# Women Researchers Report

## CSIC Commission for Women and Science

# 2020

GOBIERNO DE ESPAÑA
MINISTERIO DE CIENCIA E INNOVACIÓN
CSIC
Consejo Superior de Investigaciones Científicas
COMISIÓN DE MUJERES Y CIENCIA DEL CSIC
CMyC

## INTRODUCTION TO REPORT "Women Researchers 2020"

One more year I introduce the analysis of results of the presence of women in the different fields of research and scientific promotion, drafted by the Committee on Women and Science, which I have the honour to chair. I wish to thank you all for your additional work and commitment to this Committee.

This report has been developed since 2001, every year, for almost 20 years. It is a good moment to remember and appreciate all pioneer women researchers in the CSIC who contributed to ensure a more equal institution. I wish to have a special memory to Margarita Salas, who left us in 2019. Her scientific and human heritage will remain with us always.

We are coping with great uncertainty in the time of COVID-19 pandemic. It is well known that in crisis contexts women are left in a disadvantaged situation. We have to keep working to prevent this from happening. I am pleased to say that CSIC women scientists lead over 50% of the research projects on this crucial topic, within the Global Health Platform and those developed in the National Centre for Biotechnology, with the financial support of the Ministry of Science and Innovation.

The data emerging from the Report Women Researchers 2020 are not as good as expected, despite the fact that the CSIC Glass Ceiling Index is better than in other areas at national and European level. I am pleased to see the relevant presence of the CSIC women scientists working in terms of European excellence, in the highly prized ERC. There are also good figures in specific fields such as food or materials. Starting by the good news, in an Anglo-Saxon way, it is a way to face the situation.

It is also noteworthy the fact that the CSIC Steering Committee has a majority of women. Nevertheless, that much desired gender balance is not reached in many other areas related to the research activity. Questions remain open, where the reasons lie to avoid that much desired equality for women scientists in the CSIC. We have worked to avoid any type of gender bias, we have fostered women scientists' visibility through candidacies for scientific awards, management tasks... It is undoubtedly noteworthy that in 2019, three CSIC researchers (Mercedes García-Arenal, Susana Marcos and Ángela Nieto Toledano) were awarded in national research prize as diverse as humanities, engineering and biology.

Let us not be disheartened. Therefore, I want to invite reflection and, one more time, call for an extra effort. Data are good to know where we are, but we need initiatives, a strong commitment in pursuit of problems and their solutions. It is our common responsibility.

My dear Committee on Women and Science, I am fully confident in your capacity and commitment. I hope that the 2020 Report will give us reasons for optimism. Thank you very much for your extraordinary work.

Rosa Menéndez
CSIC's President

## EXECUTIVE SUMMARY

This Report **Women Researchers 2020** monitors the situation of women scientists in the CSIC in accordance with the recommendations of the European Commission. The data presented in this report correspond to the scientific staff of the Institution as of 31 December 2019.

An analysis of this report, compared with those of previous editions, concludes that the well-known **scissors graph of the evolution of the scientific careers of women and men in the CSIC has been modified in a worrying way.** This transformation is mainly due to the significant decrease in the number of predoctoral contracts (50.8%) in comparison to previous years. In the last 6 years (2014-2019) there has been a 14% decrease in the aforementioned predoctoral recruitment of women. In addition, the data reflected on predoctoral contracts granted in 2019 is negative because it puts those granted to women at 45.5%. The percentages of women hired for postdoctoral and R&C positions are similar to those of the last few years. **Unless this situation is reversed, the achievement of gender equality in research in the CSIC will be seriously jeopardized.**

The percentage of **women on the Research Professor category has increased slightly to 26.6%.** However, an analysis of the five-year and six-year periods accumulated by scientific category allows us to verify that **women, by promoting less and staying longer in the same category, have fewer five-year and six-year periods in higher scales, which results in lower economic remuneration.**

This Report presents, for the first time, **an analysis disaggregated by sex by the Global Areas (SOCIETY, LIFE and MATERIA)**, and also the data corresponding to the 8 former scientific-technical areas. **In none of the Global Areas is there a gender balance**: in SOCIETY AND MATERIA (about 38%) and LIFE (33.4%). **The Glass Ceiling Index (GCI) continues with the downward trend of previous years, being 1.35,** a value that is below other Spanish and European institutions. However, there are notable differences between the areas. **Especially alarming is the value of the Natural Resources Area (2.28), which is not only the highest of all the former areas, but has increased with respect to previous years.** The rest of these areas remain at similar values to previous periods, including the Area of Materials Science and Technologies, which has a GCI of less than 1.

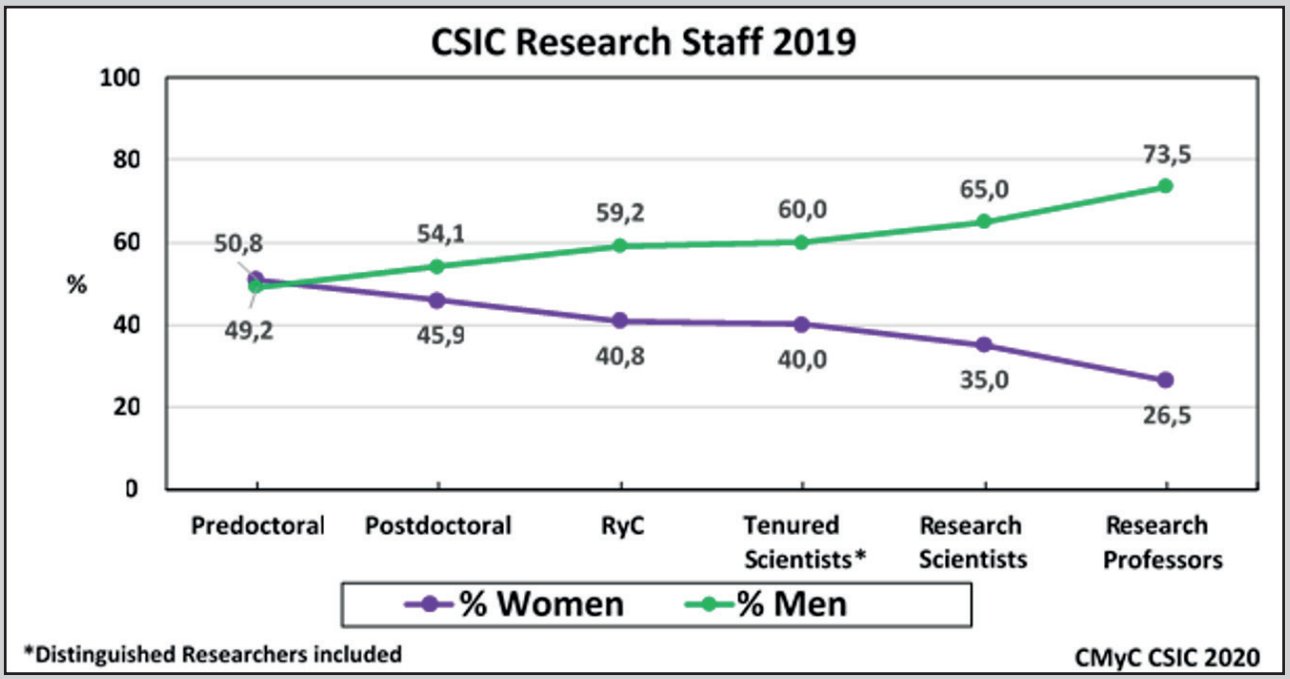
**The percentage of women in the scientific staff of the institution did not increase, staying at 35.9%.** There has been a significant increase in the percentage of women in the CSIC Steering Team, which stands at 54% (considering Presidency, Advisory Board Members, Vice-Presidencies and General Secretariat). However, the direction of the institutes is at 20.9%.

In the CSIC, **35% of national projects are led by women** (both those ongoing and those granted in 2019); this percentage coincides with their presence in the CSIC. It is important to note that **the collection of resources in these calls is comparable between male and female researchers.**

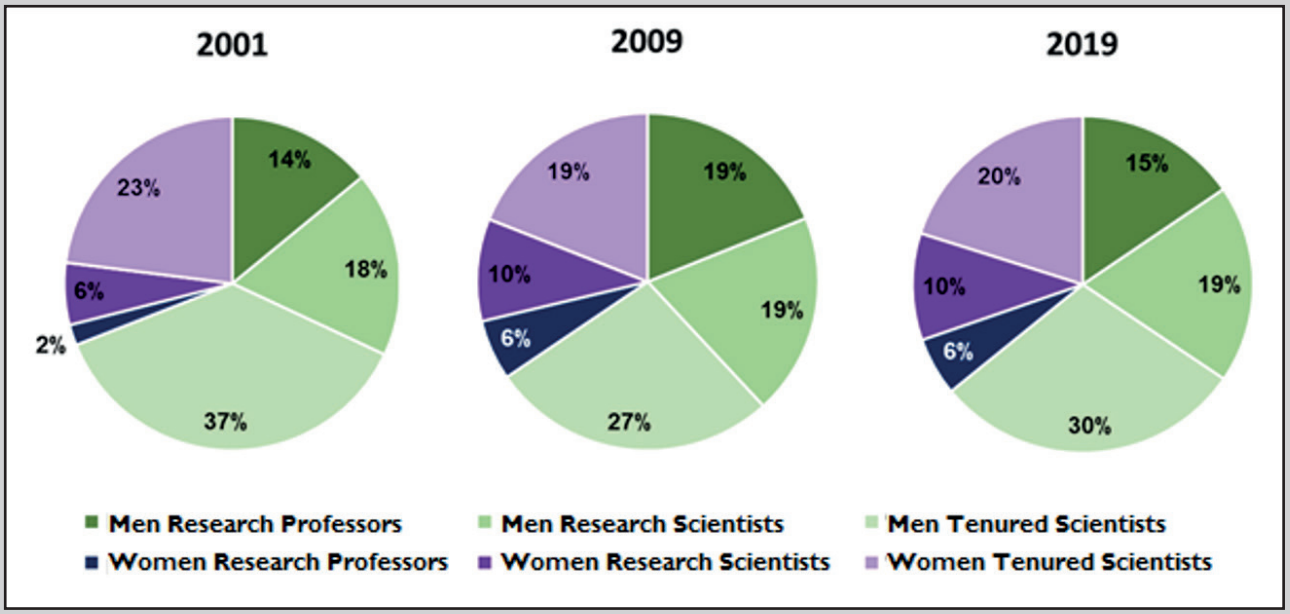
In European projects, 28% of them are led by women. From the point of view of **technology transfer, the participation of women as inventors of priority patents in 2019 is around 39%**, a value that remains almost the same as the previous year, and which is above the percentage of women in the scientific staff of the CSIC.

