Women Researchers Report

CSIC Commission for Women and Science

2022

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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 2022"

I write this introduction in the European Month of Diversity 2022 and being the fifth year presenting the Annual Report of the Commission for Women and Science. I have always felt a certain sense of pride in the CSIC's foresight in the field of gender equality and in our constant work towards this goal. With the same honesty as in previous years, I must now say that some of the data in this report are not as expected and are far from the institutional objectives in some areas.

I told you last year that we did not detect a negative impact due to the pandemic, but do we see it now? It is premature to ascribe any kind of causality to the decline in the percentage of women research professors and the concomitant increase in the glass ceiling. The production of this report mobilised considerable efforts from many of the CSIC services and especially a great deal of dedication, for which I would like to publicly thank the Women and Science Commission. I will spare no efforts to analyse and understand the aetiology of some of the data in this report, especially those that do not reflect the CSIC's determination to remain a benchmark for inclusion, especially in terms of gender.

In this report there is also a place for light, as we maintain perfect equality (28/27 - M/F) in management positions, except for ICU management (91/29 - M/F). And all this with changes in the CSIC management staff in relation to 2020. No less encouraging is the fact that there is a net increase of 46 tenured women scientists compared to 33 scientists on the same scale. Unfortunately, and as I anticipated, this trend is not being maintained in the professional development of women, especially in the case of women research professors.

The motto of this European Diversity Month is "building bridges", and this is what we aim to do at CSIC in favour of inclusion and diversity through its equality structures and its Equality Structures and the III Equality Plan.

Rosa Menéndez
CSIC President

ANÁLISIS Y CONCLUSIONES

Desde hace casi 20 años, la Comisión Mujeres y Ciencia (CMyC) del CSIC elabora los Informes anuales "Mujeres Investigadoras" (ver la web: https://www.csic.es/es/el-csic/ciencia-en-igualdad/mujeres-y-ciencia/documentos) que recogen la situación de las mujeres investigadoras en el CSIC, siguiendo las recomendaciones de la Comisión Europea y los requerimientos solicitados a los Estados Miembros en el Espacio Europeo de Investigación. En el informe actual **Mujeres Investigadoras 2022** se hace un seguimiento de dichas investigadoras a 31 de diciembre de 2021. Toda la información presentada ha sido suministrada por diferentes departamentos del CSIC, tales como Secretaría General Adjunta de Recursos Humanos (SGARH), Vicepresidencia de Relaciones Internacionales (VRI), Vicepresidencia Adjunta de Áreas Científico Técnicas (VAACT), Vicepresidencia Adjunta de Programación Científica (VAPC), Vicepresidencia Adjunta de Transferencia de Conocimiento (VATC), Departamento de Postgrado y Especialización (DPE) y Editorial CSIC; a los que expresamos nuestro más profundo agradecimiento. Con todos los datos recibidos, la CMyC realiza estudios y análisis que permiten hacer series comparativas de evolución temporal e histórica del personal investigador.

En este informe se van a dar los datos relativos al CSIC y también los datos relativos al CSIC junto con los tres Centros Nacionales (CN), concretamente: el Instituto Nacional de Investigaciones Agrarias (INIA-CSIC), el Instituto Geológico y Minero de España (IGME-CSIC) y el Instituto Español de Oceanografía (IEO-CSIC), que se adscribieron al CSIC en 2021. Este **Informe Mujeres Investigadoras 2022** se puede considerar como un informe de transición entre los anteriores (sin CN) y los futuros (que ya incorporarán a dichos CN).

Los datos indican que **en el Equipo Directivo del CSIC** (considerando Presidencia, Vocalías Asesoras, Vicepresidencias y Secretaría General y Adjuntas) hay una presencia importante de mujeres, que supera el 50%, mientras que sigue baja la presencia de mujeres en la Dirección de los ICU del CSIC, ya que sólo son el 24,2%, siendo destacable que, en la dirección de los CN, las mujeres suponen el 46,7%.

Desde 2017 se viene observando cómo la **típica gráfica de "tijera" de la evolución de la carrera investigadora de mujeres y hombres en el CSIC cambia su forma característica, pasando a tener forma de "pinza" e incluso derivando hacia una "pista", por el paulatino descenso en el** porcentaje de contratadas predoctorales. En 2021,

ANALYSIS AND CONCLUSIONS

For almost 20 years, the CSIC Women and Science Committee (CMyC) has been preparing the annual "Women Researchers" reports (see website: https://www.csic.es/en/csic/gender-equality-science/women-and-science/documents-of-the-women-and-science-commission) which cover the situation of women researchers at CSIC, following the recommendations of the European Commission and the requirements requested by the Member States of the European Research Area. The current **Women Researchers report 2022** monitors these women researchers up to 31st December 2021. All the information presented in this report has been provided by different CSIC departments, such as the Deputy Secretary General for Human Resources (SGARH), Vice-Presidency for International Relations (VRI), Deputy Vice-Presidency for Scientific and Technical Areas (VAACT), Deputy Vice-Presidency for Scientific Programming (VAPC), Deputy Vice-Presidency for Knowledge Transfer (VATC), Department of Postgraduate Studies and Specialisation (DPE) and Editorial CSIC, to whom we express our deepest gratitude. With all the data received, the CMyC has carried out studies and analyses that have allowed us to compare the temporal and historical evolution of its research staff.

This report will provide data related to CSIC, as well as the combined data related to CSIC together with the three National Centres (NC), namely: the National Institute for Agricultural Research (INIA), the Geological and Mining Institute of Spain (IGME) and the Spanish Institute of Oceanography (IEO), which joined CSIC in 2021. This **Women Researchers Report 2022** can be considered as a transition report between the previous ones (without NC) and the future ones (which will already incorporate these NC).

