Women Researchers Report

CSIC Commission for Women and Science

2021

GOBIERNO DE ESPAÑA
MINISTERIO DE CIENCIA E INNOVACIÓN
CSIC
CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS
COMISIÓN DE MUJERES Y CIENCIA DEL CSIC
CMyC

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INTRODUCTION TO THE REPORT "Women Researchers 2021"

I am pleased to present the latest Report on Women Researchers, which the Women and Science Committee has prepared annually for the last 20 years, and which stands as a reference for many other institutions. This annual report is a fundamental tool for monitoring the progress of the on-going work towards achieving the goal of full gender equality at the CSIC.

The year 2020 was an unusual year and will remain etched in our memory forever. The COVID19 pandemic really upset our daily routines, both personally and professionally. We know that in times of crisis, it is the most vulnerable sectors that are most affected. It is still too early to know exactly whether this pandemic has significantly affected the scientific activity of women at the CSIC. Some surveys carried out among our staff in collaboration with the UAM show that this year the problems of work-home conciliation, related to the care of minors and the elderly, have fallen on women to a greater extent. However, this has not been reflected in the statistics of scientific production for the year 2020, which would again indicate a huge personal endeavour.

The PTI Salud Global/Global Health interdisciplinary thematic platform has worked intensely since its creation a year ago. More than 300 research groups have been coordinated to address the problem of the coronavirus from different knowledge disciplines. The scientific activity undertaken by this platform, coordinated by Margarita del Val, was articulated through over 100 projects, of which more than half were directed or co-directed by women.

Indeed, no significant changes have been detected in the presence of women among regular research staff compared with previous years. However, we are concerned about certain negative trends detected, as the CSIC global glass ceiling index seems to have levelled off at 1.35, slowing the downward trend of recent years. Of particular concern is the growth of this index in the Natural Resources area, which has led us to a specific study of the situation in the centres belonging this Global Area, with a view to analysing the causes and correcting them.

Another issue relates to the percentage of doctoral students this year, which is at its lowest in the last 16 years. This trend is not exclusive to the CSIC, it has been detected at a general level in Spain and even in Europe. Should the pool of female researchers suffer any setbacks, it will take longer to achieve equality.

All this requires us to make an extra effort in science dissemination at all levels of society, making people understand this issue as something necessary and fundamental for the progress and well-being for us all. Indeed, we must all work towards promoting scientific vocations from the earliest ages, as only this will ensure a balanced and egalitarian future, ensuring that all potential talent will enrich our system of science and technology, without gender bias.

Rosa Menéndez
President of the CSIC

EXECUTIVE SUMMARY

As in previous editions, this **Report on Women Researchers 2021** monitors the situation of women scientists at CSIC in accordance to the recommendations made by the European Commission. The data presented in this report are provided for the scientific staff at the Institution as of 31st December 2020. For a comparative analysis of this with previous reports prepared by the CSIC Women and Science Committee (CMyC), we recommended readers to visit the website: https://www.csic.es/es/el-csic/ciencia-en-igualdad/mujeres-y-ciencia/documentos.

Most noteworthy is the presence of women on the **CSIC Management Team** (including the President, Advisory Members, Vice-Presidents and General Secretary), **standing at over 66%.** For Institutional Coordination positions, this percentage is around 43%, and about 50% for Scientific-Technical Coordination. **Meanwhile, women represent 23% of the staff participating in the management of CSIC institutes, centres and units.**

This **Report on Women Researchers 2021** has confirmed, without doubt, something that was noticeable in last year's report, which is that **the typical well-known scissors diagram, representing the trend in the scientific career of women and men at the CSIC, has taken on a more "tweezer-like" form.** In 2020, **the percentage of pre-doctoral women hired at CSIC was at its lowest (50.5%) compared to figures recorded over the last 16 years.** It is also very worrying that the percentage of PhD theses defended by women at the CSIC has fallen to 45.97% (last year's report recorded 51.6%). These data highlight the need to turn this trend around because, otherwise, achieving gender equality in CSIC research will be at risk in the near future. The percentages of post-doctoral and R&C fellows show similar values to those in recent years.

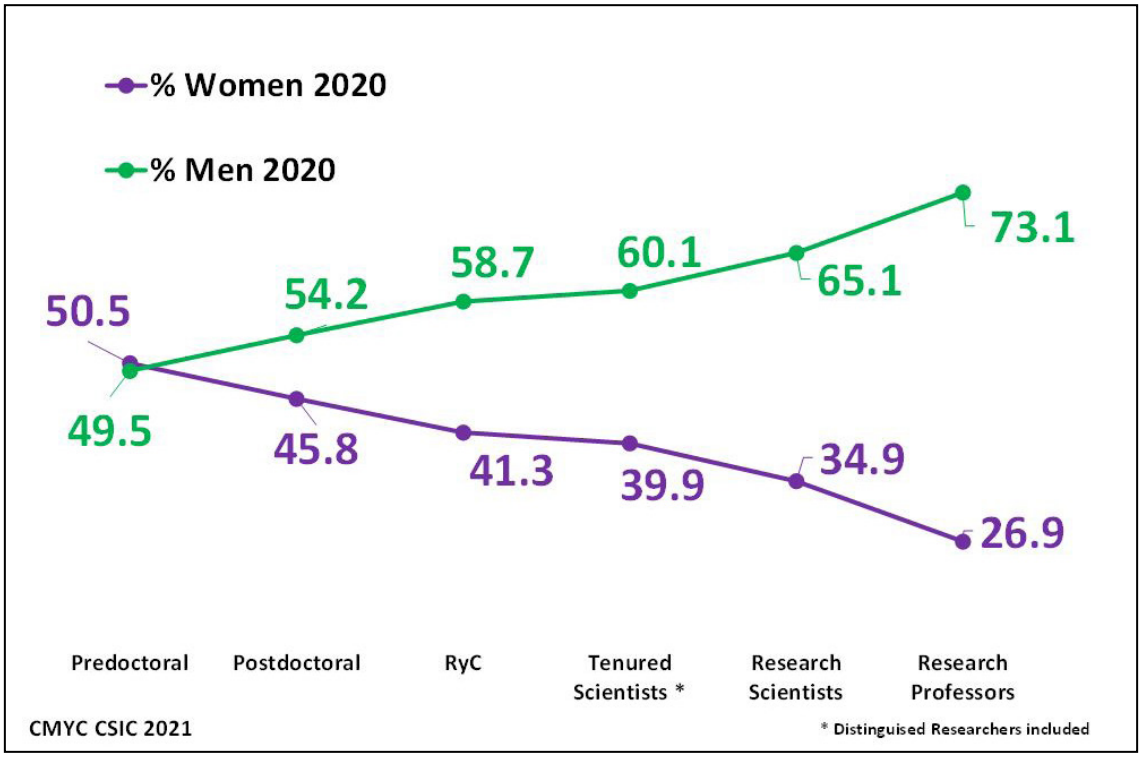
The percentage of female research staff has increased slightly to 36.2% over the last year. This percentage reaches 42% if we include distinguished researchers, Ramón y Cajal fellows, post-doctoral and pre-doctoral researchers. Few changes can be observed in the scientific categories of the CSIC compared to the data from last year, **with a slight increase in the percentage of Research Professors which stands at 26.9%.** This increase may partly be due to the increased number of retired male Research Professors. Additionally, as indicated in last year's report, **the fact that women are promoted less and stay in the same scientific category for longer means they have fewer five-and six-year periods of experience in higher categories, which translates into lower economic remuneration, and therefore a wage gap.**

The **analysis disaggregated by sex into the three global areas (SOCIETY, LIFE and MATTER) shows that gender balance is not reached in any of them:** SOCIETY (38.8%), LIFE (36.8%) and MATTER (34.7%). **The Glass Ceiling Index (GCI) remains at the same value as last year (1.35),** breaking the downward trend experienced over the previous 15 years. **Of particular concern is the value recorded for the sub-area of Natural Resources (2.59), as not only does it fail to decrease, with respect to previous years, but instead it increases at a very alarming rate.** In the rest of the sub-areas, the GCI values are similar to those of previous years, highlighting, again, that **the sub-area of Material Sciences and Technologies has a GCI value below one.**

More than 36% of the national projects at the CSIC (on-going and awarded in 2020) are led by women; with an economic return of more than 31%. At an international level, it should be noted that in **European projects, 33.4% are led by women researchers; highlighting ERC Starting Grant and Proof of Concept projects in a very positive light, with leadership exceeding 50%.** Regarding the leadership of the current cooperation projects, women researchers represent 40% of them. From the **technology transfer** perspective, **the participation of women as inventors of priority patents in 2020 was around 38%,** a value that remains practically the same as last year, and which is above the percentage of women on the scientific staff of the CSIC.