The Committee on Women and Science continues to work, in compliance with European guidelines, to include the sex and gender analysis in the content of research in the CSIC.

## DISTRIBUTION OF RESEARCH STAFF BY SEX




## RESEARCH CAREER ADVANCEMENT IN THE CSIC



## INDEX

*(Data from CSIC HR, by 31/12/2019)*

## Executive Staff

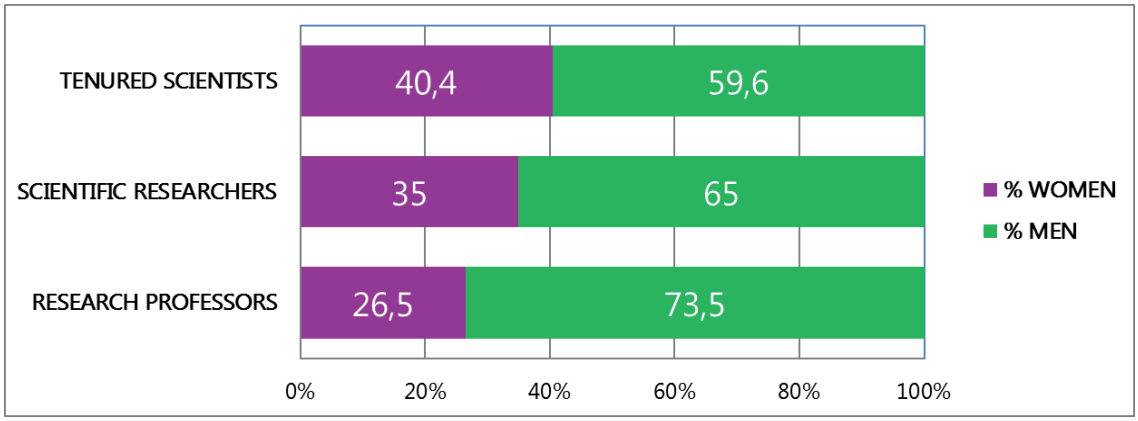
| POSITION | MEN | WOMEN | % WOMEN |
|---|---|---|---|
| PRESIDENCY | | 1 | 100.0% |
| SPOKESPERSON | 2 | 2 | 50.5% |
| VICE-PRESIDENCY | 1 | 2 | 66.7% |
| GENERAL SECRETARIAT | 1 | | 0% |
| INSTITUTIONAL COORDINATION | 7 | 4 | 36.4% |
| DIRECTION OF RESEARCH CENTRES | 102 | 27 | 20.9% |
| SCIENTIFIC AND TECHNICAL COORDINATION | 4 | 4 | 50.0% |
| DEPUTY VICE-PRESIDENCY | 2 | 3 | 60.0% |
| DEPUTY GENERAL SECRETARIAT | | 4 | 100.0% |

## Staff Distribution
### by Sex and Employment Relationship

| | MEN | WOMEN | % WOMEN |
|---|---|---|---|
| CIVIL SERVANTS | 2722 | 2298 | 45.8% |
| TENURED STAFF | 472 | 285 | 37.6% |
| TEMPORARY STAFF | 2167 | 2597 | 54.5% |
| TOTAL | 5361 | 5180 | 49.1% |

## Distribution of Scientific Staff
### by Categories

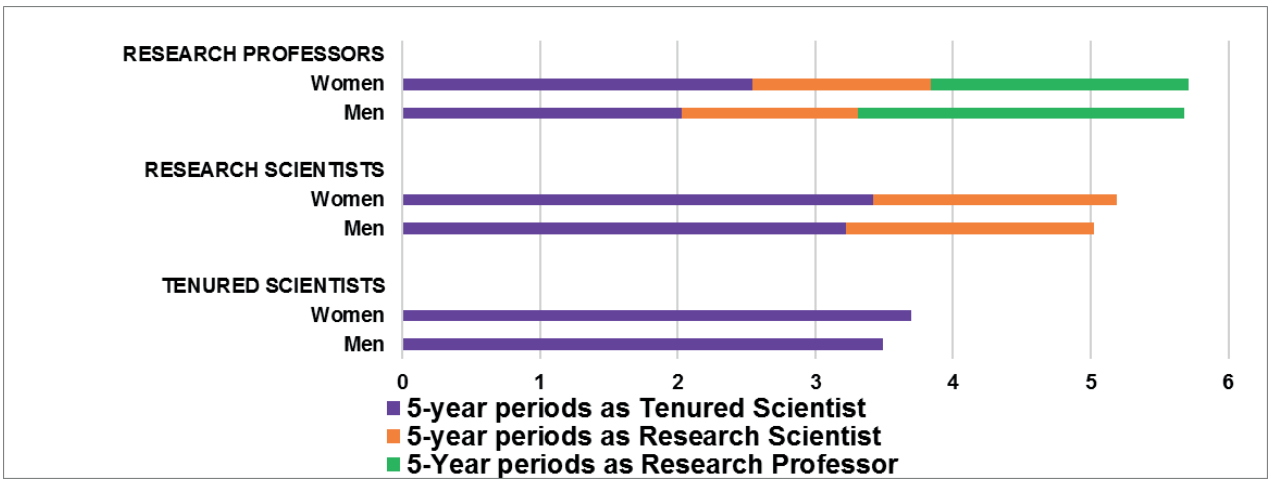
| CATEGORIES | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| PREDOCTORAL | 602 | 621 | 1223 | 50.8% |
| POSTDOCTORAL | 344 | 292 | 636 | 45.9% |
| RAMÓN Y CAJAL | 74 | 51 | 125 | 40.8% |
| DISTINGUISHED RESEARCHERS | 30 | 10 | 40 | 25.0% |
| TENURED SCIENTISTS | 816 | 554 | 1370 | 40.4% |
| RESEARCH SCIENTISTS | 525 | 283 | 808 | 35.0% |
| RESEARCH PROFESSORS | 426 | 154 | 580 | 26.5% |



## Five-year periods accumulated per Category

| CATEGORY | Staff | five-year periods as Tenured Scientist | average | five-year periods as Research Scientist | average | five-year periods as Research Professor | average |
|---|---|---|---|---|---|---|---|
| RESEARCH PROFESSORS | 580 | 1222 | 2.11 | 733 | 1.26 | 1366 | 2.36 |
| Women | 154 | 372 | 2.42 | 200 | 1.30 | 314 | 2.04 |
| Men | 426 | 850 | 2.00 | 533 | 1.25 | 1052 | 2.47 |
| RESEARCH SCIENTISTS | 809 | 2635 | 3.26 | 1580 | 1.95 | | |
| Women | 283 | 957 | 3.38 | 548 | 1.94 | | |
| Men | 526 | 1678 | 3.19 | 1032 | 1.96 | | |
| TENURED SCIENTISTS | 1396 | 5412 | 3.88 | | | | |
| Women | 565 | 2281 | 4.04 | | | | |
| Men | 831 | 3131 | 3.77 | | | | |

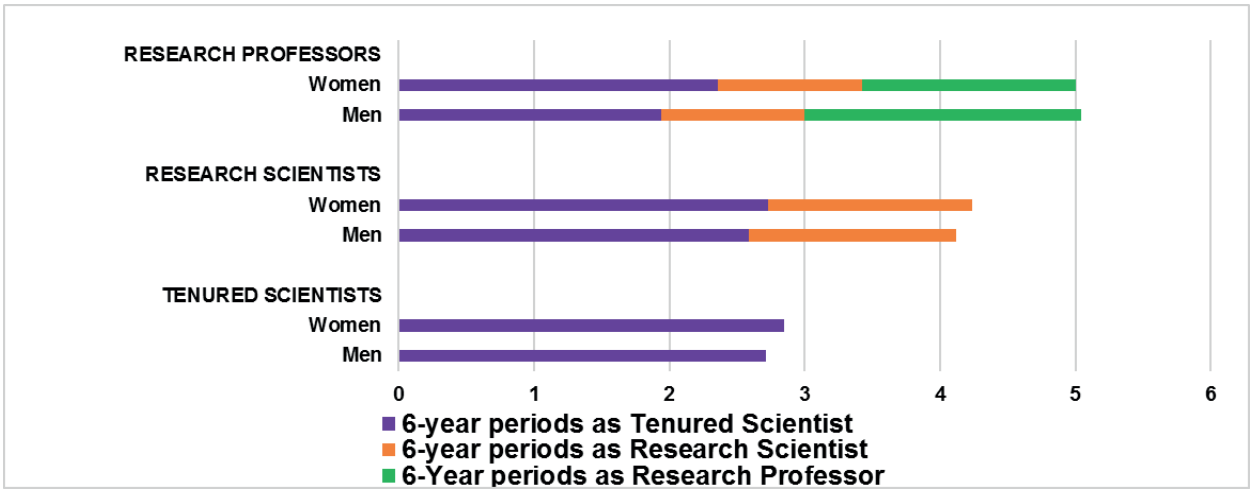
## Scientific Career by accumulated Five-year Periods



## Six-year periods accumulated per Category

| CATEGORY | Staff | six-year periods as Tenured Scientist | average | six-year periods as Research Scientist | average | six-year periods as Research Professor | average |
|---|---|---|---|---|---|---|---|
| **RESEARCH PROFESSORS** | 580 | 1186 | 2.04 | 606 | 1.04 | 1180 | 2.03 |
| **Women** | 154 | 358 | 2.32 | 162 | 1.05 | 267 | 1.73 |
| **Men** | 426 | 828 | 1.94 | 444 | 1.04 | 913 | 2.14 |
| **RESEARCH SCIENTISTS** | 809 | 2126 | 2.63 | 1376 | 1.70 | | |
| **Women** | 283 | 770 | 2.72 | 482 | 1.70 | | |
| **Men** | 526 | 1356 | 2.58 | 894 | 1.70 | | |
| **TENURED SCIENTISTS** | 1396 | 4287 | 3.07 | | | | |
| **Women** | 565 | 1791 | 3.17 | | | | |
| **Men** | 831 | 2496 | 3.00 | | | | |

