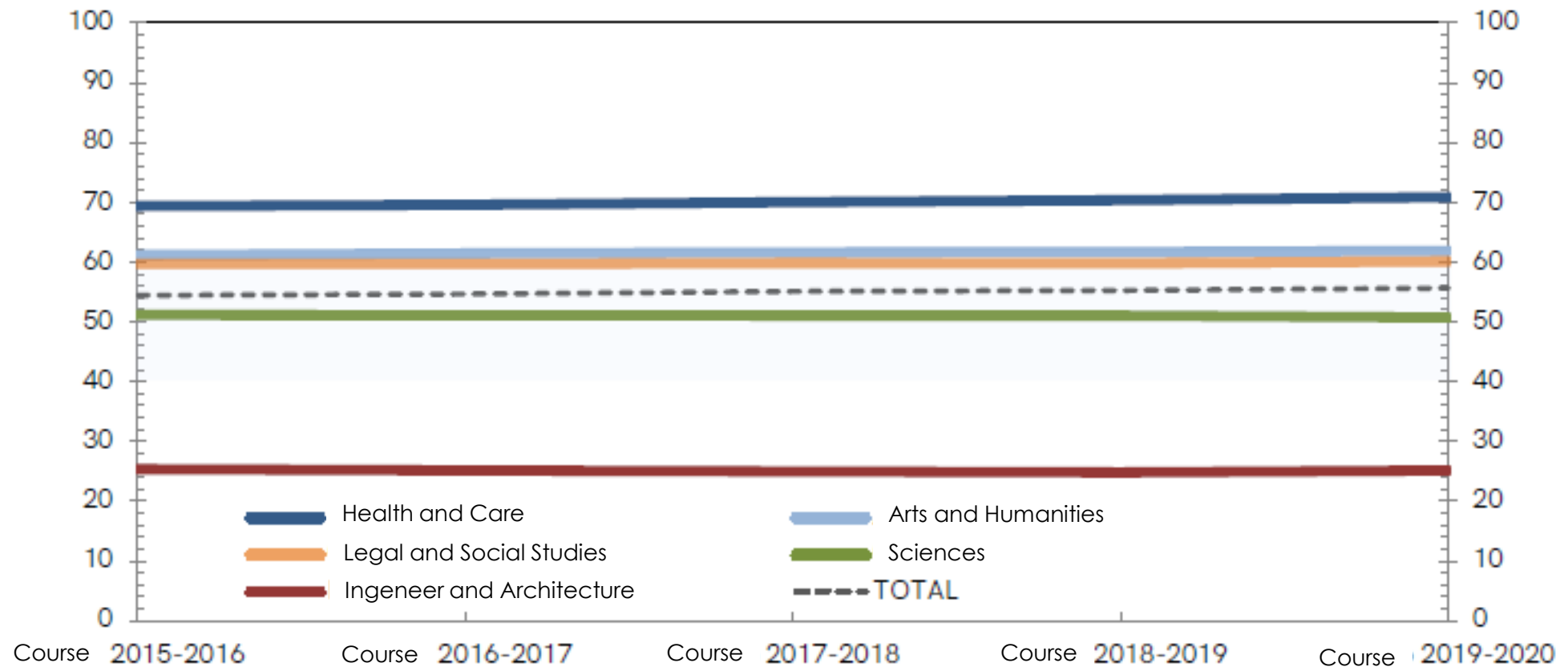
## Public and private universities

# DISTRIBUTION OF SPANISH STUDENTS (2019/2020)

Distribution of Spanish Students

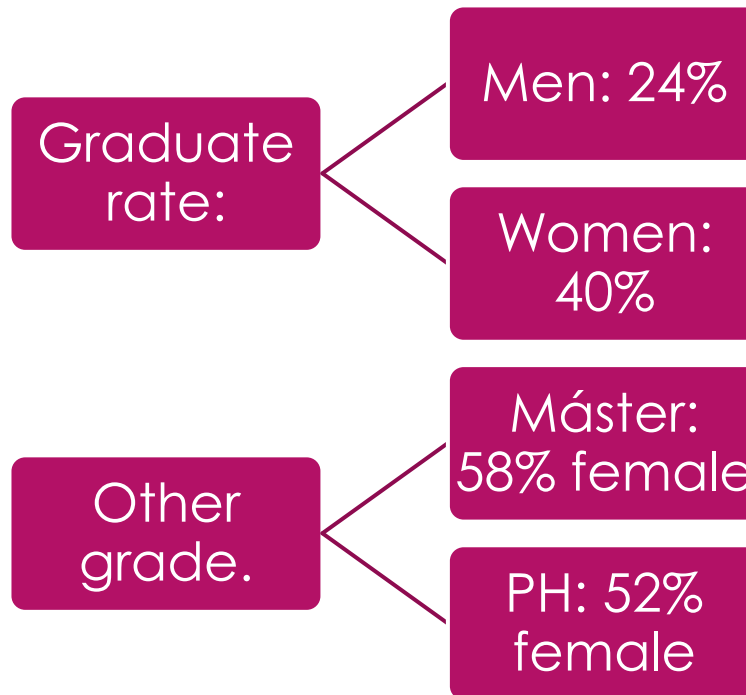