Again, the data in this report highlight the need to continue striving towards the achievement of gender equality in CSIC Science and Innovation.

Distribution of Research Staff
by Sex



INDEX (CSIC HR data, as of 31/12/2020)

Executive Staff

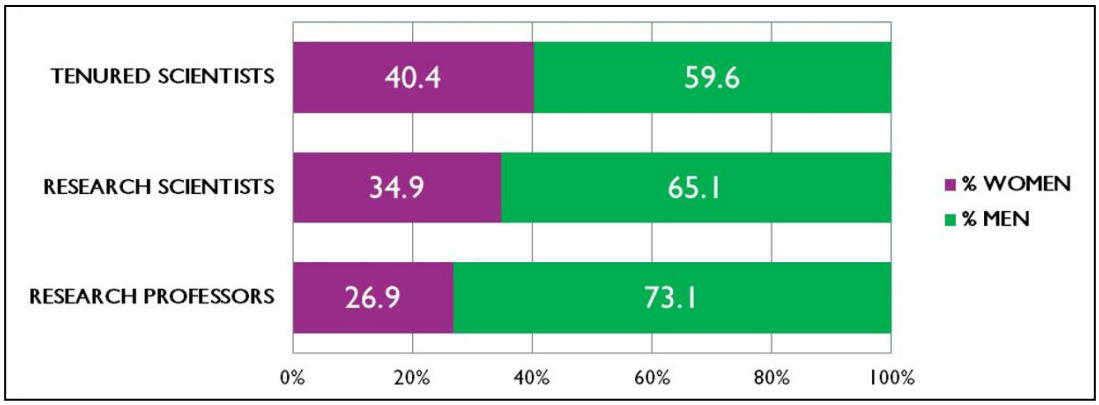
POSITION	MEN	WOMEN	% WOMEN
PRESIDENCY		1	**100.0%**
ADVISORY MEMBER	2	2	**50.0%**
VICE-PRESIDENCY	1	2	**66.7%**
GENERAL SECRETARIAT	1		**0.0%**
INSTITUTIONAL COORDINATION	8	6	**42.9%**
DIRECTION OF RESEARCH CENTRES	97	29	**23.0%**
SCIENTIFIC AND TECHNICAL COORDINATION	4	4	**50.0%**
DEPUTY VICE-PRESIDENCY	2	3	**60.0%**
DEPUTY SECRETARY GENERAL		4	**100.0%**

Staff Distribution
by Sex and Employment Relationship

	MEN	WOMEN	% WOMEN
CIVIL SERVANTS	2711	2301	**45.9%**
TENURED STAFF	468	288	**38.1%**
TEMPORARY STAFF	2413	2865	**54.3%**
TOTAL	**5592**	**5454**	**49.4%**

Distribution of Scientific Staff by Category

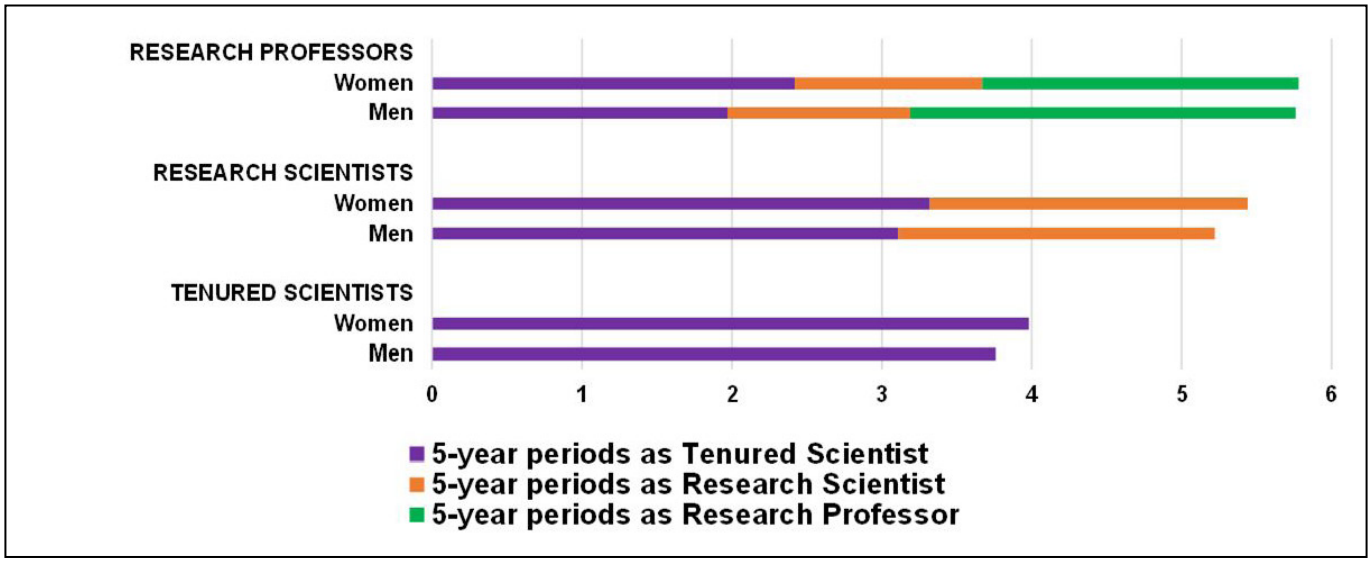
CATEGORY	MEN	WOMEN	TOTAL	%WOMEN
PREDOCTORAL	684	698	**1382**	**50.5%**
POSTDOCTORAL	367	310	**677**	**45.8%**
RAMÓN Y CAJAL	71	50	**121**	**41.3%**
DISTINGUISHED RESEARCHERS	33	11	**44**	**25.0%**
TENURED SCIENTISTS	862	585	**1447**	**40.4%**
RESEARCH SCIENTISTS	521	279	**800**	**34.9%**
RESEARCH PROFESSORS	397	146	**543**	**26.9%**



Five-year periods accumulated per Category

CATEGORY	Staff	FIVE-YEAR PERIOD as Tenure Scienfitics	Average	FIVE-YEAR PERIOD as Research Scientifics	Average	FIVE-YEAR PERIOD as Research Professor	Average
RESEARCH PROFESSORS	543	1138	2.10	667	1.23	1330	2.45
Women	146	354	2.42	183	1.25	308	2.11
Men	397	784	1.97	484	1.22	1022	2.57
RESEARCH SCIENTISTS	801	2551	3.18	1694	2.11		
Women	279	925	3.32	592	2.12		
Men	522	1626	3.11	1102	2.11		
TENURED SCIENTISTS	1473	5670	3.85				
Women	596	2374	3.98				
Men	877	3296	3.76				