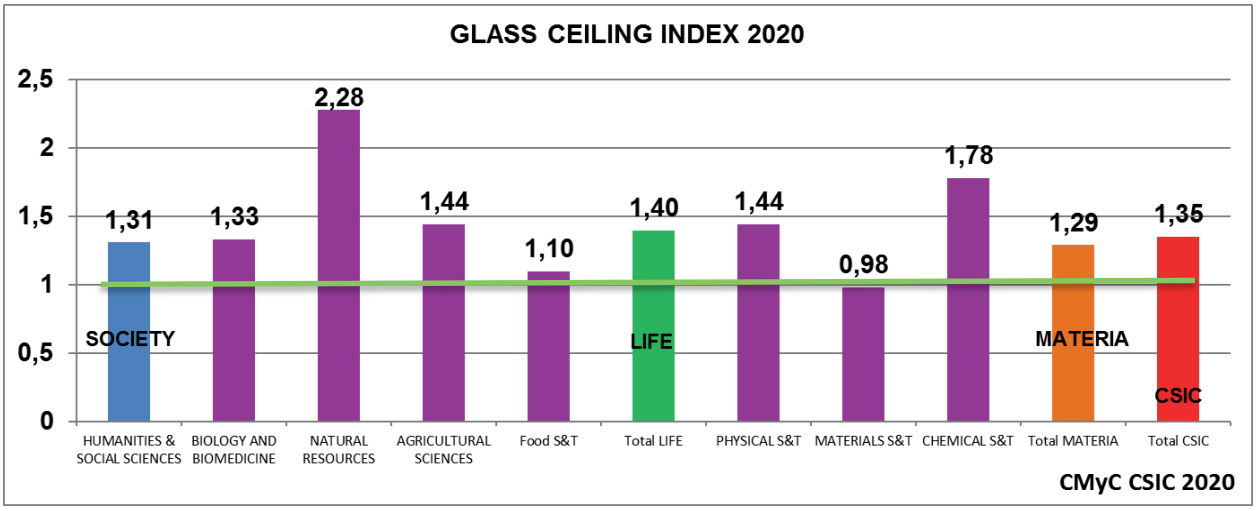
## Scientific Career by accumulated Six-year Periods

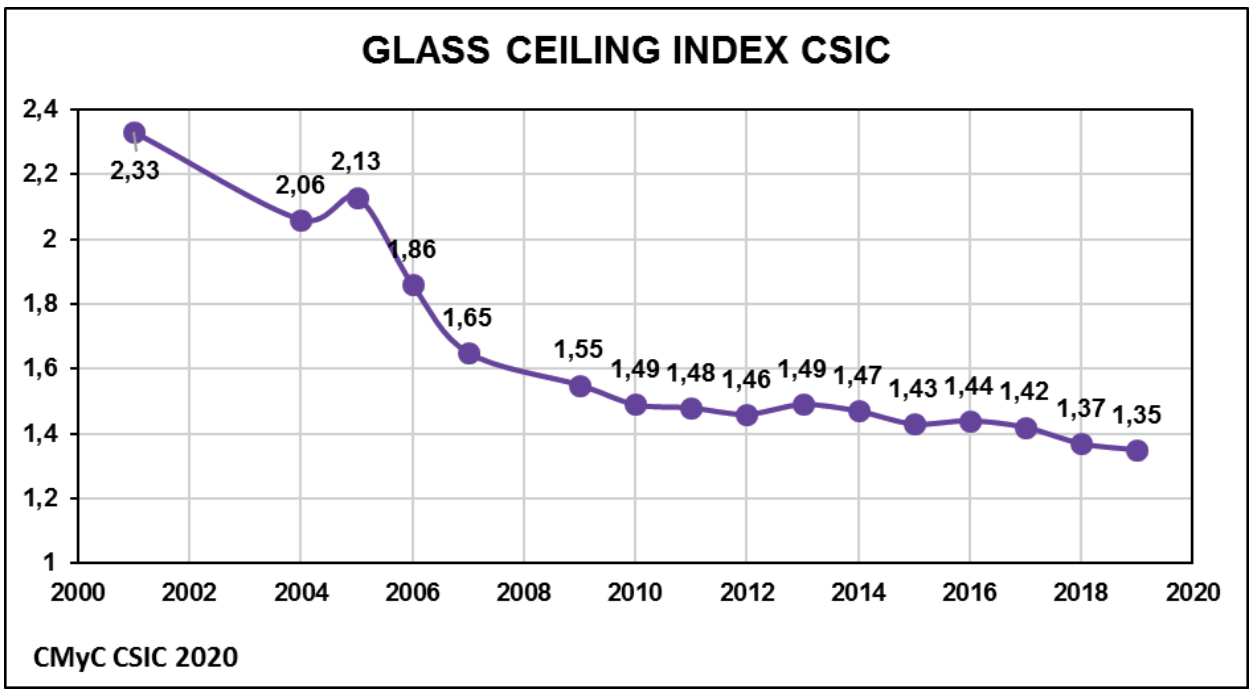


# Glass Ceiling Index

**The Glass Ceiling Index** (GCI) is a relative index calculated on the basis of a comparison of the proportion of women in the three research categories with regard to the Research Professors category. In 2019, the glass ceiling index for researchers is 1.35. An index of 1 would indicate the absence of inequality, an index of above 1 means the existence of a glass ceiling for female scientists.

$$Glass\ Ceiling\ Index = \frac{\frac{women\ (Tenured\ Scientists + Research\ Scientists + Research\ Prof.)}{total\ (Tenured\ Scientists + Research\ Scientists + Research\ Prof.)}}{\frac{women\ Research\ Prof.}{total\ Research\ Prof.}}$$



## Average Staff Age
### by Category and Sex

| | WOMEN | MEN |
|---|---|---|
| RESEARCH PROFESSORS | 60.5 | 60.5 |
| RESEARCH SCIENTISTS | 57.0 | 56.3 |
| TENURED SCIENTISTS | 51.8 | 51.4 |
| TOTAL SCIENTIFIC STAFF | 54.6 | 55.0 |

## Average Retirement Age of Scientific Staff
### by Category and Sex

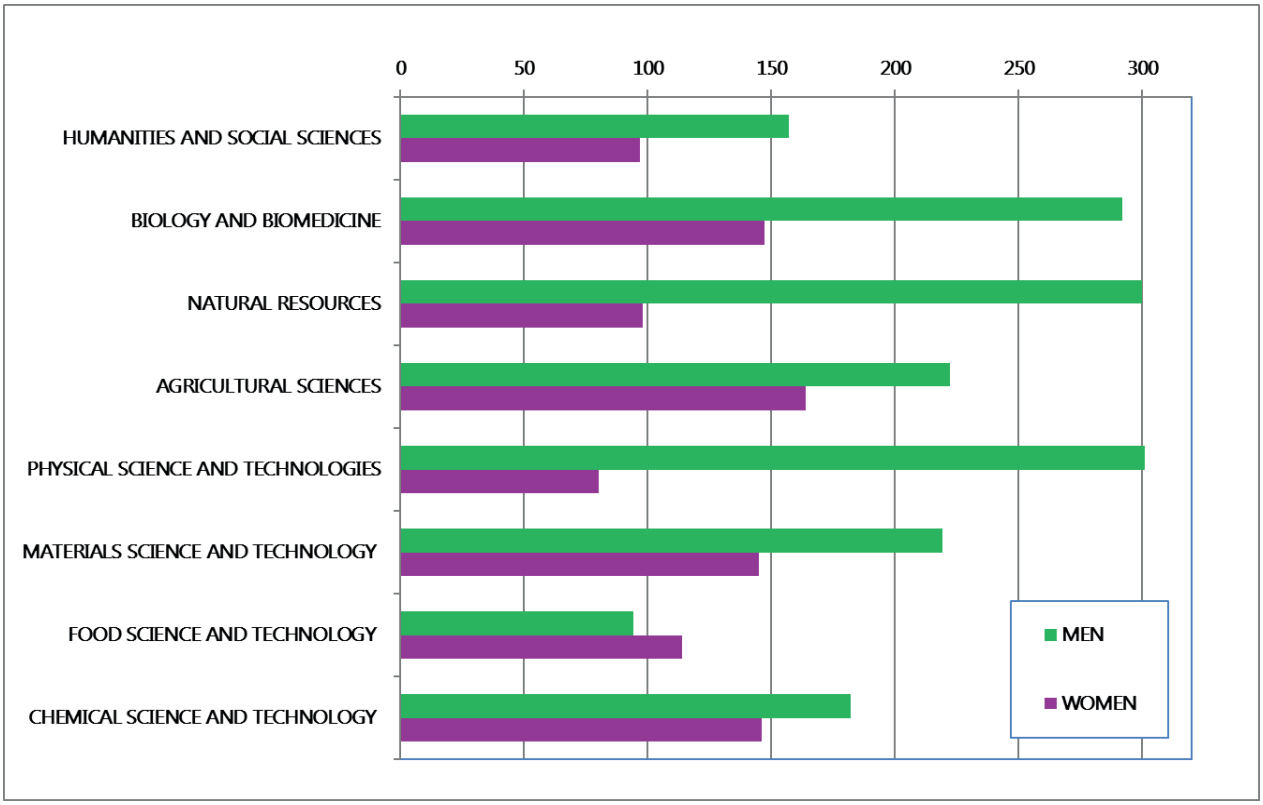
| | WOMEN | | MEN | |
|---|---|---|---|---|
| | retired | Average age | retired | Average age |
| RESEARCH PROFESSORS | 8 | 69.4 | 24 | 69.6 |
| RESEARCH SCIENTISTS | 8 | 67.0 | 8 | 67.1 |
| TENURED SCIENTISTS | 2 | 65.0 | 13 | 67.2 |
| TOTAL | 18 | 67.8 | 45 | 68.5 |

## Research Staff's Age
### by Research Sub-Area

| | 26-45 | | 46-55 | | 56-65 | | >65 | | TOTAL | |
|---|---|---|---|---|---|---|---|---|---|---|
| | M | F | M | F | M | F | M | F | M | F |
| HUMANITIES AND SOCIAL SCIENCES | 16 | 9 | 52 | 51 | 69 | 30 | 20 | 7 | 157 | 97 |
| BIOLOGY AND BIOMEDICINE | 18 | 8 | 114 | 53 | 133 | 71 | 27 | 15 | 292 | 147 |
| NATURAL RESOURCES | 20 | 11 | 129 | 37 | 126 | 40 | 25 | 10 | 300 | 98 |
| AGRICULTURAL SCIENCES | 26 | 12 | 95 | 76 | 91 | 68 | 10 | 8 | 222 | 164 |
| PHYSICAL SCIENCE AND TECHNOLOGIES | 36 | 9 | 134 | 42 | 112 | 27 | 19 | 2 | 301 | 80 |
| MATERIALS SCIENCE AND TECHNOLOGY | 28 | 21 | 96 | 67 | 76 | 47 | 19 | 10 | 219 | 145 |
| FOOD SCIENCE AND TECHNOLOGY | 8 | 15 | 36 | 62 | 45 | 32 | 5 | 5 | 94 | 114 |
| CHEMICAL SCIENCE AND TECHNOLOGY | 32 | 19 | 79 | 61 | 59 | 62 | 12 | 4 | 182 | 146 |
| TOTAL | 184 | 104 | 735 | 449 | 711 | 377 | 137 | 61 | 1767 | 991 |
| PERCENTAGE OF WOMEN | 36.1% | | 37.9% | | 34.6% | | 30.8% | | 35.9% | |