# DISTRIBUTION OF SPANISH STUDENTS (2019/2010)

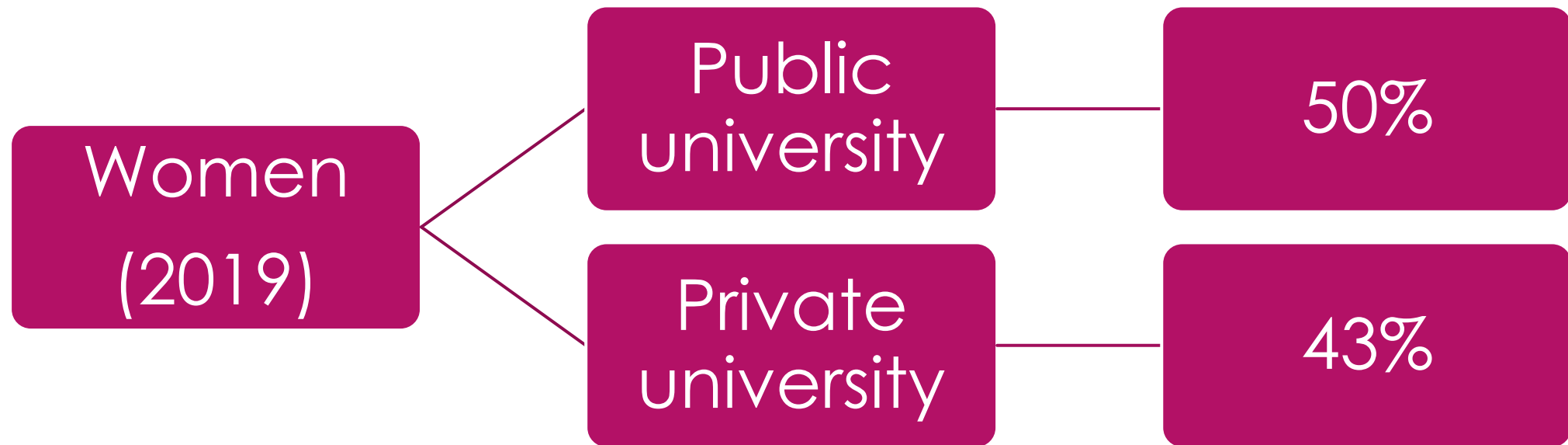


Source: "Científicas en cifras, 2021"

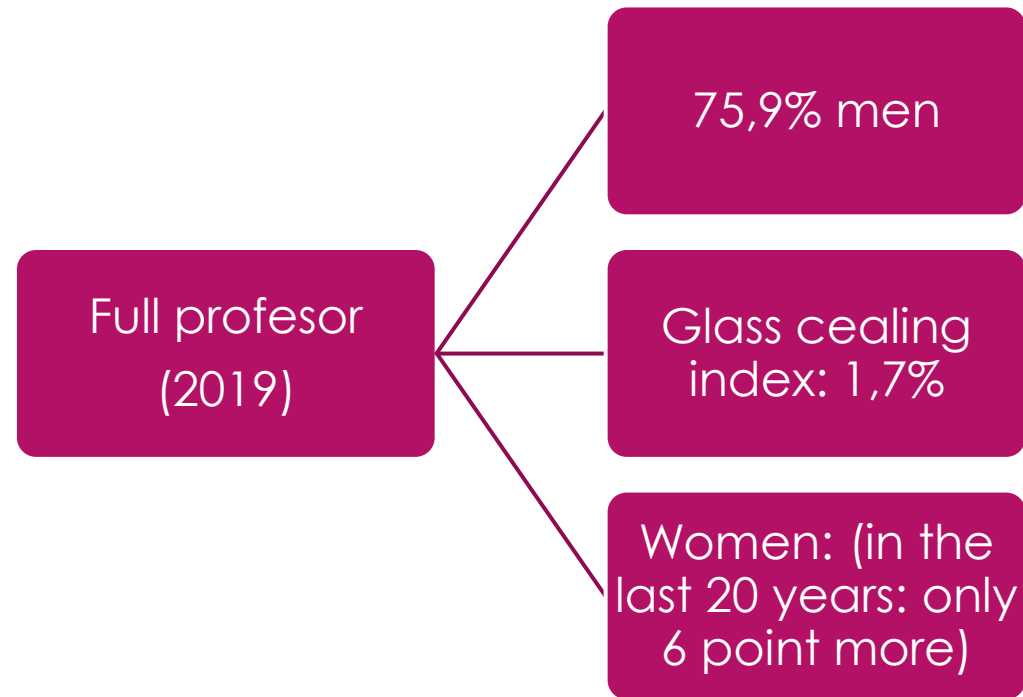
# DISTRIBUTION OF SPANISH STUDENTS (2019/2020)