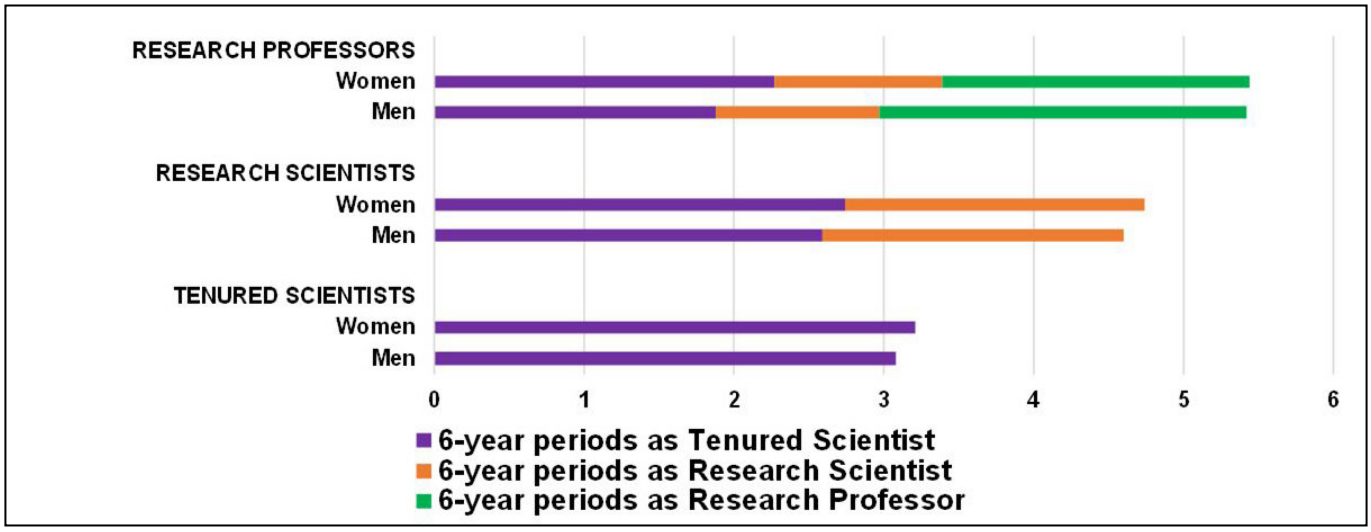
Scientific Career by Accumulated Five-Year Periods



Six-year periods accumulated per Category

CATEGORY	Staff	SIX-YEAR PERIOD as Tenured Scientifics	Average	SIX-YEAR PERIOD as Research Scientifics	Average	SIX-YEAR PERIOD as Research Professor	Average
RESEARCH PROFESSORS	543	1078	1.99	595	1.10	1273	2.34
Women	146	331	2.27	163	1.12	300	2.05
Men	397	747	1.88	432	1.09	973	2.45
RESEARCH SCIENTISTS	801	2114	2.64	1605	2.00		
Women	279	764	2.74	561	2.01		
Men	522	1350	2.59	1044	2.00		
TENURED SCIENTISTS	1473	4616	3.13				
Women	596	1914	3.21				
Men	877	2702	3.08				

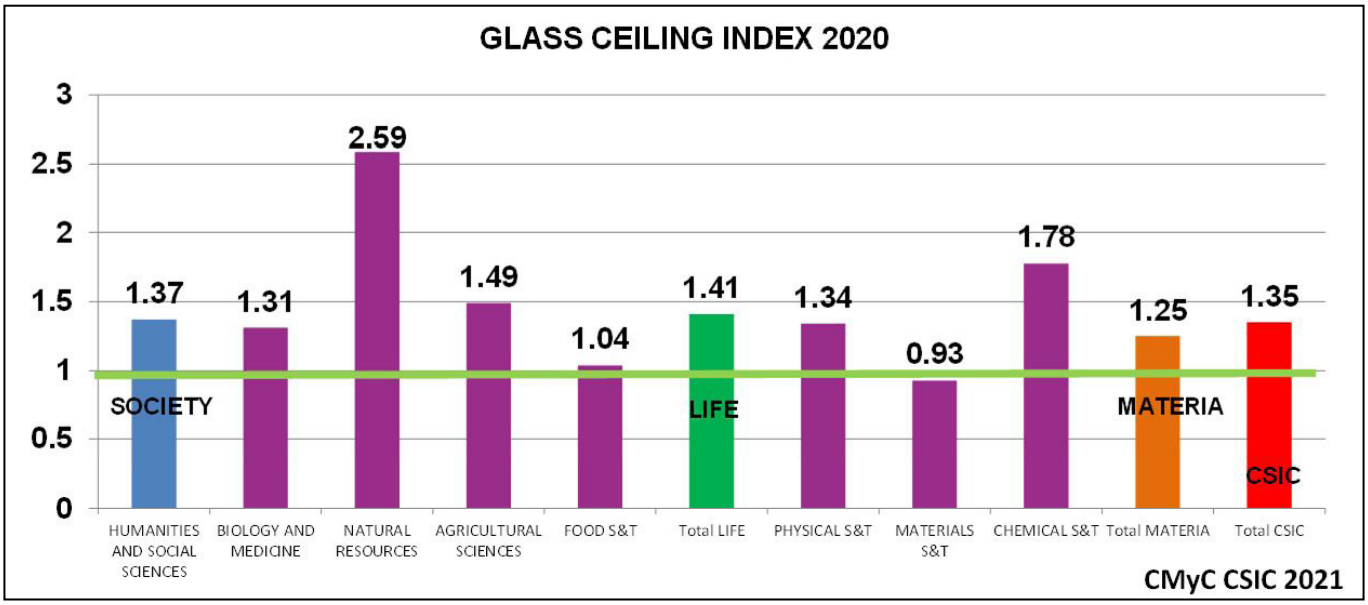
Scientific Career by Accumulated Six-Year Periods



Glass Ceiling Index

The Glass Ceiling Index *(GCI)* is a relative index that is 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 2020, the glass ceiling index for research staff was 1.35. An index of 1 would indicate that absent of inequality, an index above 1 means the existence of a glass ceiling for female scientists.

$$glass\ ceiling\ index = \frac{\frac{women\ (TS + RS + RP)}{total\ (TS + RS + RP)}}{\frac{women\ RP}{total\ RP}}$$



Average Staff Age
by Category and Sex

	WOMEN	MEN
RESEARCH PROFESSORS	61.0	61.1
RESEARCH SCIENTISTS	57.8	57.0
TENURED SCIENTISTS	52.0	51.7
TOTAL SCIENTIFIC STAFF	**54.9**	**55.3**

Average Retirement Age Of Scientific Staff
by Category and Sex

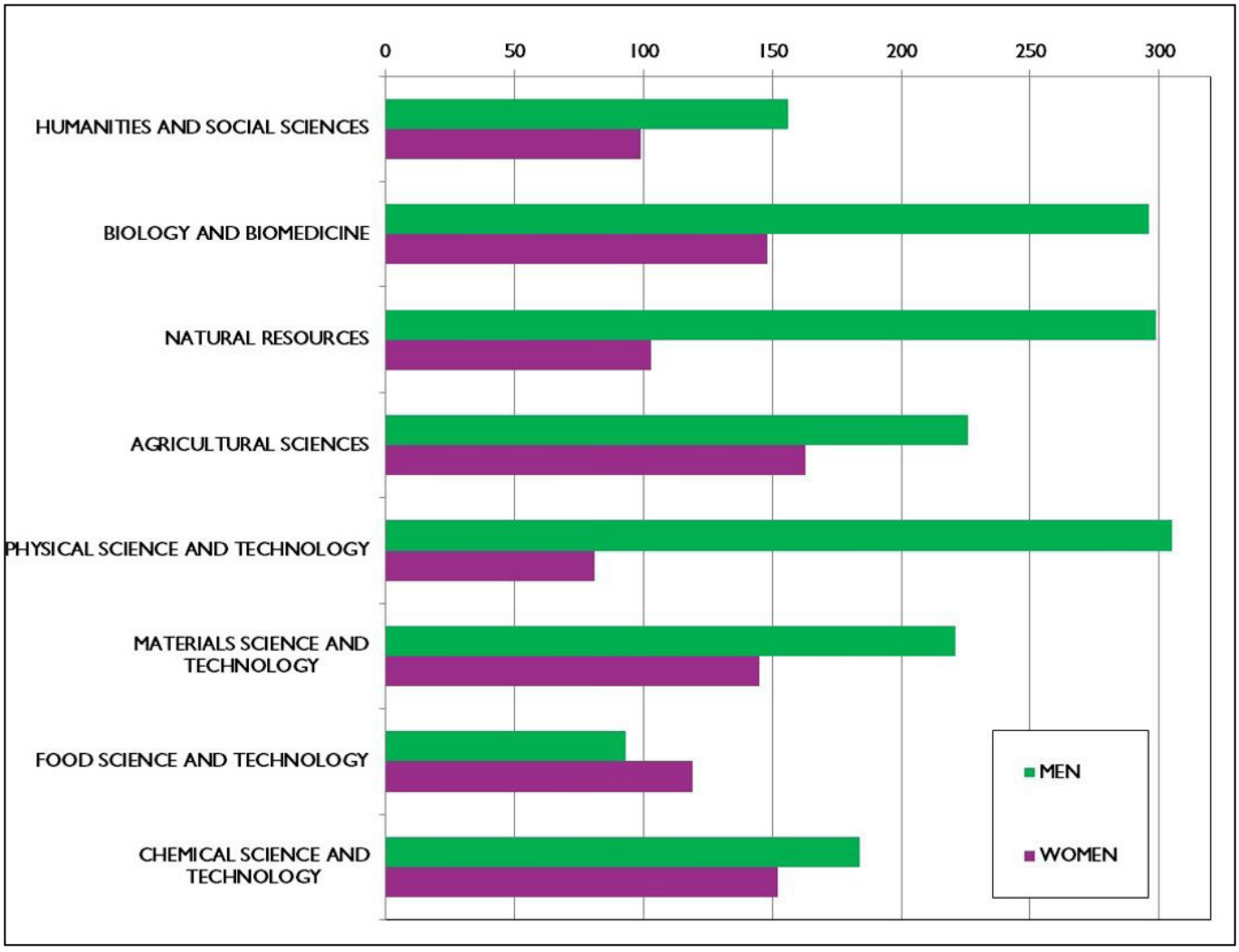
	WOMEN		MEN	
	Jubiladas	**Edad media**	**Jubilados**	**Edad media**
RESEARCH PROFESSORS	6	68.8	24	69.5
RESEARCH SCIENTISTS	4	68.5	7	69.4
TENURED SCIENTISTS	8	68.4	6	69.2
TOTAL	**18**	**68.6**	**37**	**69.5**