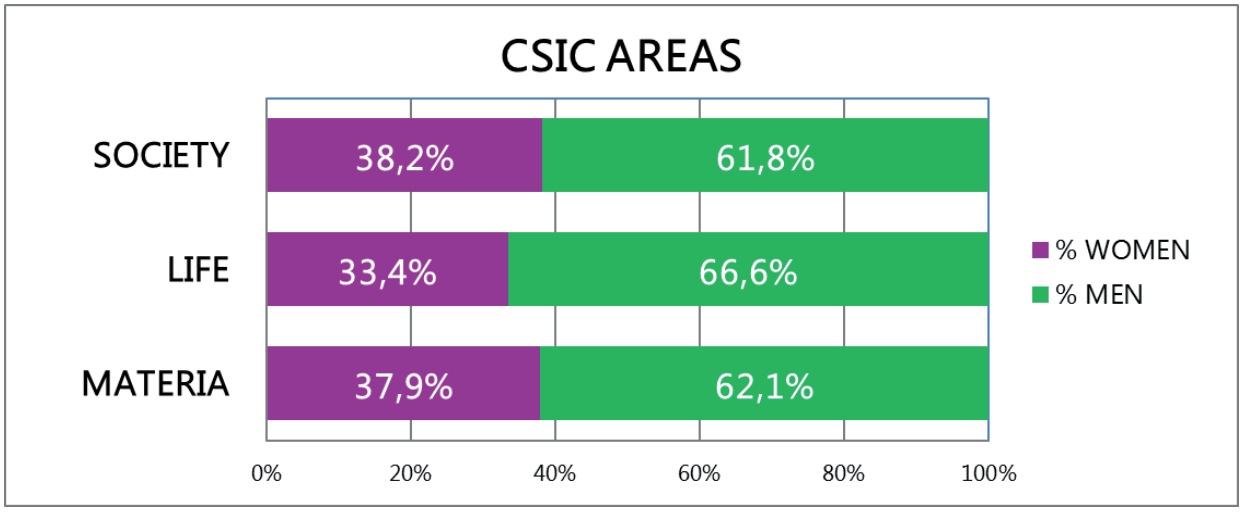
# Distribution of Scientific Staff
## by Research Sub-Area

| SUB-AREA | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| HUMANITIES AND SOCIAL SCIENCES | 157 | 97 | 254 | 38.2% |
| BIOLOGY AND BIOMEDICINE | 292 | 147 | 439 | 33.5% |
| NATURAL RESOURCES | 300 | 98 | 398 | 24.6% |
| AGRICULTURAL SCIENCES | 222 | 164 | 386 | 42.5% |
| PHYSICAL SCIENCE AND TECHNOLOGIES | 301 | 80 | 381 | 21.0% |
| MATERIALS SCIENCE AND TECHNOLOGY | 219 | 145 | 364 | 39.8% |
| FOOD SCIENCE AND TECHNOLOGY | 94 | 114 | 208 | 54.8% |
| CHEMICAL SCIENCE AND TECHNOLOGY | 182 | 146 | 328 | 44.5% |
| TOTAL | 1767 | 991 | 2758 | 35.9% |



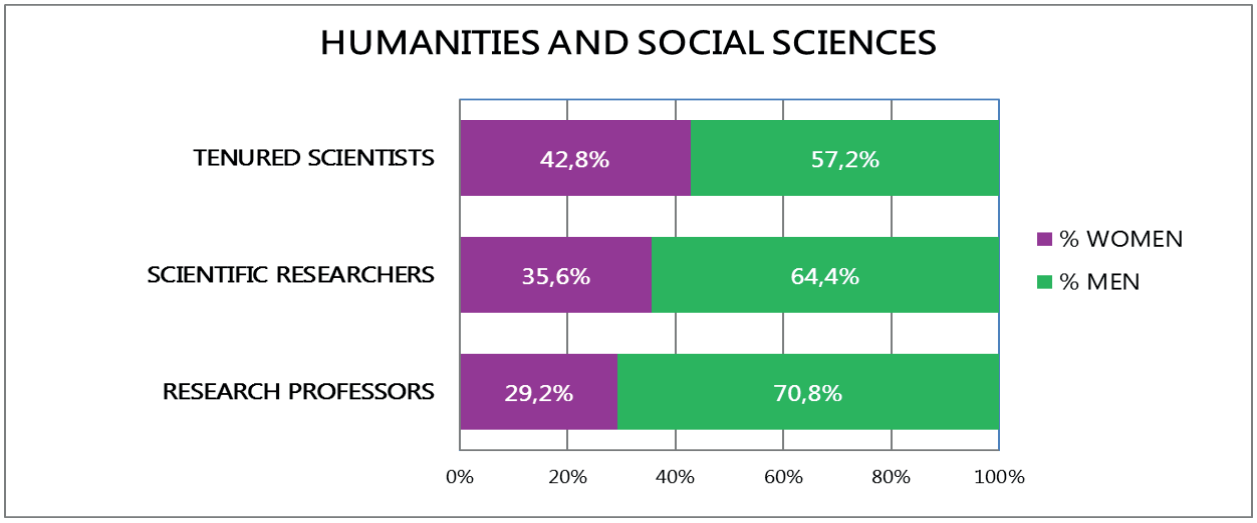
# Distribution of Scientific Staff
## per Area and Category

| AREAS | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| SOCIETY | 157 | 97 | 254 | 38.2% |
| LIFE | 814 | 409 | 1223 | 33.4% |
| MATERIA | 953 | 582 | 1535 | 37.9% |
| TOTAL | 1924 | 1088 | 3012 | 36.1% |



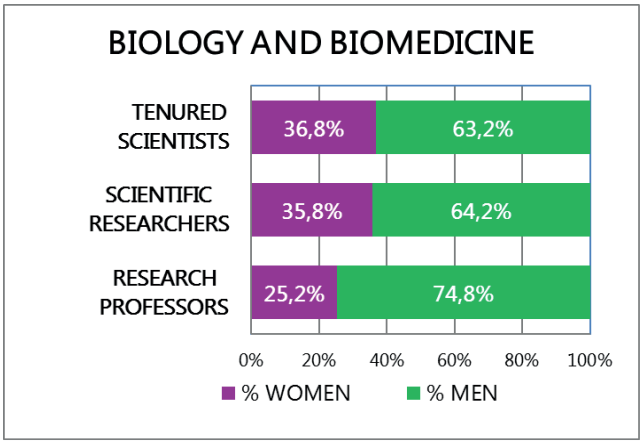
# Society

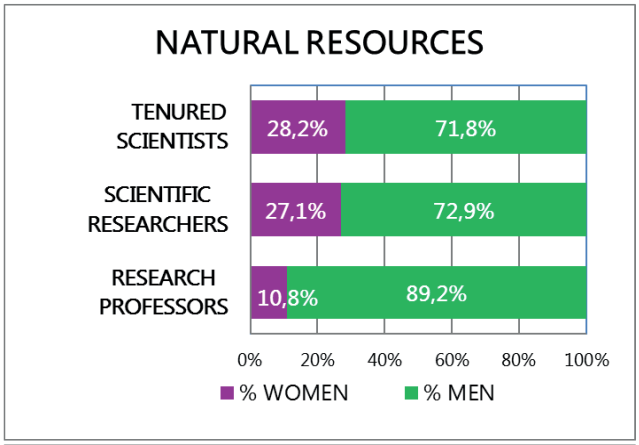
| CATEGORIES | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| RESEARCH PROFESSORS | 34 | 14 | 48 | 29.2% |
| RESEARCH SCIENTISTS | 47 | 26 | 73 | 35.6% |
| TENURED SCIENTISTS | 76 | 57 | 133 | 42.8% |
| TOTAL | 157 | 97 | 254 | 38.2% |

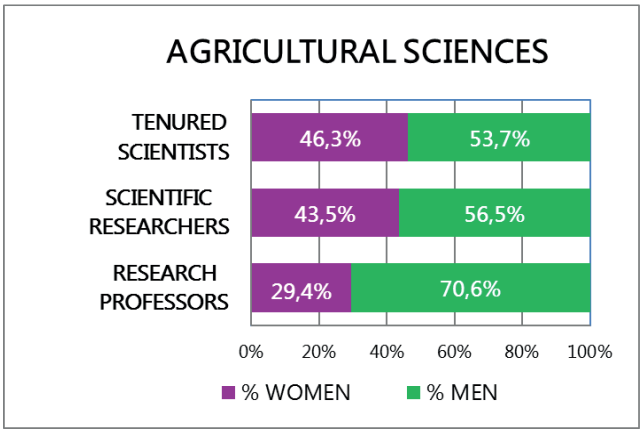


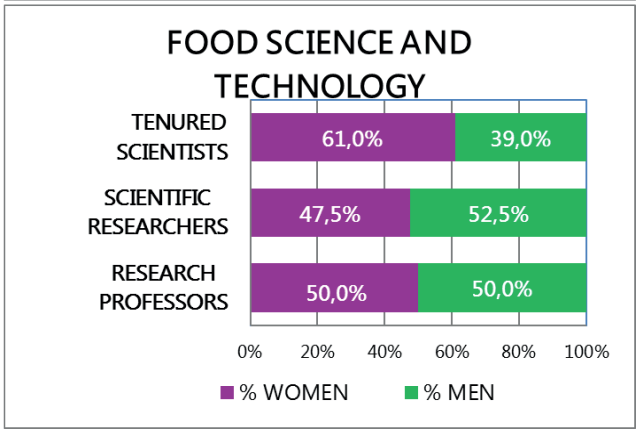
# Life

| | CATEGORIES | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|---|
| **BIOLOGY AND BIOMEDICINE** | RESEARCH PROFESSOR | 86 | 29 | 115 | **25.2%** |
| | RESEARCH SCIENTIST | 79 | 44 | 123 | **35.8%** |
| | TENURED SCIENTIST | 127 | 74 | 201 | **36.8%** |
| | Total | 292 | 147 | 439 | **33.5%** |
| **NATURAL RESOURCES** | RESEARCH PROFESSOR | 66 | 8 | 74 | **10.8%** |
| | RESEARCH SCIENTIST | 89 | 33 | 122 | **27.0%** |
| | TENURED SCIENTIST | 145 | 57 | 202 | **28.2%** |
| | Total | 300 | 98 | 398 | **24.6%** |
| **AGRICULTURAL SCIENCES** | RESEARCH PROFESSOR | 48 | 20 | 68 | **29.4%** |
| | RESEARCH SCIENTIST | 65 | 50 | 115 | **43.5%** |
| | TENURED SCIENTIST | 109 | 94 | 203 | **46.3%** |
| | Total | 222 | 164 | 386 | **42.5%** |
| **FOOD SCIENCE AND TECHNOLOGY** | RESEARCH PROFESSOR | 21 | 21 | 42 | **50.0%** |
| | RESEARCH SCIENTIST | 32 | 29 | 61 | **47.5%** |
| | TENURED SCIENTIST | 41 | 64 | 105 | **60.9%** |
| | Total | 94 | 114 | 208 | **54.8%** |