# Gender gap: Glass ceiling or sticky floor?

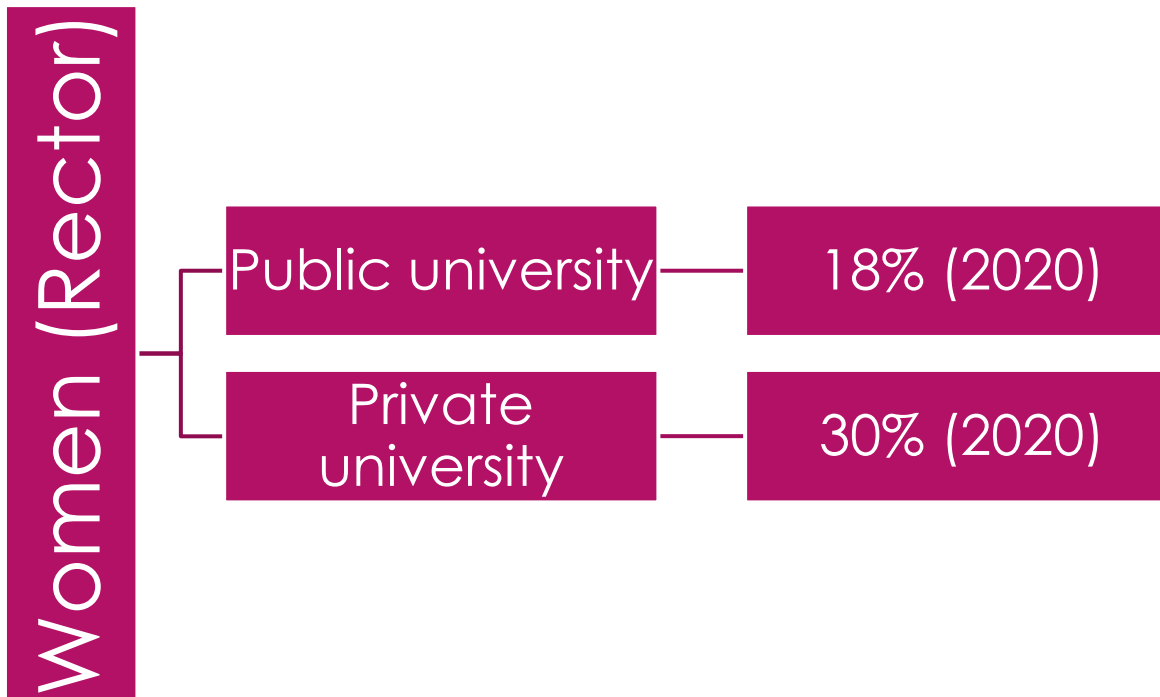


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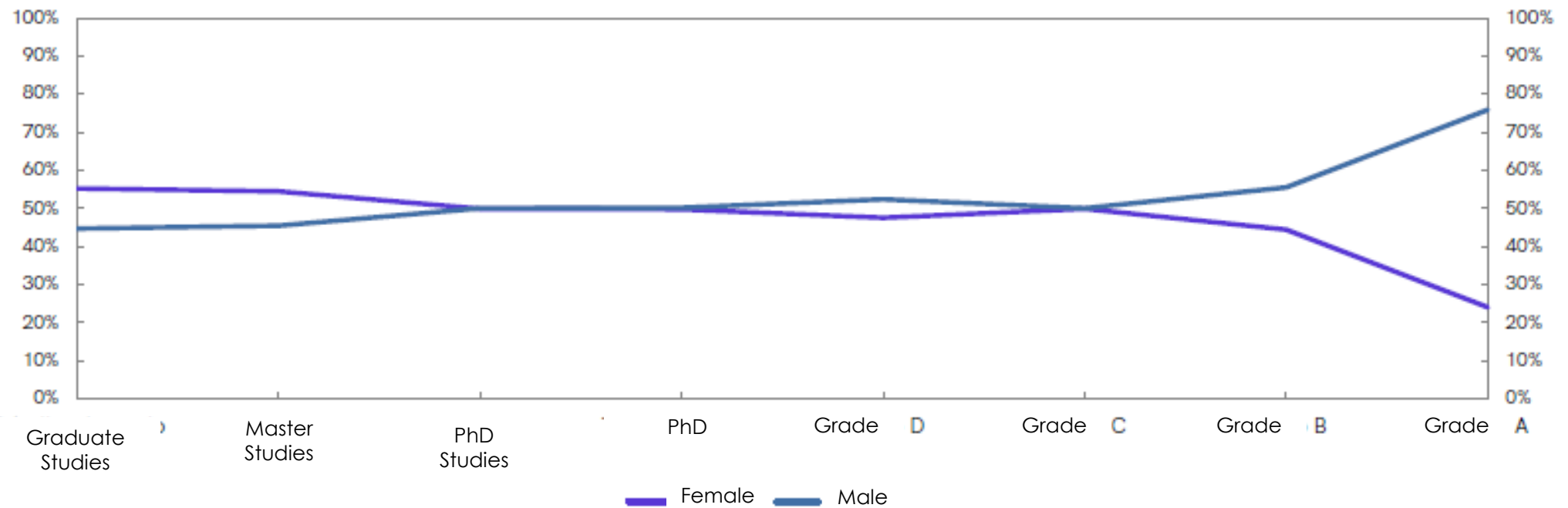




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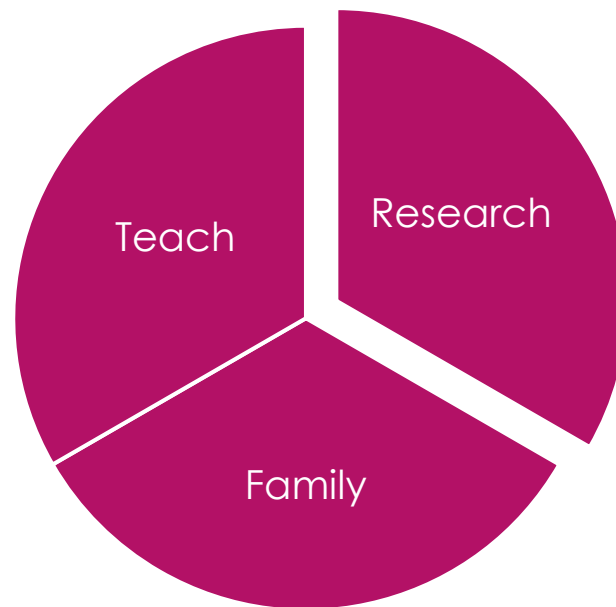


# Gender gap: Glass ceiling or sticky floor?



Source: "Científicas en cifras, 2021"

# Conciliation?



# Is it necessary to change the rules?

Maternity leave/  
children care (also  
Elder people)

Part time working?

Less opportunities to  
research or  
mobility



# Gender Equality Plan at Carlos III University

# UNIVERSITY LAW IN SPAIN

- ▶ Universities have to create their own **organizational structures** for the development of functions related to the principle of equality between men and women
- ▶ Carlos III University. Equality Unit. Functions:
  - ▶ Elaborate the Equality Plan of the Carlos III University of Madrid.