Research Staff's Age
by Research Sub-Area

	26-45		46-55		56-65		>65		TOTAL	
	M	W	M	W	M	W	M	W	M	W
HUMANITIES AND SOCIAL SCIENCES	15	6	47	55	75	32	19	6	**156**	**99**
BIOLOGY AND BIOMEDICINE	23	11	106	50	142	73	25	14	**296**	**148**
NATURAL RESOURCES	19	12	116	38	138	43	26	10	**299**	**103**
AGRICULTURAL SCIENCES	25	8	93	75	97	69	11	11	**226**	**163**
PHYSICAL SCIENCE AND TECHNOLOGIES	37	11	132	38	118	31	18	1	**305**	**81**
MATERIALS SCIENCE AND TECHNOLOGY	30	20	96	69	81	45	14	11	**221**	**145**
FOOD SCIENCE AND TECHNOLOGY	9	15	28	59	49	40	7	5	**93**	**119**
CHEMICAL SCIENCE AND TECHNOLOGY	23	20	79	58	65	67	17	7	**184**	**152**
TOTAL	**181**	**103**	**697**	**442**	**765**	**400**	**137**	**65**	**1780**	**1010**
PERCENTAGE OF WOMEN	**36.3%**		**38.8%**		**34.3%**		**32.2%**		**36.2%**	

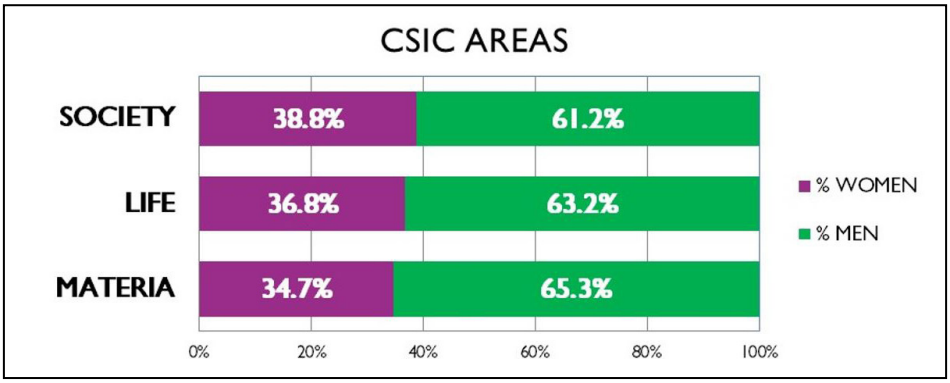
Distribution of Scientific Staff
by Research Sub-Area

SUB-AREA	MEN	WOMEN	TOTAL	% WOMEN
HUMANITIES AND SOCIAL SCIENCES	156	99	**255**	**38.8%**
BIOLOGY AND BIOMEDICINE	296	148	**444**	**33.3%**
NATURAL RESOURCES	299	103	**402**	**25.6%**
AGRICULTURAL SCIENCES	226	163	**389**	**41.9%**
PHYSICAL SCIENCE AND TECHNOLOGIES	305	81	**386**	**21.0%**
MATERIALS SCIENCE AND TECHNOLOGY	221	145	**366**	**39.6%**
FOOD SCIENCE AND TECHNOLOGY	93	119	**212**	**56.1%**
CHEMICAL SCIENCE AND TECHNOLOGY	184	152	**336**	**45.2%**
TOTAL	**1780**	**1010**	**2790**	**36.2%**



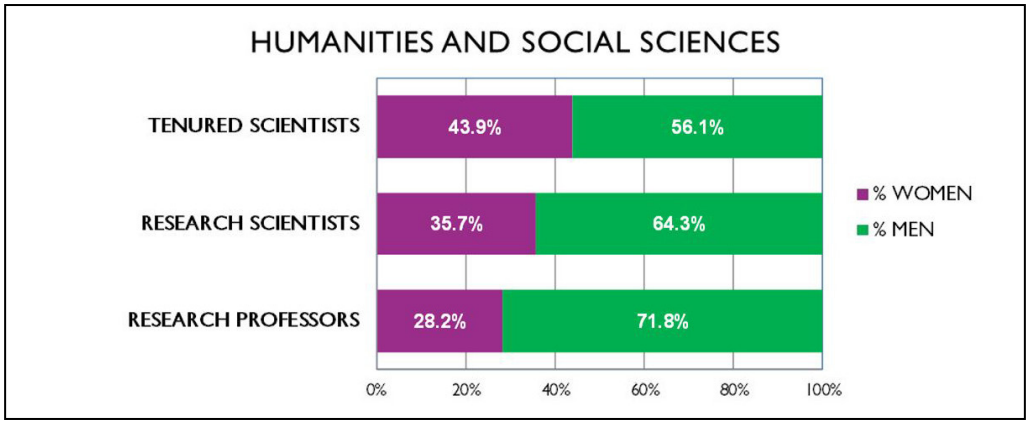
Distribution of Scientific Staff
by Area and Category

AREAS	MEN	WOMEN	TOTAL	% WOMEN
SOCIETY	156	99	**255**	**38.8%**
LIFE	914	533	**1447**	**36.8%**
MATERIA	710	378	**1088**	**34.7%**
TOTAL	**1780**	**1010**	**2790**	**36.2%**



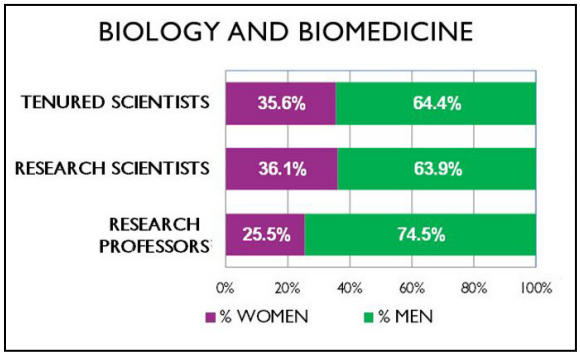
Society

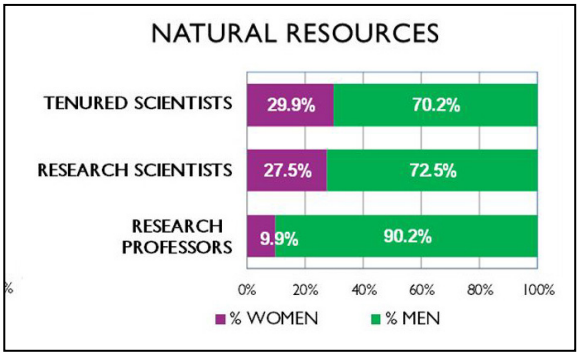
CATEGORY	MEN	WOMEN	TOTAL	% WOMEN
RESEARCH PROFESSORS	33	13	**46**	**28.26%**
RESEARCH SCIENTISTS	45	25	**70**	**35.71%**
TENURED SCIENTISTS	78	61	**139**	**43.88%**
TOTAL	**156**	**99**	**255**	**38.82%**