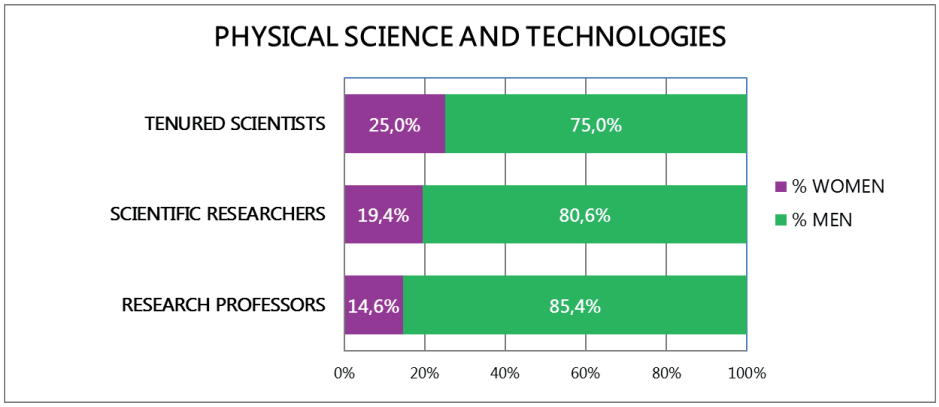



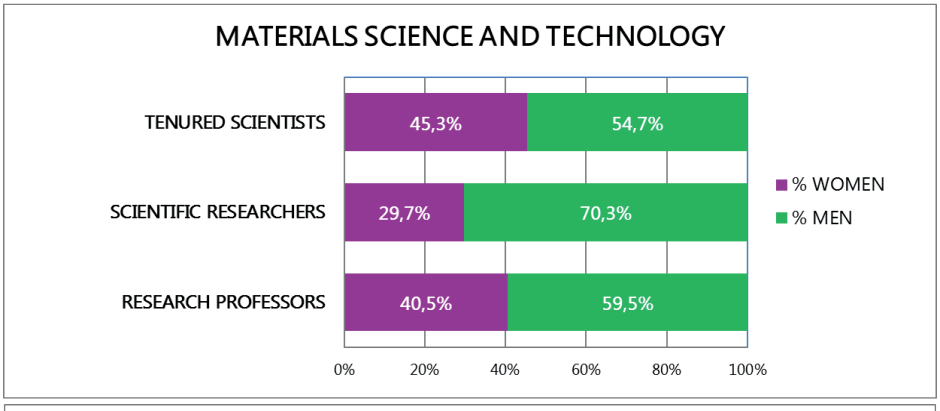



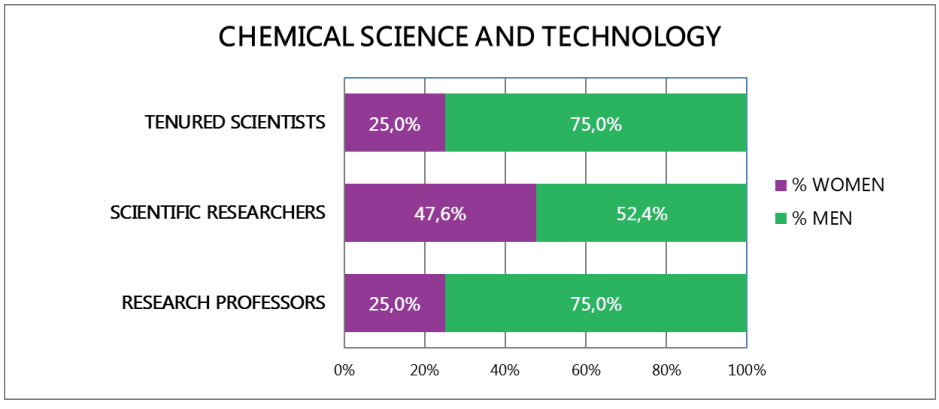



# Materia

| | CATEGORIES | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|---|
| **PHYSICAL SCIENCE AND TECHNOLOGIES** | RESEARCH PROFESSOR | 76 | 13 | 89 | **14.6%** |
| | RESEARCH SCIENTIST | 87 | 21 | 108 | **19.4%** |
| | TENURED SCIENTIST | 138 | 46 | 184 | **25.0%** |
| | Total | 301 | 80 | 381 | **21.0%** |
| **MATERIALS SCIENCE AND TECHNOLOGY** | RESEARCH PROFESSOR | 50 | 34 | 84 | **40.5%** |
| | RESEARCH SCIENTIST | 71 | 30 | 101 | **29.7%** |
| | TENURED SCIENTIST | 98 | 81 | 179 | **45.2%** |
| | Total | 219 | 145 | 364 | **39.8%** |
| **CHEMICAL SCIENCE AND TECHNOLOGY** | RESEARCH PROFESSOR | 45 | 15 | 60 | **25.0%** |
| | RESEARCH SCIENTIST | 55 | 50 | 105 | **47.6%** |
| | TENURED SCIENTIST | 82 | 81 | 163 | **49.7%** |
| | Total | 182 | 146 | 328 | **44.5%** |



# Research Staff
## Contracted Predoctoral

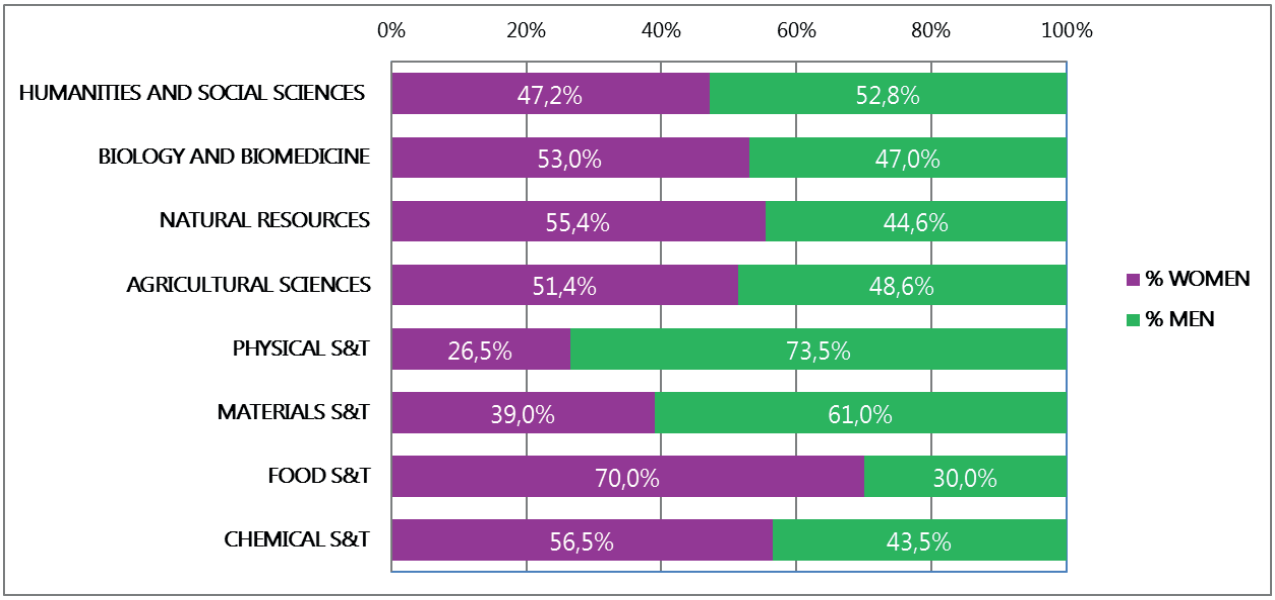
### Post-Doc Calls

| | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| **RAMÓN Y CAJAL** | 74 | 51 | 125 | **40.8%** |
| **Juan de la Cierva - TRAINING** | 56 | 37 | 93 | **39.8%** |
| **Juan de la Cierva - INCORPORATION** | 43 | 47 | 90 | **52.2%** |

### Contracted Doctors
by Sub-Area*

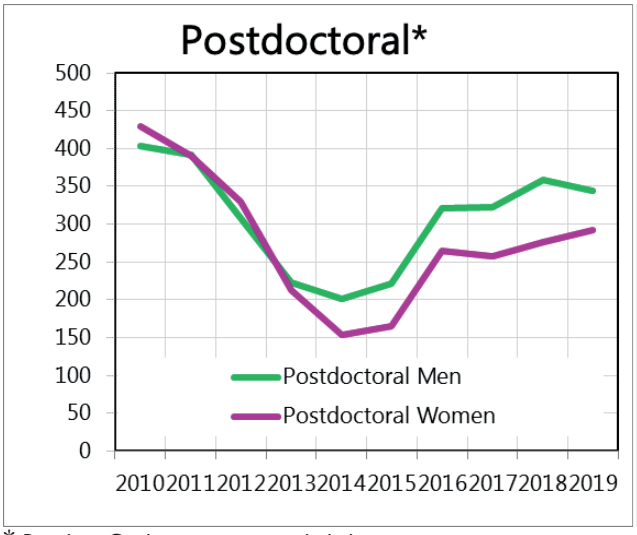
| | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| **HUMANITIES AND SOCIAL SCIENCES** | 28 | 25 | 53 | **47.2%** |
| **BIOLOGY AND BIOMEDICINE** | 54 | 61 | 115 | **53.0%** |
| **NATURAL RESOURCES** | 58 | 72 | 130 | **55.4%** |
| **AGRICULTURAL SCIENCES** | 17 | 18 | 35 | **51.4%** |
| **PHYSICAL SCIENCE AND TECHNOLOGIES** | 97 | 35 | 132 | **26.5%** |
| **MATERIALS SCIENCE AND TECHNOLOGY** | 64 | 41 | 105 | **39.0%** |
| **FOOD SCIENCE AND TECHNOLOGY** | 6 | 14 | 20 | **70.0%** |
| **CHEMICAL SCIENCE AND TECHNOLOGY** | 20 | 26 | 46 | **56.5%** |
| **TOTAL** | **344** | **292** | **636** | **45.9%** |