  - ▶ **COMMISSION FOR THE PREPARATION AND MONITORING OF THE II EQUALITY PLAN, INCLUDING ACADEMIA, ADMINISTRATIVE STAFF AND STUDENTS**

## II EQUALITY PLAN AT UC3M (52 MEASURES)

### FOUR ÁREAS:

- ▶ 1. PROMOTION EQUALITY AND SENSIBILIZATION (21 MEASURES)
- ▶ 2. CAREER AND PROFESIONAL PROMOTION (6 MEASURES)
- ▶ 3. PROMOTING WORK/FAMILY COMPATIBILITY AND JOINT RESPONSIBILITY.(11 MEASURES)
- ▶ 4. TEACHING AND RESEACH (14 MEASURES)

# AREA 1: PROMOTION EQUALITY AND SENSIBILIZATION (21 MEASURES)

## SENSIBILIZATION

- ACTIVITIES FOR STUDENTS (International Women Day, Workshops on Gender violence, etc)
- USE OF SOCIAL NETWORKS
- CAMPAIGNS AT CAFETERIAS
- WELCOME DAY

## COMMUNICATION

- MAKING INEQUALITIES VISIBLE
- WOMEN IN SCIENCE (science week, newsletter,...)
- PROMOTION OF WOMEN FOR POSITIONS AND RECOGNITION (Honoris Causa, buildings,..)