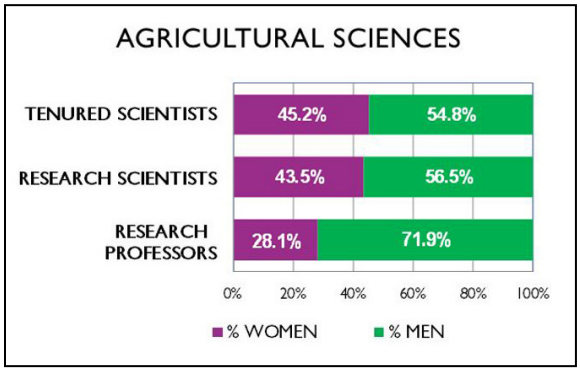


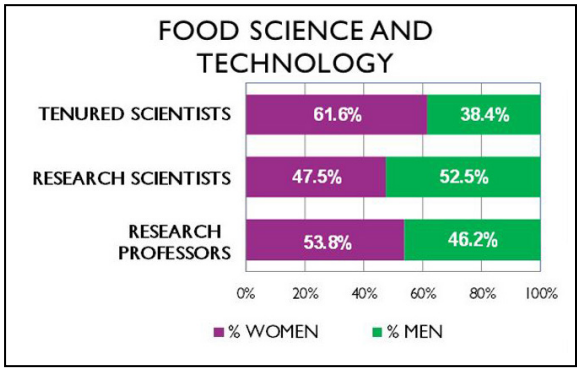
Life

	CATEGORY	MEN	WOMEN	TOTAL	% WOMEN
BIOLOGY AND BIOMEDICINE	RESEARCH PROFESSOR	79	27	**106**	**25.4%**
	RESEARCH SCIENTIST	76	43	**119**	**36.1%**
	TENURED SCIENTIST	141	78	**219**	**35.6%**
	TOTAL	**296**	**148**	**444**	**33.3%**
NATURAL RESOURCES	RESEARCH PROFESSOR	64	7	**71**	**9.9%**
	RESEARCH SCIENTIST	87	33	**120**	**27.5%**
	TENURED SCIENTIST	148	63	**211**	**29.9%**
	TOTAL	**299**	**103**	**402**	**25.6%**
AGRICULTURAL SCIENCES	RESEARCH PROFESSOR	46	18	**64**	**28.1%**
	RESEARCH SCIENTIST	65	50	**115**	**43.5%**
	TENURED SCIENTIST	115	95	**210**	**45.2%**
	TOTAL	**226**	**163**	**389**	**41.9%**
FOOD SCIENCE AND TECHNOLOGY	RESEARCH PROFESSOR	18	21	**39**	**53.8%**
	RESEARCH SCIENTIST	32	29	**61**	**47.5%**
	TENURED SCIENTIST	43	69	**112**	**61.6%**
	TOTAL	**93**	**119**	**212**	**56.1%**



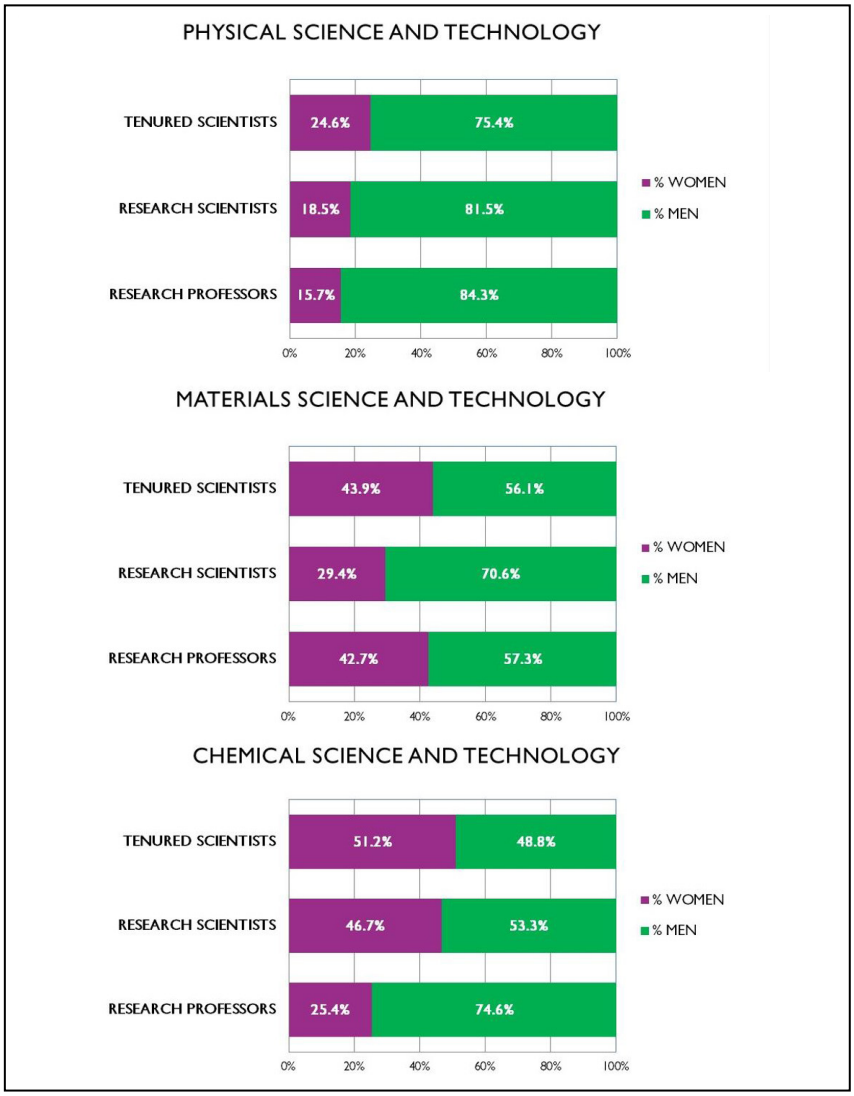






Materia

	CATEGORY	MEN	WOMEN	TOTAL	% WOMEN
PHYSICAL SCIENCE AND TECHNOLOGIESTECHNOLOGY	RESEARCH PROFESSOR	70	13	**83**	**15.7%**
	RESEARCH SCIENTIST	88	20	**108**	**18.5%**
	TENURED SCIENTIST	147	48	**195**	**24.6%**
	TOTAL	**305**	**81**	**386**	**20.9%**
MATERIALS SCIENCE AND TECHNOLOGY	RESEARCH PROFESSOR	43	32	**75**	**42.7%**
	RESEARCH SCIENTIST	72	30	**102**	**29.4%**
	TENURED SCIENTIST	106	83	**189**	**43.9%**
	TOTAL	**221**	**145**	**366**	**39.6%**
CHEMICAL SCIENCE AND TECHNOLOGY	RESEARCH PROFESSOR	44	15	**59**	**25.4%**
	RESEARCH SCIENTIST	56	49	**105**	**46.7%**
	TENURED SCIENTIST	84	88	**172**	**51.1%**
	TOTAL	**184**	**152**	**336**	**45.2%**