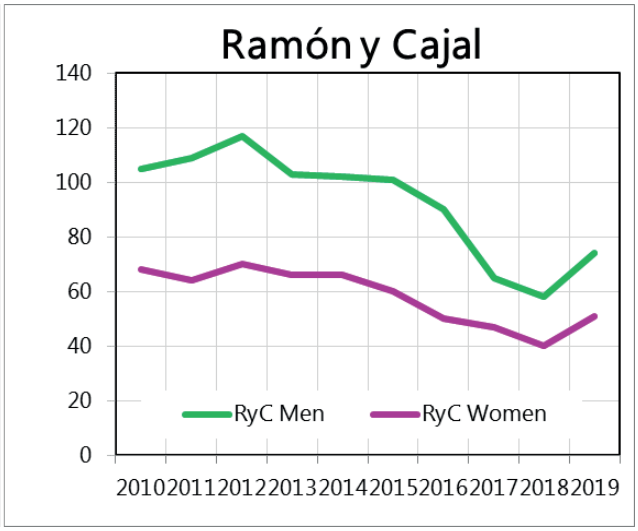
**(*)INCLUDED:** RESEARCH PROJECT CONTRACTS, TRAINING CONTRACTS (Juan de la Cierva and Doctors within a call project) CONTRACTS FOR WORK AND SERVICES, POSTDOCTORAL TRAINING CONTRACTS (EU)... Source: CSIC



## Staff Evolution

### Postdoctoral 2010-2019



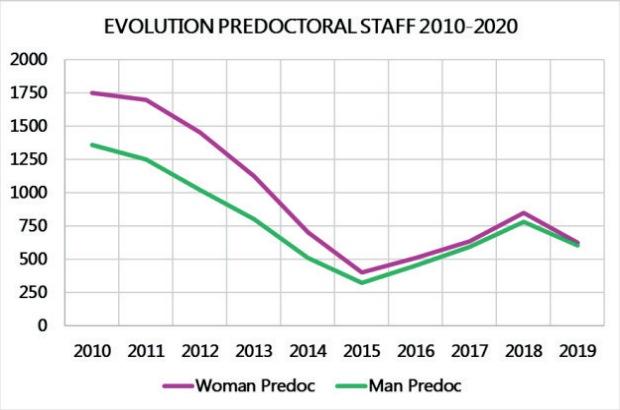




* Ramón y Cajal positions not included

# Research Staff
## Predoctoral

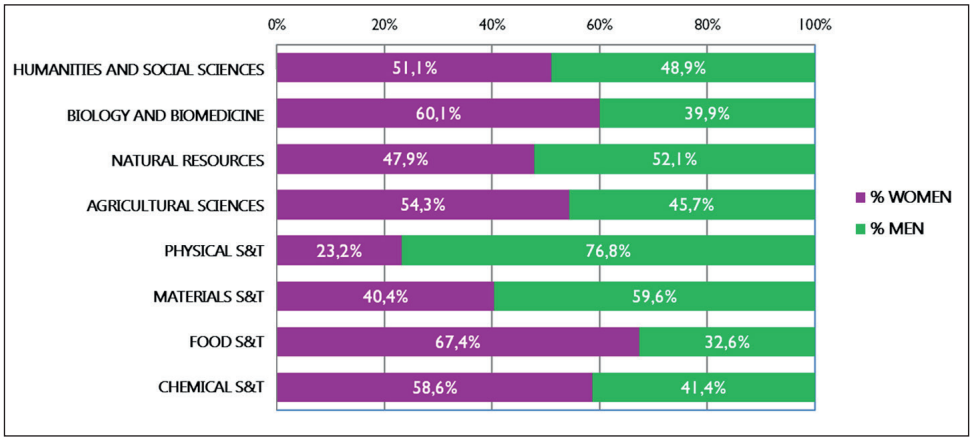
### Predoctoral contracts
Granted and Ongoing in 2019

| | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| Granted in 2019 | 208 | 173 | 381 | 45.4% |
| Ongoing FPU + FPI Predoc Contracts during 2019 | 449 | 464 | 913 | 50.8% |
| Other calls | 153 | 157 | 310 | 50.6% |
| Total ongoing 2019 | 602 | 621 | 1233 | 50.8% |




### Distribution of Predoc Contracts FPI+FPU
by Sub-Area

| | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| HUMANITIES AND SOCIAL SCIENCES | 23 | 24 | 47 | 51.1% |
| BIOLOGY AND BIOMEDICINE | 114 | 172 | 286 | 60.1% |
| NATURAL RESOURCES | 75 | 69 | 144 | 47.9% |
| AGRICULTURAL SCIENCES | 48 | 57 | 105 | 54.3% |
| PHYSICAL SCIENCE AND TECHNOLOGIES | 86 | 26 | 112 | 23.2% |
| MATERIALS SCIENCE AND TECHNOLOGY | 53 | 36 | 89 | 40.4% |
| FOOD SCIENCE AND TECHNOLOGY | 14 | 29 | 43 | 67.4% |
| CHEMICAL SCIENCE AND TECHNOLOGY | 36 | 51 | 87 | 58.6% |
| TOTAL | 449 | 464 | 913 | 50.8% |



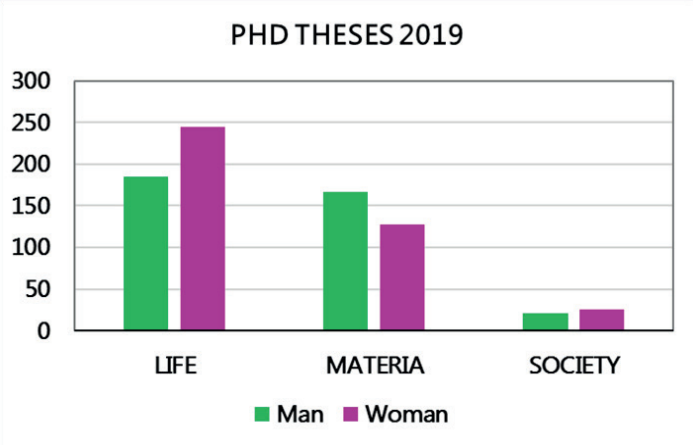
# PhD Theses
## And Researcher Training

### PhD Theses and Researcher Training 2019

| | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| PHD THESES | 373 | 398 | 771 | 51.6% |
| FINAL MASTER'S DEGREE PROJECTS | 339 | 349 | 679 | 51.4% |
| FINAL DEGREE PROJECTS | 227 | 237 | 464 | 51.1% |

### PhD Theses and Researcher Training by Sub-Area

| | THESES | Master's degree projects | Final degree projects |
|---|---|---|---|
| HUMANITIES AND SOCIAL SCIENCES | 55.3% | 61.2% | 44.4% |
| BIOLOGY AND BIOMEDICINE | 60.4% | 58.1% | 55.5% |
| NATURAL RESOURCES | 55.5% | 51.2% | 56.9% |
| AGRICULTURAL SCIENCES | 42.8% | 54.2% | 56.2% |
| PHYSICAL SCIENCE AND TECHNOLOGIES | 29.8% | 20.6% | 36.5% |
| MATERIALS SCIENCE AND TECHNOLOGY | 48.3% | 40.0% | 43.0% |
| FOOD SCIENCE AND TECHNOLOGY | 66.7% | 72.0% | 65.8% |
| CHEMICAL SCIENCE AND TECHNOLOGY | 56.2% | 50.7% | 50.0% |




# Directed* PhD Theses
## FINAL MASTER AND DEGREE PROJECTS 2019

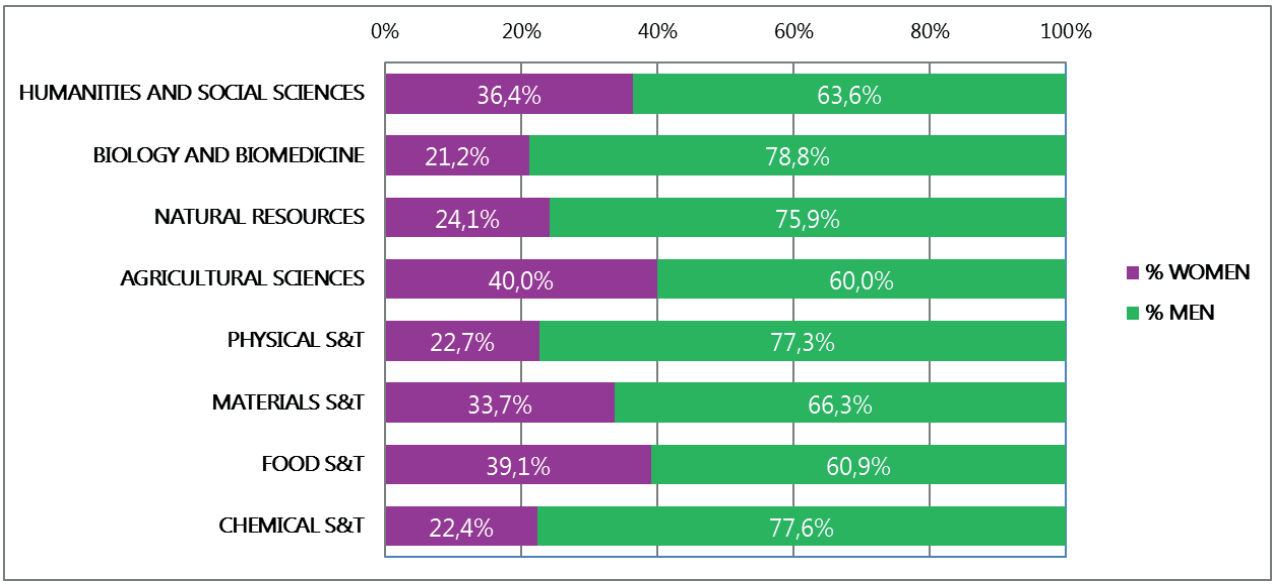
| | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| DIRECTED PHD THESES | 724 | 365 | 1089 | 33.5% |
| DIRECTED MASTER'S DEGREE PROJECTS | 407 | 272 | 679 | 40.1% |
| DIRECTED FINAL DEGREE PROJECTS | 239 | 225 | 464 | 48.5% |

*The total number is greater than the number of PhD theses, Masters and Degree Projects due to co-directed projects.