## TRAINING

### COURSES PAS FOR PDI:

- GENDER PERSPECTIVE AT RESEARCH AND TEACHING.
- NO SEXIST LANGUAGE
- PROTOCOL ON SEXUAL HARRASSMENT
- SEXUAL AND GENDER DIVERSITY
- EQUALITY



## AREA 2. CAREER AND PROFESSIONAL PROMOTION (6 MEASURES)

BALANCED REPRESENTATION IN SELECTION COMMITTEES AND TRAINING AND LEARNING COURSES

CREATION OF NEW RULES FOR SELECTION TAKING INTO CONSIDERATION GENDER AND CONCILIATION

SPECIFIC SOCIAL HEALTH CAMPAIGNS

RESEARCH STUDIES ON WORKING CONDITION AND ACCESS TO HIGHER POSITIONS

BALANCED PRESENCE IN SELECTION  
COMMISSIONS FOR PUBLIC  
EMPLOYEE

Balanced representation of men  
and women in government,  
research and management bodies

[https://e-  
archivo.uc3m.es/bitstream/handle/1  
0016/23962/acuerdo\\_concursos\\_pdi  
\\_permanente\\_2016.pdf?sequence=  
1&isAllowed=y](https://e-archivo.uc3m.es/bitstream/handle/10016/23962/acuerdo_concursos_pdi_permanente_2016.pdf?sequence=1&isAllowed=y)

**Study related Equality in Carlos III  
University**

[https://www.uc3m.es/igualdad/dat  
os-informes](https://www.uc3m.es/igualdad/datos-informes)

## AREA 3. PROMOTING WORK/FAMILY COMPATIBILITY AND JOINT RESPONSIBILITY.(11 MEASURES)

ESTABLE PROGRAM OF TELEWORK ON CONCILIATION  
(X EDITION IN 2019)

LIMITATION OF MEETING SCHEDULES TO MAKE THEM  
COMPATIBLE WITH CONCILIATION RESPONSABILITIES

ORGANIZING COURSES AND COURSE MODALITIES  
COMPATIBLE WITH CONCILIATION

## AREA 4. TEACHING AND RESEARCH (14 MEASURES)

### TEACHING

- ❑ GENDER PERSPECTIVE IN TEACHING
- ❑ MOOCS WITH GENDER PERSPECTIVE
- ❑ PROMOTION OF ACADEMIC ACTIVITIES AND COURSES ON GENDER EQUALITY
- ❑ POSTGRADUATE PROGRAM ON GENDER POLICIES

### RESEARCH

- ❑ GENDER PERSPECTIVE IN RESEARCH ACTIVITIES
- ❑ PROMOTION ON GENDER RESEARCH (Pilar Azcárate Awards)
- ❑ INCREASING VISIBILITY OF FEMALE RESEARCHERS' ACTIVITIES AND PUBLICATIONS

# PROTOCOL AGAINST HARASSMENT

- ▶ Universidad Carlos III as an institution that respects rights and liberties and assumes the principle of equality and non-discrimination, cannot tolerate any form of harassment,.
- ▶ The University must be a safe environment and exempt from any type of discrimination.
- ▶ The protocol for the prevention of and action against sexual harassment and harassment based on sex, which was approved in March 2013 by its Governing Board.