Research Staff
Postdoctoral

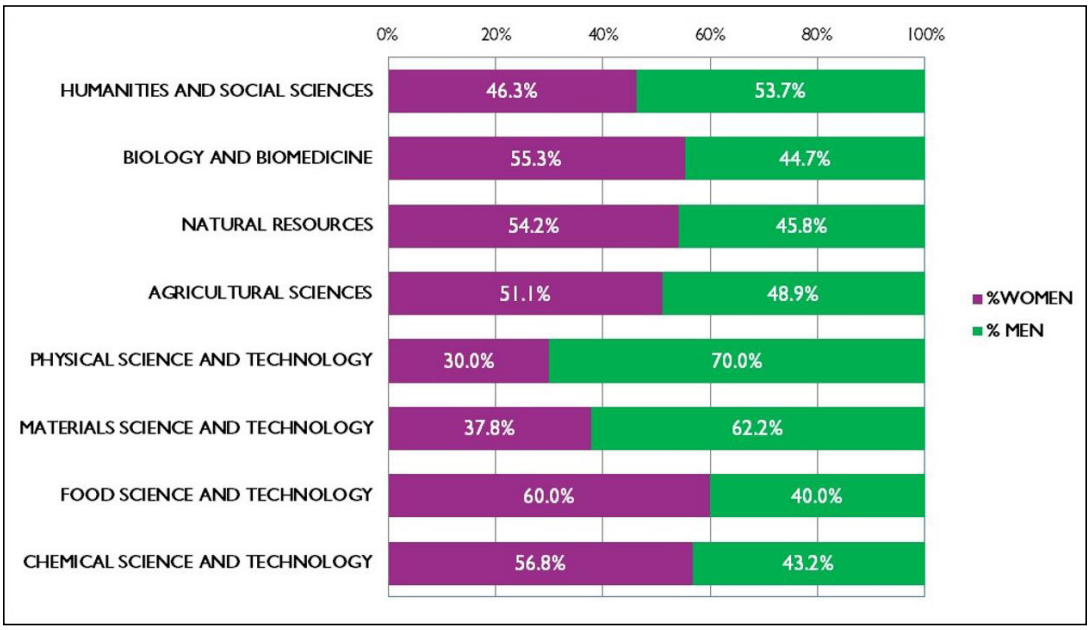
Post-Doc calls

	MEN	WOMEN	TOTAL	%WOMEN
RAMÓN Y CAJAL	71	50	121	41.3%
Juan de la Cierva TRAINING	55	44	99	44.4%
Juan de la Cierva INCORPORATION	43	44	87	50.5%

Contracted Doctors by Sub-area*

	MEN	WOMEN	TOTAL	%WOMEN
HUMANITIES AND SOCIAL SCIENCES	29	25	55	46.3%
BIOLOGY AND BIOMEDICINE	61	69	130	53.1%
NATURAL RESOURCES	66	78	144	54.2%
AGRICULTURAL SCIENCES	21	22	43	51.1%
PHYSICAL SCIENCE AND TECHNOLOGY	114	48	160	30.0%
MATERIALS SCIENCE AND TECHNOLOGY	51	31	82	37.8%
FOOD SCIENCE AND TECHNOLOGY	8	12	20	60.0%
CHEMICAL SCIENCE AND TECHNOLOGY	19	25	44	56.8%
TOTAL	367	310	677	45.8%

(*) INCLUDE: CONTRACT WITH CHARGE TO RESEARCH PROJECT, INTERNSHIP CONTRACTS (Juan de la Cierva Doctors, Youth Guarantee and under calls), SPECIFIC WORK OR SERVICE CONTRACTS, CONTRACTS FOR POSTDOCTORAL TRAINING, INDEFINITE, RESEARCHER (European Union) Source: CSIC



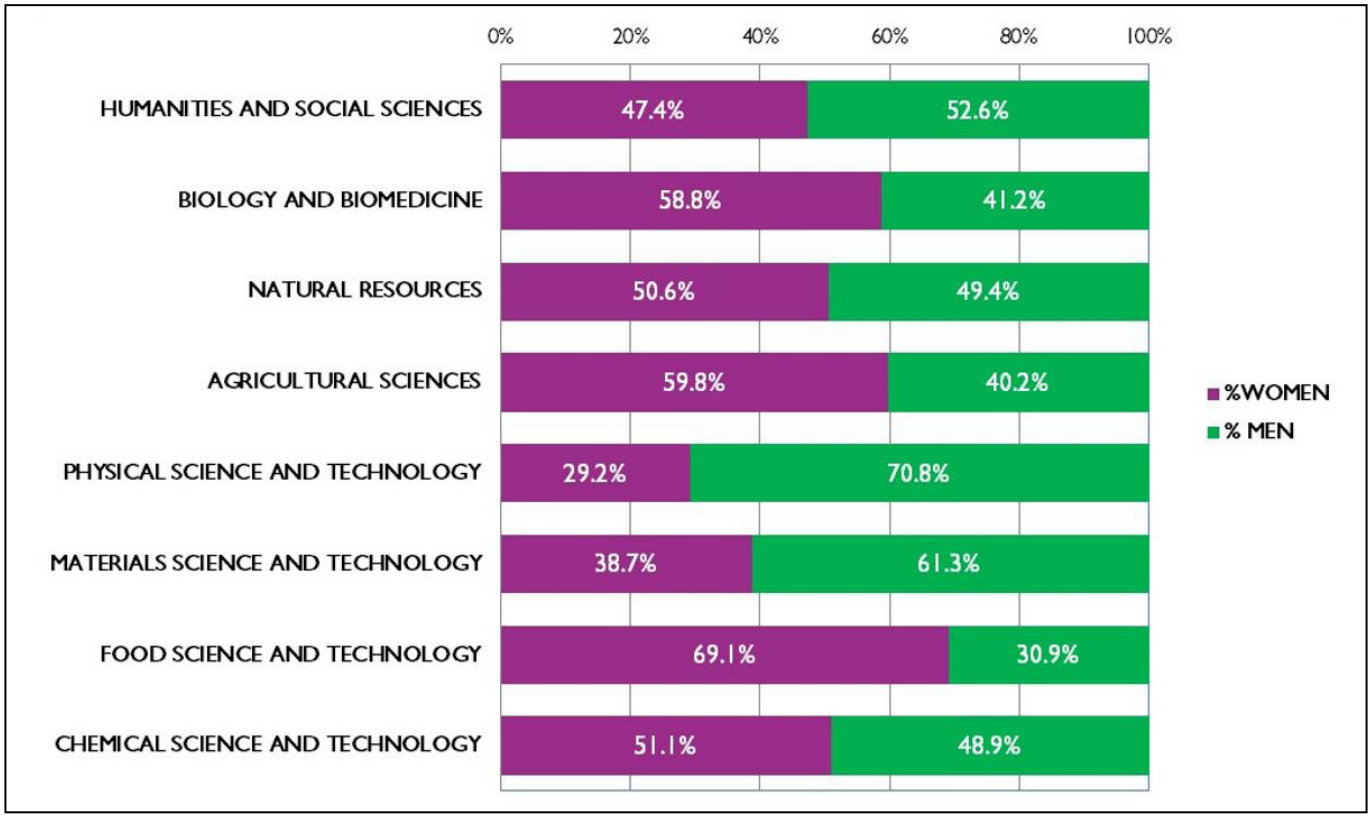
Research Staff
Predoctoral

Predoctoral Contracts Granted and Ongoing in 2020

	MEN	WOMEN	TOTAL	% WOMEN
New concession	190	186	**376**	**49.5%**
Actives (31.12.2020)	684	698	**1382**	**50.5%**

Distribution of Predoc Contracts by Sub-Area

	MEN	WOMEN	TOTAL	% WOMEN
HUMANITIES AND SOCIAL SCIENCES	30	27	**57**	**47.4%**
BIOLOGY AND BIOMEDICINE	173	247	**420**	**58.8%**
NATURAL RESOURCES	130	133	**263**	**50.6%**
AGRICULTURAL SCIENCES	45	67	**112**	**59.8%**
PHYSICAL SCIENCE AND TECHNOLOGY	126	52	**178**	**29.2%**
MATERIALS SCIENCE AND TECHNOLOGY	95	60	**155**	**38.7%**
FOOD SCIENCE AND TECHNOLOGY	17	38	**55**	**69.1%**
CHEMICAL SCIENCE AND TECHNOLOGY	68	74	**142**	**51.1%**
TOTAL	**684**	**698**	**1382**	**50.5%**