# Ongoing national projects 2019
## (Granted in 2019 included)

## Distribution by PI's Sex
### by Sub-Area

| | MEN | WOMEN | TOTAL | % FEMALE PIs | % WOMEN |
|---|---|---|---|---|---|
| HUMANITIES AND SOCIAL SCIENCES | 93 | 63 | 156 | 40.4% | 38.2% |
| BIOLOGY AND BIOMEDICINE | 364 | 188 | 552 | 34.1% | 33.5% |
| NATURAL RESOURCES | 238 | 83 | 321 | 25.9% | 24.6% |
| AGRICULTURAL SCIENCES | 211 | 125 | 336 | 37.2% | 42.5% |
| PHYSICAL SCIENCE AND TECHNOLOGIES | 209 | 65 | 274 | 23.7% | 21.0% |
| MATERIALS SCIENCE AND TECHNOLOGY | 141 | 89 | 230 | 38.7% | 39.8% |
| FOOD SCIENCE AND TECHNOLOGY | 59 | 75 | 134 | 56.0% | 54.8% |
| CHEMICAL SCIENCE AND TECHNOLOGY | 146 | 91 | 237 | 38.4% | 44.5% |
| TOTAL | 1461 | 779 | 2240 | 34.8% | 35.9% |




## Funding obtained by Sex
### by Sub-Area 2019

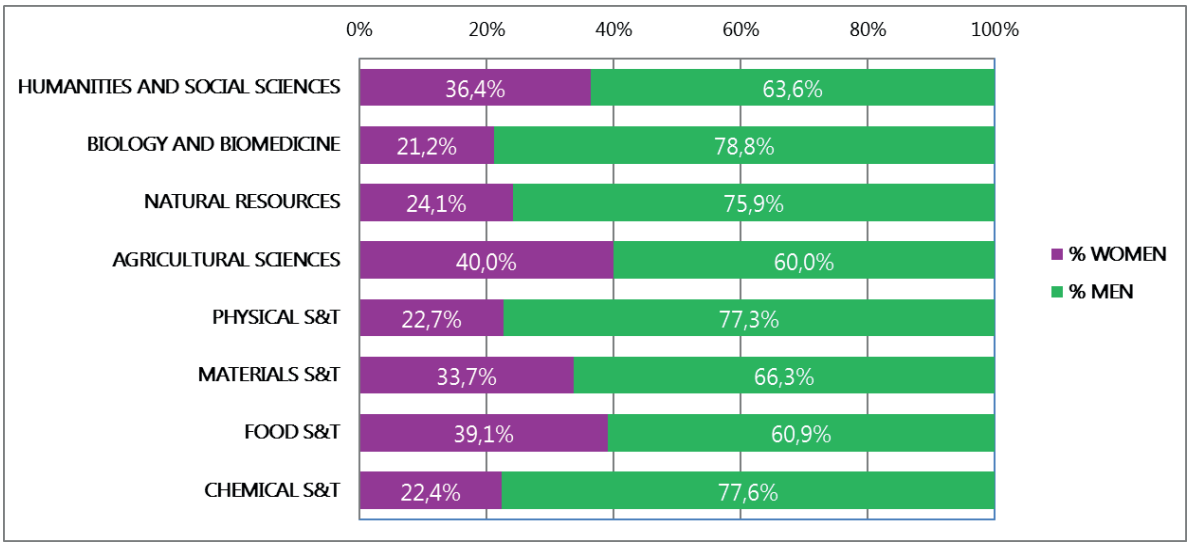
| | MEN | WOMEN | TOTAL | % FUNDING TO WOMEN |
|---|---|---|---|---|
| HUMANITIES AND SOCIAL SCIENCES | € 4,565,232 | € 3,298,943 | € 7,864,175 | 41.9% |
| BIOLOGY AND BIOMEDICINE | € 76,317,615 | € 33,209,085 | € 109,526,699 | 30.3% |
| NATURAL RESOURCES | € 34,741,789 | € 15,086,092 | € 49,827,881 | 30.3% |
| AGRICULTURAL SCIENCES | € 31,769,098 | € 18,998,430 | € 50,767,528 | 37.4% |
| PHYSICAL SCIENCE AND TECHNOLOGIES | € 45,698,475 | € 21,222,881 | € 66,921,356 | 31.7% |
| MATERIALS SCIENCE AND TECHNOLOGY | € 20,884,517 | € 11,502,849 | € 32,387,366 | 35.5% |
| FOOD SCIENCE AND TECHNOLOGY | € 9,463,865 | € 10,952,687 | € 20,416,551 | 53.6% |
| CHEMICAL SCIENCE AND TECHNOLOGY | € 22,497,408 | € 11,614,600 | € 34,112,008 | 34.0% |
| TOTAL | € 245,937,999 | € 125,885,566 | € 371,823,565 | 33.9% |

# Ongoing European projects 2019
## Distribution by PI's Sex

| PROJECTS | TOTAL CSIC GROUPS | FEMALE PI | % FEMALE PIs |
|---|---|---|---|
| FP7/H2020 | 511 | 140 | 27.4 |
| Other European projects | 127 | 34 | 26.8 |
| International projects | 94 | 36 | 38.3 |
| ERC SYG | 2 | 1 | 50.0 |
| ERC Advanced | 13 | 3 | 23.1 |
| ERC Consolidator | 19 | 5 | 26.3 |
| ERC Starting Grants | 12 | 3 | 25.0 |
| ERC PoC | 1 | 0 | 0.0 |
| TOTAL | 742 | 212 | 28.6 |

# Distribution by PI's Sex
## By Sub-Area in European Projects FP7/H2020

| PROJECTS | TOTAL CSIC GROUPS | FEMALE PI | % FEMALE PIs |
|---|---|---|---|
| HUMANITIES AND SOCIAL SCIENCES | 33 | 12 | 36.4 |
| BIOLOGY AND BIOMEDICINE | 66 | 14 | 21.2 |
| NATURAL RESOURCES | 87 | 21 | 24.1 |
| AGRICULTURAL SCIENCES | 50 | 20 | 40.0 |
| PHYSICAL SCIENCE AND TECHNOLOGIES | 88 | 20 | 22.7 |
| MATERIALS SCIENCE AND TECHNOLOGY | 80 | 27 | 33.7 |
| FOOD SCIENCE AND TECHNOLOGY | 23 | 9 | 39.1 |
| CHEMICAL SCIENCE AND TECHNOLOGY | 49 | 11 | 22.4 |
| Without SUB-AREA | 35 | 6 | 17.1 |
| TOTAL | 511 | 140 | 27.4 |



## Ongoing Cooperation Projects 2019

| PROJECTS | TOTAL CSIC GROUPS | FEMALE PI | % FEMALE PIs |
|---|---|---|---|
| I-COOP | 61 | 27 | 44.2 |
| I-LINK | 40 | 19 | 47.5 |
| EMHE | 10 | 3 | 30.0 |
| PICS | 20 | 3 | 15.0 |
| TOTAL | 131 | 52 | 39.7 |

## Priority Patent Applications 2019

| Number of Patent Applications | Without WOMEN | At least one WOMAN | % with WOMEN |
|---|---|---|---|
| HUMANITIES AND SOCIAL SCIENCES | | | |
| BIOLOGY AND BIOMEDICINE | 1 | 25 | 96.1% |
| NATURAL RESOURCES | | | |
| AGRICULTURAL SCIENCES | 1 | 3 | 75.0% |
| PHYSICAL SCIENCE AND TECHNOLOGIES | 17 | 6 | 27.3% |
| MATERIALS SCIENCE AND TECHNOLOGY | 8 | 13 | 61.9% |
| FOOD SCIENCE AND TECHNOLOGY | | 4 | 100% |
| CHEMICAL SCIENCE AND TECHNOLOGY | 5 | 13 | 68.4% |
| TOTAL | 32 | 64 | 66.7% |

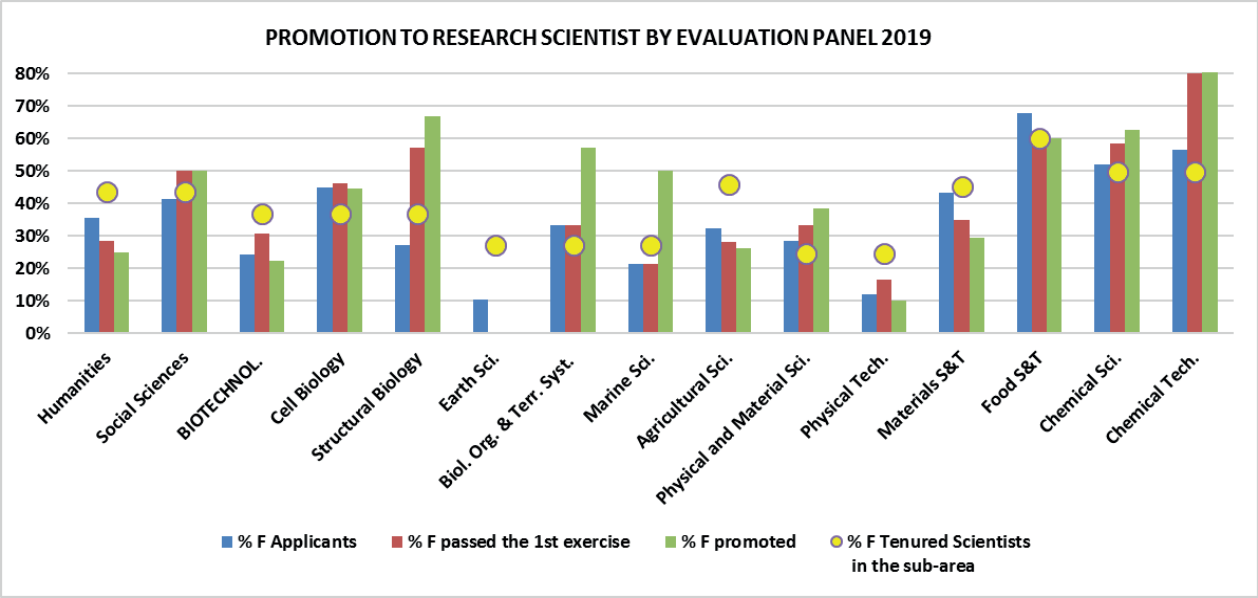
## Distribution by Inventor's Sex
## in Priority Patent Applications 2019

| INVENTORS | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| HUMANITIES AND SOCIAL SCIENCES | | | | |
| BIOLOGY AND BIOMEDICINE | 51 | 70 | 121 | 57.8% |
| NATURAL RESOURCES | | | | |
| AGRICULTURAL SCIENCES | 9 | 7 | 16 | 43.7% |
| PHYSICAL SCIENCE AND TECHNOLOGIES | 71 | 10 | 74 | 13.5% |
| MATERIALS SCIENCE AND TECHNOLOGY | 62 | 30 | 92 | 32.6% |
| FOOD SCIENCE AND TECHNOLOGY | 3 | 15 | 18 | 83.3% |
| CHEMICAL SCIENCE AND TECHNOLOGY | 56 | 32 | 88 | 36.4% |
| TOTAL | 252 | 164 | 416 | 39.4% |