# UC3M IN SOME DATA

- 37 DEGREES
- 11 DOUBLE DEGREES
- 138 POSTGRADUATE STUDIES
  - 69 Master Univ.
  - 31 Master propios
  - 19 PhD Programmes

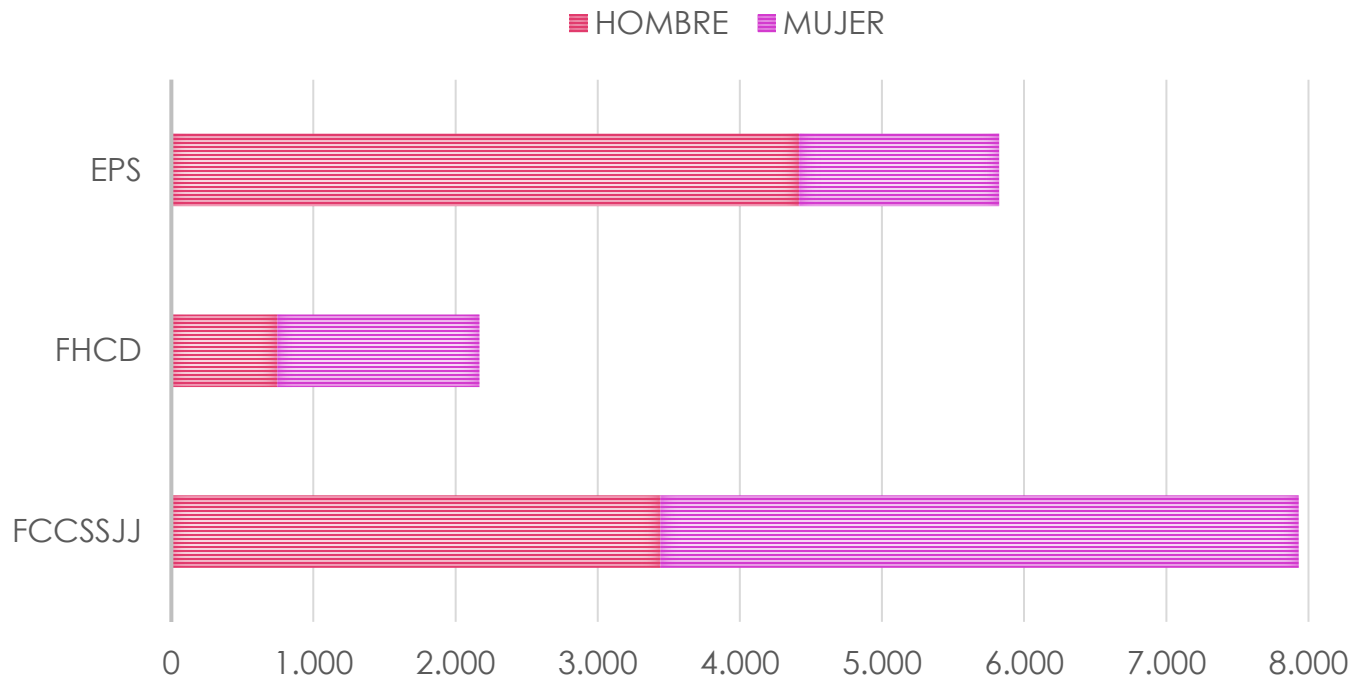
2.083 PDI

726 STAFF

23.164 STUDENTS

- 16.212 Degrees
- 3.494 Master Univ.
- 412 Master propios
- 1.172 Phd Programmes
- 1.874 Others