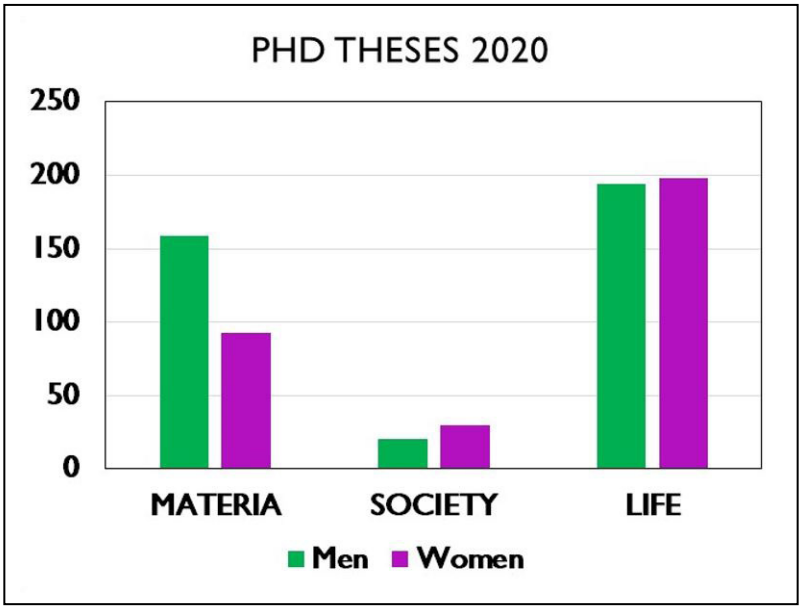
PhD Theses and Researcher Training

PhD Theses and Researcher Training 2020

	MEN	WOMEN	TOTAL	% WOMEN
FINAL DEGREE PROJECTS	284	319	604	52.81%
FINAL MASTER'S DEGREE PROJECTS	187	210	397	52.90%
PhD THESES	375	319	694	45.97%

PhD Theses and Researcher Training by Sub-Area

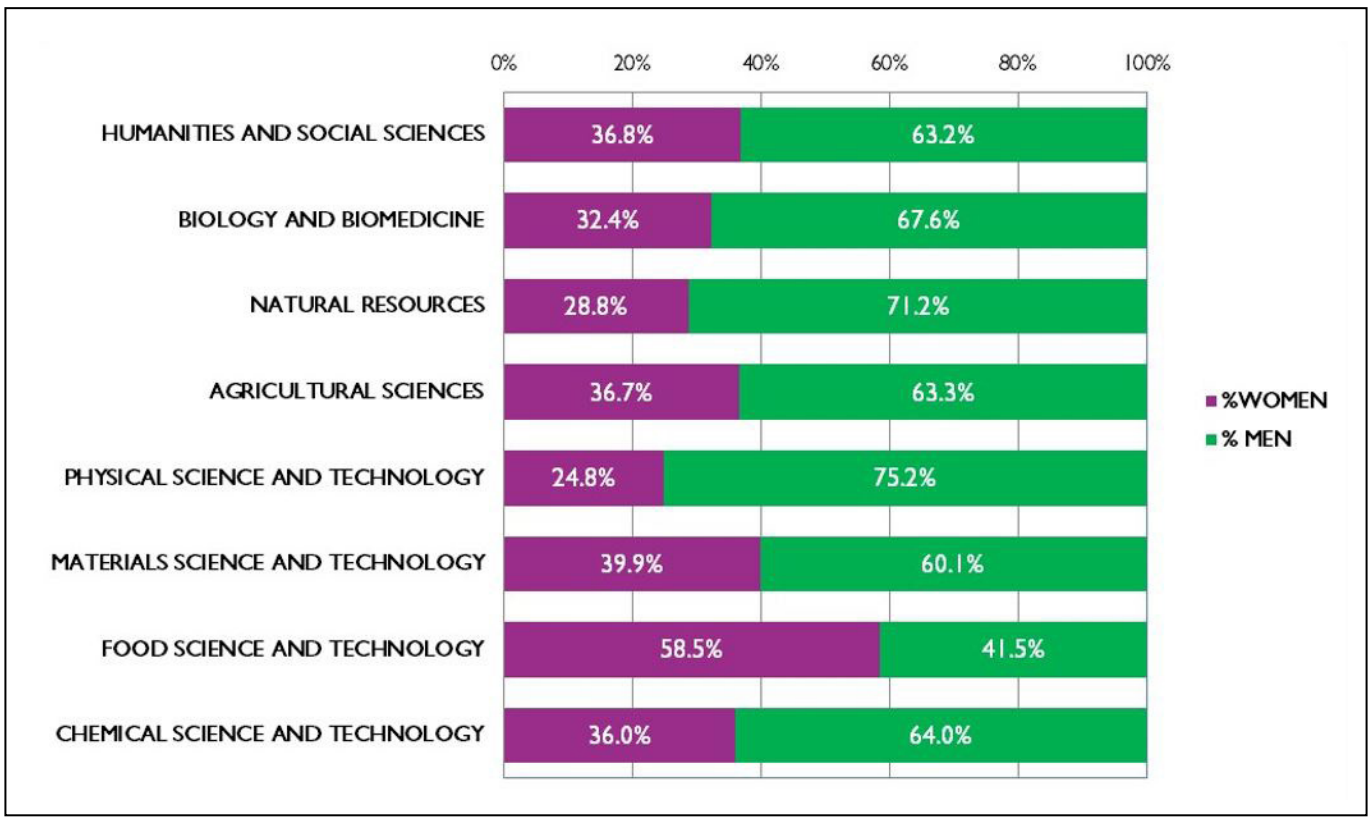
	MEN	WOMEN	TOTAL	% WOMEN
HUMANITIES AND SOCIAL SCIENCES	20	30	50	60.00%
BIOLOGY AND BIOMEDICINE	76	93	169	55.03%
NATURAL RESOURCES	53	42	95	44.21%
AGRICULTURAL SCIENCES	48	33	81	40.74%
PHYSICAL SCIENCE AND TECHNOLOGY	77	27	104	25.96%
MATERIALS SCIENCE AND TECHNOLOGY	57	39	96	40.63%
FOOD SCIENCE AND TECHNOLOGY	13	27	40	67.50%
CHEMICAL SCIENCE AND TECHNOLOGY	32	27	59	45.76%



Ongoing National Projects 2020
(Granted in 2020 included)

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

	MEN	WOMEN	TOTAL	% FEMALE PI	%WOMEN IN THE SUB-AREA
HUMANITIES AND SOCIAL SCIENCES	110	64	174	**36.8%**	**38.8%**
BIOLOGY AND BIOMEDICINE	454	218	672	**32.4%**	**33.3%**
NATURAL RESOURCES	284	115	399	**28.8%**	**25.6%**
AGRICULTURAL SCIENCES	266	154	420	**36.7%**	**41.9%**
PHYSICAL SCIENCE AND TECHNOLOGY	276	91	367	**24.8%**	**21.0%**
MATERIALS SCIENCE AND TECHNOLOGY	158	105	263	**39.9%**	**39.6%**
FOOD SCIENCE AND TECHNOLOGY	71	100	171	**58.5%**	**56.1%**
CHEMICAL SCIENCE AND TECHNOLOGY	171	96	267	**36.0%**	**45.2%**
By AREA					
Society	110	64	174	**36.8%**	**38.8%**
Life	1075	587	1662	**35.3%**	**36.8%**
Materia	605	292	897	**32.6%**	**34.7%**
TOTAL	**1790**	**943**	**2733**	**34.6%**	**36.2%**