# Internal promotion 2019

## Promotion to Research Scientist
### by Selection Panels

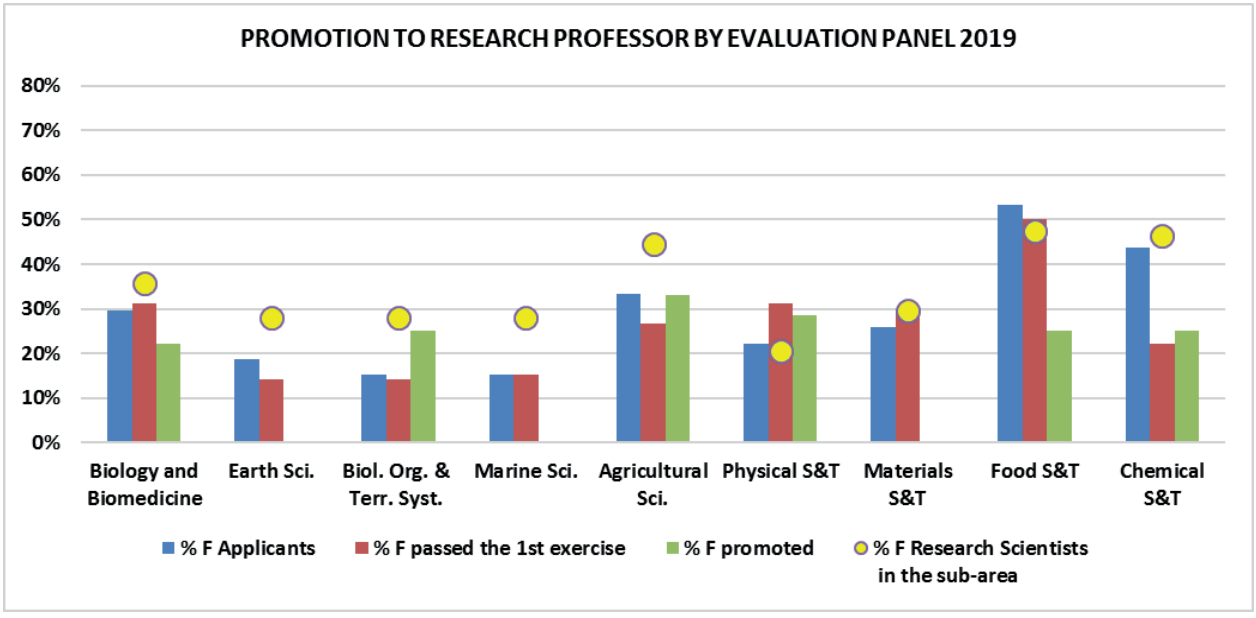
| PROMOTION TO RESEARCH SCIENTIST 2019 | | Applicants | | | Selected | | | SUCCESS RATE $t = \frac{selected}{applicants}$ | |
|---|---|---|---|---|---|---|---|---|---|
| Panel | % F Tenured Scientists in the sub-area | M | F | % F | M | F | % F | M | F |
| Humanities | 43.6% | 20 | 11 | 35.5% | 6 | 2 | 25.0% | 0.30 | 0.18 |
| Social Sciences | | 10 | 7 | 41.2% | 3 | 3 | 50.0% | 0.30 | 0.43 |
| BIOTECH. | 36.9% | 22 | 7 | 24.1% | 7 | 2 | 22.2% | 0.31 | 0.28 |
| BIOLOGY Cell | | 16 | 13 | 44.8% | 5 | 4 | 44.4% | 0.31 | 0.30 |
| BIOLOGY Structural | | 8 | 3 | 27.7% | 1 | 2 | 66.6% | 0.12 | 0.66 |
| Earth Sci. | 27.2% | 17 | 2 | 10.5% | 6 | 0 | 0.0% | 0.35 | 0 |
| Biol. Org. & Terr. Syst. | | 16 | 8 | 33.3% | 3 | 4 | 57.1% | 0.19 | 0.50 |
| Marine Sci. | | 11 | 3 | 21.4% | 2 | 2 | 50.0% | 0.18 | 0.67 |
| Agricultural S. | 45.9% | 48 | 23 | 32.4% | 14 | 5 | 26.3% | 0.29 | 0.22 |
| Physical and Material Sci. | 24.7% | 30 | 12 | 28.6% | 8 | 5 | 38.4% | 0.27 | 0.42 |
| Physical Tech. | | 29 | 4 | 12.1% | 9 | 1 | 10.0% | 0.31 | 0.25 |
| Materials S&T | 45.3% | 39 | 30 | 43.4% | 12 | 5 | 29.5% | 0.31 | 0.17 |
| Food S&T | 60.0% | 10 | 21 | 67.7% | 4 | 6 | 60.0% | 0.40 | 0.29 |
| Chemical S. | 49.7% | 13 | 14 | 51.8% | 3 | 5 | 62.5% | 0.23 | 0.36 |
| Chemical Tech. | | 10 | 13 | 56.5% | 1 | 7 | 87.5% | 0.10 | 0.54 |



# Internal Promotion 2019

## Promotion to Research Professor
### by Selection Panels

| PROMOTION TO RESEARCH PROFESSOR 2019 | | Applicants | | | Selected | | | SUCCESS RATE $t = \frac{aprobados}{firmantes}$ | |
|---|---|---|---|---|---|---|---|---|---|
| Panel | % F Research Scientists in the sub-area | M | F | % F | M | F | % F | M | F |
| HSS | 35.6% | 22 | 10 | 31.0% | 4 | 2 | 33.3% | 0.18 | 0.20 |
| Biology and Biomed. | 35.7% | 31 | 13 | 29.5% | 7 | 2 | 22.2% | 0.23 | 0.15 |
| Earth Sc. | 28.0% | 13 | 3 | 18.7% | 3 | 0 | 0.0% | 0.23 | 0 |
| Biol. Org. & Terr. Syst. | | 11 | 2 | 15.4% | 3 | 1 | 25.0% | 0.27 | 0.50 |
| Marine Sci. | | 11 | 2 | 15.4% | 2 | 0 | 0.0% | 0.18 | 0 |
| Agricultural S. | 44.5% | 26 | 13 | 33.3% | 4 | 2 | 33.0% | 0.15 | 0.15 |
| Physical S&T | 20.7% | 60 | 17 | 22.1% | 5 | 2 | 28.6% | 0.08 | 0.12 |
| Materials S&T | 29.7% | 23 | 8 | 25.8% | 4 | 0 | 0.0% | 0.17 | 0 |
| Food S&T | 47.5% | 7 | 8 | 53.3% | 3 | 1 | 25.0% | 0.43 | 0.13 |
| Chemical S&T | 46.3% | 18 | 14 | 43.7% | 3 | 1 | 25.0% | 0.17 | 0.07 |



# Journals
## Editorial CSIC

| 37 Scientific Journals | MEN | WOMEN | TOTAL | % WOMEN |
|---|---|---|---|---|
| **STEERING COMITEE** | | | | |
| Science and Technology | 12 | 8 | 20 | **40.0%** |
| Humanities | 28 | 14 | 42 | **33.3%** |
| Social Sciences | 7 | 5 | 12 | **41.7%** |
| **EDITORIAL BOARD** | | | | |
| Science and Technology | 66 | 53 | 119 | **44.5%** |
| Humanities | 128 | 115 | 243 | **47.3%** |
| Social Sciences | 35 | 37 | 72 | **51.4%** |
| **ADVISORY BOARD** | | | | |
| Science and Technology | 72 | 62 | 134 | **46.3%** |
| Humanities | 151 | 140 | 291 | **48.1%** |
| Social Sciences | 33 | 37 | 70 | **52.9%** |
| **TOTAL EDITORIAL TEAM** | | | | |
| Science and Technology | 138 | 115 | 253 | **45.5%** |
| Humanities | 279 | 255 | 534 | **47.8%** |
| Social Sciences | 68 | 74 | 142 | **52.1%** |

# Collections
## Editorial CSIC

| | STEERING COMITEE | | | EDITORIAL BOARD | | | ADVISORY BOARD | | |
|---|---|---|---|---|---|---|---|---|---|
| | M | F | % F | M | F | % F | M | F | % F |
| **Philology and Philosophy** | 24 | 16 | **40.0%** | 88 | 79 | **47.3%** | 128 | 65 | **33.7%** |
| **History and Art** | 15 | 10 | **40.0%** | 61 | 45 | **42.5%** | 86 | 64 | **42.7%** |
| **Social Sciences** | 1 | 1 | **50.0%** | 4 | 3 | **42.9%** | 8 | 4 | **33.3%** |
| **Biology and Technical Studies** | 9 | 1 | **10.0%** | 25 | 13 | **34.2%** | 28 | 21 | **42.9%** |
| **Dissemination** | 0 | 4 | **100%** | 10 | 10 | **50.0%** | - | - | |

# Awards and External Recognitions
## to CSIC Staff

| | WOMEN | MEN | % WOMEN |
|---|---|---|---|
| **2016** | 35 | 85 | **29.1%** |
| **2017** | 36 | 50 | **37.5%** |
| **2018** | 34 | 58 | **36.9%** |
| **2019** | 35 | 54 | **39.3%** |

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