# FEMALE AND MALE STUDENTS (2019/20)



## FEMALE STUDIANTES:

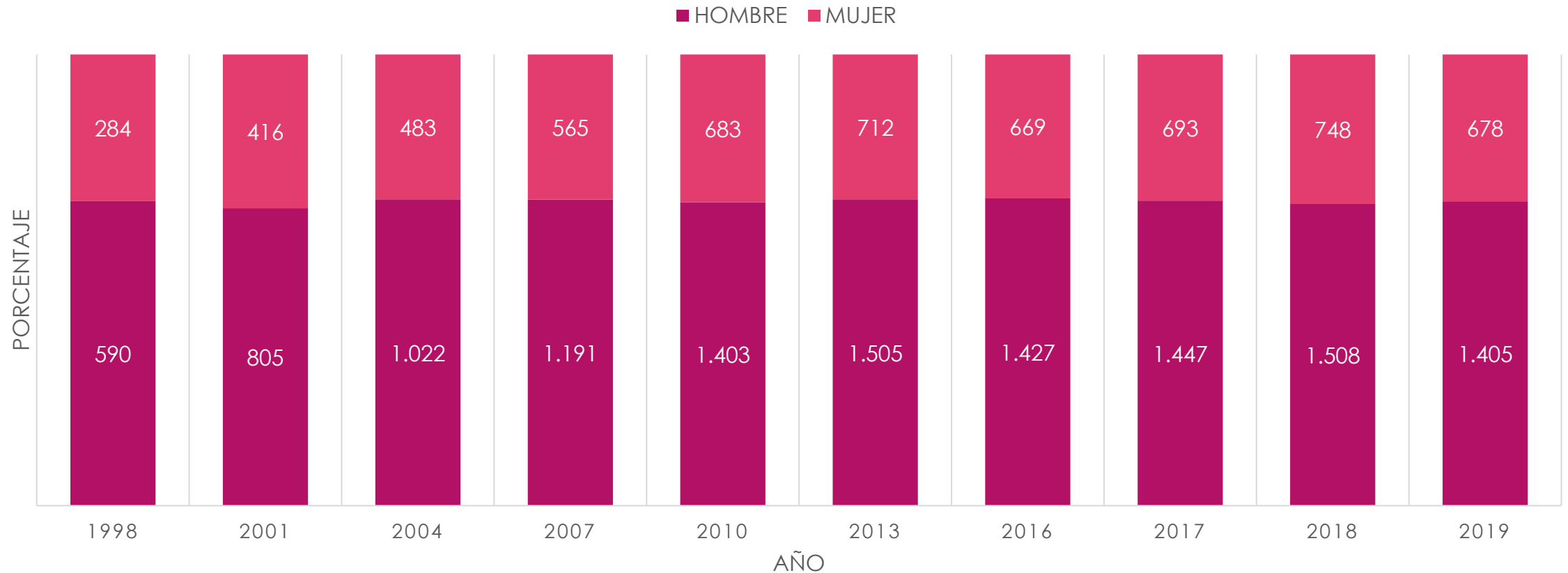
56,6% SOCIAL  
SCIENCES AND LAW

65,5%  
HUMANITIES

24,2%Engineering

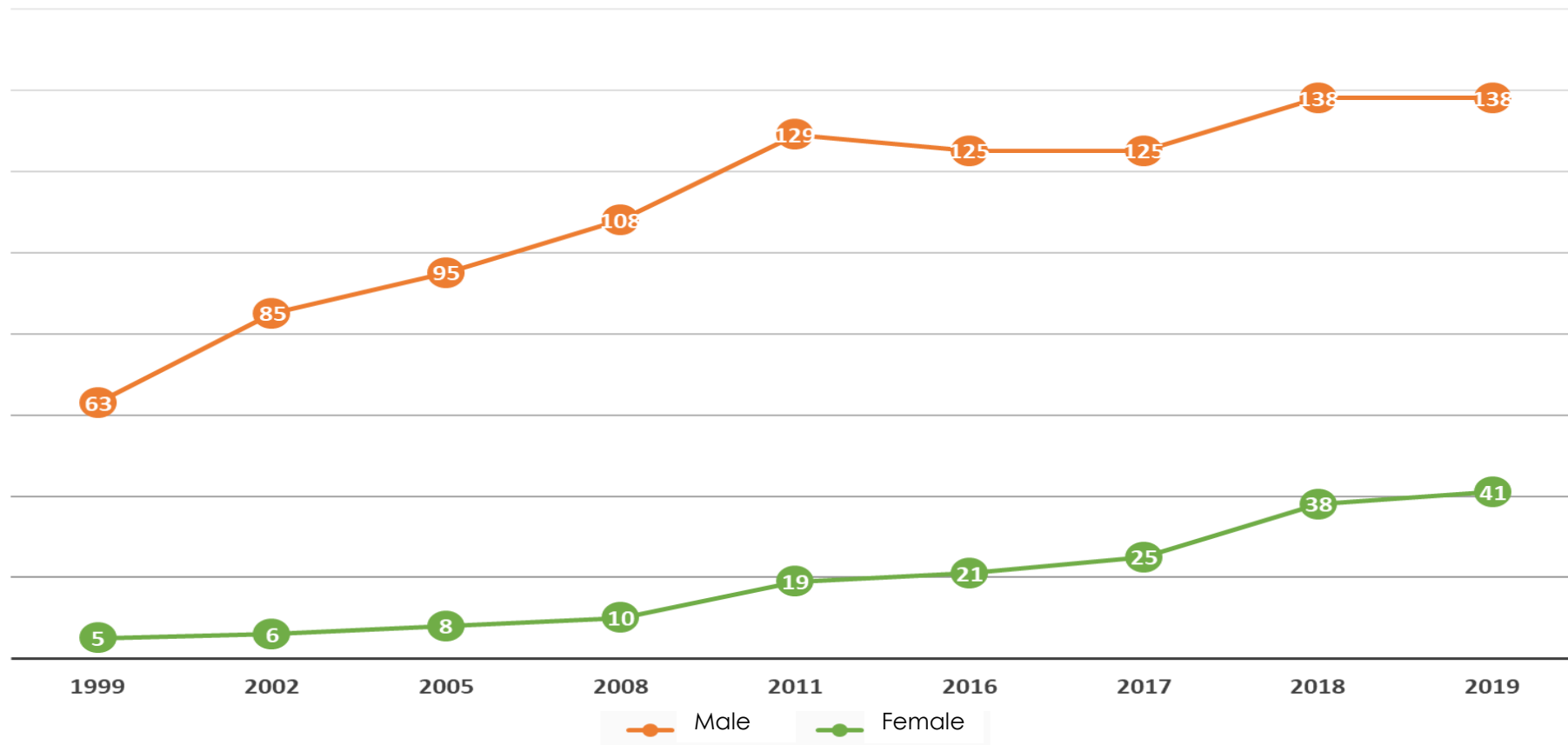
# PhD by SEX

**WOMEN PERCENTAGE  
32-33%**



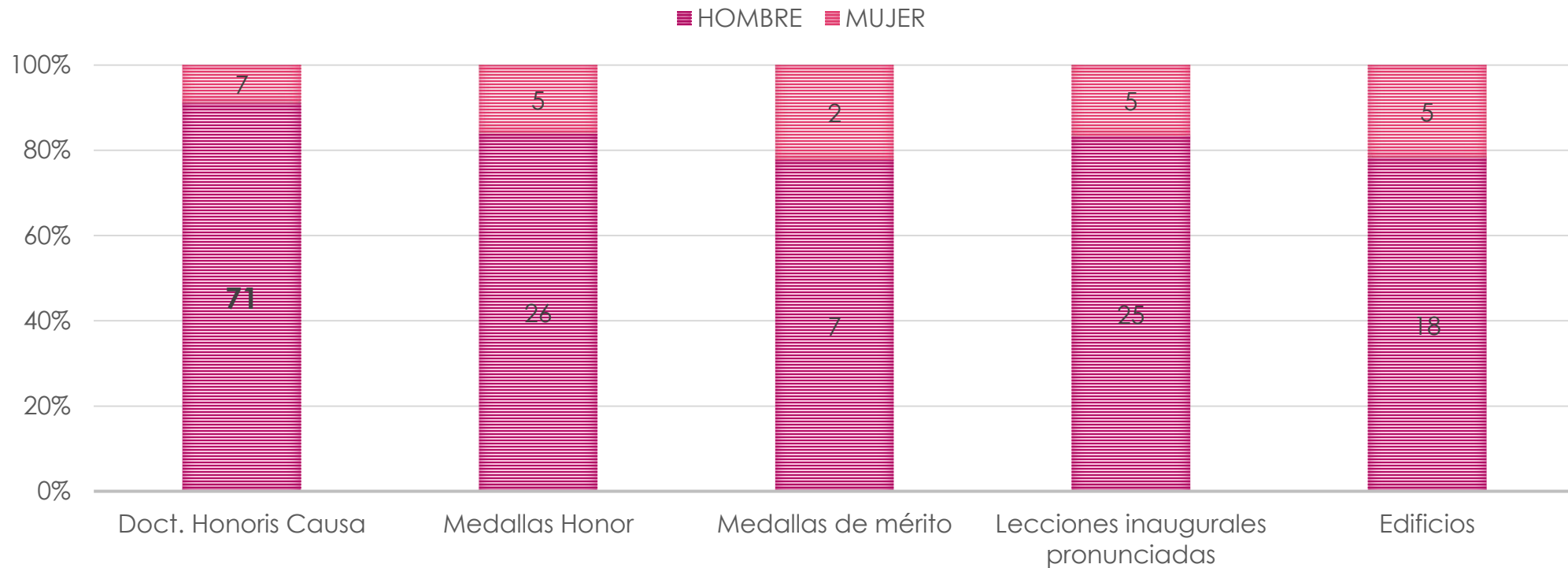


# FULL PROFESSOR



23% female  
full professors

# ACADEMIC AWARDS (1998-2009)



# RESULTS

- ▶ There are differences between men and women on the UC3M faculty and research staff in terms of background variables (age, degree level and field of knowledge). In fact, these background variables do not explain all of the inequality seen in the UC3M faculty and research community.
- ▶ **It is important to take into account factors related to university dynamics, which imply unequal access .**
- ▶ **This inequality is seen most clearly in the higher spheres of the university hierarchy, to which men have greater access.**