Funding Obtained by PI's Sex by Sub-Area 2020

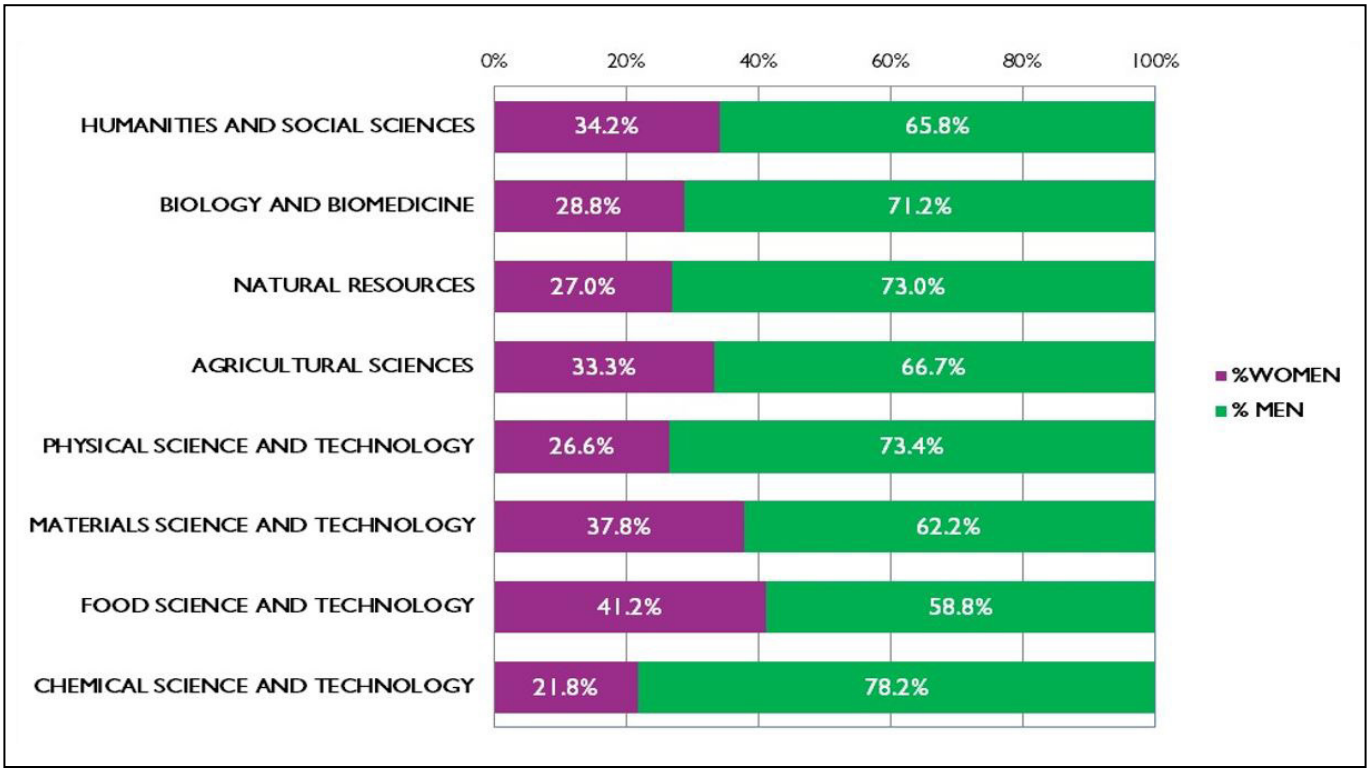
€	MEN	WOMEN	TOTAL	% FUNDING TO WOMEN
HUMANITIES AND SOCIAL SCIENCES	5 207 063.37	2 841 025.00	**8 048 088.37**	**35.3%**
BIOLOGY AND BIOMEDICINE	97 979 207.67	38 783 179.58	**136 762 387.25**	**28.4%**
NATURAL RESOURCES	47 520 588.86	17 354 409.48	**64 874 998.34**	**26.8%**
AGRICULTURAL SCIENCES	39 377 634.45	23 697 714.97	**63 075 349.42**	**37.6%**
PHYSICAL SCIENCE AND TECHNOLOGY	62 674 173.13	18 246 363.26	**80 920 536.39**	**22.5%**
MATERIALS SCIENCE AND TECHNOLOGY	24 421 915.93	17 545 366.96	**41 967 282.89**	**41.8%**
FOOD SCIENCE AND TECHNOLOGY	11 100 150.52	14 964 529.03	**26 064 679.55**	**57.4%**
CHEMICAL SCIENCE AND TECHNOLOGY	29 203 141.67	12 251 976.87	**41 455 118.54**	**29.6%**
TOTAL	**317 483 875.60**	**145 684 565.15**	**463 168 440.75**	**31.5%**

Ongoing European Projects 2020
Distribution by PI's Sex

PROJECT	TOTAL CSIC GROUPS	FEMALE PI	% FEMALE PI
7FP/H2020 PROGRAM	533	163	**30.6%**
Other European Projects	96	32	**33.3%**
International Projects	72	24	**33.3%**
ERC SYG	14	5	**35.7%**
ERC Advanced	22	7	**31.8%**
ERC Consolidator	23	6	**26.1%**
ERC Starting Grants	2	1	**50.0%**
ERC PoC	3	2	**66.7%**
TOTAL	**765**	**240**	**33.4%**

Distribution by PI's Sex by Sub-Area in European Projects 7FP/H2020

PROJECT	TOTAL CSIC GROUPS	FEMALE PI	% FEMALE PI
HUMANITIES AND SOCIAL SCIENCES	38	13	34.2%
BIOLOGY AND BIOMEDICINE	73	21	28.8%
NATURAL RESOURCES	89	24	27.0%
AGRICULTURAL SCIENCES	60	20	33.3%
PHYSICAL SCIENCE AND TECHNOLOGY	109	29	26.6%
MATERIALS SCIENCE AND TECHNOLOGY	82	31	37.8%
FOOD SCIENCE AND TECHNOLOGY	17	7	41.2%
CHEMICAL SCIENCE AND TECHNOLOGY	55	12	21.8%
CSIC CENTRAL SERVICES & OTHERS	10	6	60.0%
TOTAL	533	163	30.6%



Ongoing Cooperation Projects

PROJECT	TOTAL CSIC GROUPS	FEMALE PI	%FEMALE PI
I-COOP	61	27	44.3
I-LINK	40	19	47.5
EMHE	10	3	30.0
PICS	20	3	15.0
TOTAL	131	52	39.7

Priority Patent Applications

Number of Patents filed	Without WOMEN	At least one WOMAN	% with WOMEN
HUMANITIES AND SOCIAL SCIENCES			
BIOLOGY AND BIOMEDICINE	10	29	74.3%
NATURAL RESOURCES			
AGRICULTURAL SCIENCES		6	100%
PHYSICAL SCIENCE AND TECHNOLOGY	23	21	47.7%
MATERIALS SCIENCE AND TECHNOLOGY	5	9	64.3%
FOOD SCIENCE AND TECHNOLOGY		12	100%
CHEMICAL SCIENCE AND TECHNOLOGY	2	30	93.7%
TOTAL	40	107	72.8%

Distribution by Inventor's Sex
in Priority Patent Applications

INVENTOR	MEN	WOMEN	TOTAL	% WOMEN
HUMANITIES AND SOCIAL SCIENCES				
BIOLOGY AND BIOMEDICINE	104	76	180	42.2%
NATURAL RESOURCES				
AGRICULTURAL SCIENCES	19	12	31	38.7%
PHYSICAL SCIENCE AND TECHNOLOGY	159	51	210	24.3%
MATERIALS SCIENCE AND TECHNOLOGY	38	25	63	39.7%
FOOD SCIENCE AND TECHNOLOGY	23	32	55	58.1%
CHEMICAL SCIENCE AND TECHNOLOGY	87	63	150	42%
TOTAL	430	259	689	37.6%

Journals Editorial CSIC

37 Scientific journals	MEN	WOMEN	TOTAL	% WOMEN
STEERING TEAM				
Science and Technology	12	9	**21**	**42.8%**
Humanities	28	14	**42**	**33.3%**
Social Sciences	7	5	**12**	**41.7%**
EDITORIAL BOARD				
Science and Technology	65	56	**121**	**46.3%**
Humanities	127	114	**241**	**47.3%**
Social Sciences	35	37	**72**	**51.4%**
ADVISORY BOARD				
Science and Technology	72	61	**133**	**45.9%**
Humanities	149	140	**289**	**48.4%**
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	W	%M	M	W	%M	M	W	%M
Philology and Philosophy	17	11	**39.3%**	62	67	**51.9%**	83	70	**45.8%**
History and Art	13	7	**35.0%**	48	48	**50.0%**	72	64	**47.1%**
Social Sciences	1	1	**50.0%**	5	4	**44.4%**	7	9	**56.3%**
Biology and Technical Studies	4	6	**60.0%**	21	21	**50.0%**	231	88	**27.6%**
Outreach	2	2	**50.0%**	8	12	**60.0%**	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%**
2020	16	9	**64.0%**

Maquetación: David Nieto

GOBIERNO
DE ESPAÑA

MINISTERIO
DE CIENCIA
E INNOVACIÓN

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CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS

COMISIÓN DE MUJERES
Y CIENCIA DEL CSIC
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