The revised data indicate that there is a significant presence of women in **CSIC Management Team** (including the Presidency, Advisory Boards, Vice-Presidencies and General and Assistant Secretaries), which exceeds 50%, while the presence of women in management of the CSIC ICU (Institutes, Centres and Units) remains low, at only 24.2%, it is worth noting that, in the management of the NC, women account for 46.7%.

Since 2017**, the typical "scissors" graph of the evolution of the research careers of women and men in CSIC has been changing its characteristic shape, becoming a "tweezer" shape and even drifting towards a "track", due to the gradual decrease in the percentage of female predoctoral hires**. In 2021, the "tweezer"

la gráfica de "pinza" parece consolidada ya que, en términos generales, no ha habido cambios significativos en los últimos 3 años en relación con el porcentaje de mujeres contratadas posdoctorales (en 2021 es de un 50,4%), ni en las contratadas Ramón y Cajal, que se mantienen en porcentajes alrededor del 42%.

El porcentaje de mujeres investigadoras de plantilla ha subido ligeramente en 2021 hasta alcanzar un 37,5% (con CN). En las escalas científicas se observan pocos cambios con respecto a años anteriores, especialmente en Científicas Titulares (donde hay equilibrio de género, con un 41-42% de mujeres) e Investigadoras Científicas (con un porcentaje de mujeres alrededor del 35%). El mayor cambio se observa en el de Profesoras de Investigación que ha descendido hasta un 26,4% (con CN). Esto es el resultado de las jubilaciones y de la baja tasa de incorporación de profesoras de investigación en las convocatorias (por acceso libre y/o promoción) a esta escala en este año. La menor presencia de mujeres en las escalas investigadoras más altas, y el hecho de que se mantengan más tiempo en la misma escala (por la menor promoción) se traduce en un menor número de quinquenios y sexenios de mayor dotación económica**.**

El **análisis desagregado por sexo según las Áreas Globales (SOCIEDAD, VIDA Y MATERIA), muestra que el Área de SOCIEDAD está más cercana al equilibrio de género con un 39,8% de mujeres investigadoras**. Más alejadas de ese equilibrio están, tanto el Área de VIDA, con un 37,1% de mujeres, como el de MATERIA, con un 35,0%. No hay una significativa variación con respecto a los dos años anteriores. **El Índice del Techo de Cristal (ITC) se incrementa a 1,42 (con los CN) y se pierde esa tendencia decreciente observada en los últimos años, con valor mínimo (en 2019 y 2020) de 1,35**. Analizando los datos de ITC se comprueba que, nuevamente, el valor de la **sub-área de Recursos Naturales (2,83), no solo no baja con respecto a años anteriores, sino que se incrementa de manera muy alarmante (2,59 en 2020 y 2,28 en 2019).** Es importante mencionar que en la sub-área de Recursos Naturales, donde encontramos contratadas predoc y postdoc por encima del 53%, sólo hay un 31,3% de Científicas Titulares, un 26,9% de Investigadoras Científicas y un 9,2% de Profesoras de Investigación. Elevados ITC también se dan en otras sub-áreas como Ciencias y Tecnologías Químicas (1,75), Ciencias Agrarias (1,54) y Ciencias y Tecnologías Físicas (1,41). Por el contrario, en Ciencias y Tecnología de Materiales, el ITC está alrededor de 1.

Desde el punto de vista del liderazgo científico y de innovación o transferencia de la tecnología de las mujeres investigadoras del CSIC, **hay que resaltar varios aspectos muy positivos:**

graph seemed to be consolidated since, in general terms, there have been no significant changes in the last 3 years in relation to the percentage of postdoctoral women (50.4% in 2021), neither in Ramón y Cajal contracts, which remain at percentages of around 42%.

The percentage of women research staff slightly rose in 2021 to 37.5% (with NC). In the scientific scales, few changes are observed with respect to previous years, especially in Senior Scientists (where there is a gender balance, with 41-42% of women) and Research Scientists (with a percentage of women around 35%). The biggest change is observed in the number of female Research Professors, which has decreased to 26.4% (with NC). This is the result of retirements and the low rate of incorporation of female research professors in the calls for applications (open access and/or promotion) to this scale this year. The lower presence of women in the higher research scales, and the fact that they remain in the same scale for longer (due to lower promotion) results in a lower number of five-year and six-year periods of higher financial endowment.

The analysis broken down by sex according to the Global Areas (SOCIETY, LIFE and MATERIA) shows that the SOCIETY Area is closer to gender balance with 39.8% of female researchers. Further away from this balance are both the LIFE Area, with 37.1% of women, and the MATERIA Area, with 35.0%. There is no significant variation with respect to the two previous years. **The Glass Ceiling Index (ITC) increases to 1.42 (with NC) and the decreasing trend observed in recent years is lost, with a minimum value (in 2019 and 2020) of 1.35**. Analysing the ITC data, it can be seen that, once again, **the value of the Natural Resources sub-area (2.83), not only does not decrease with respect to previous years, but it is increasing alarmingly (2.59 in 2020 and 2.28 in 2019).** It is important to mention that in the sub-area of Natural Resources, where there are more than 53% predoc and postdoc women, there are only 31.3% of Women Senior Scientists, 26.9% of Women Research Scientists and 9.2% of Women Research Professors. High ITCs are also found in other sub-areas such as Chemical Sciences and Technologies (1.75), Agricultural Sciences (1.54) and Physical Sciences and Technologies (1.41). In contrast, in Materials Science and Technology, the ITC is around 1.

From the point of view of scientific leadership and innovation or technology transfer by women researchers at the CSIC, **several very positive aspects should be highlighted:**

- **El 35,5 % de los proyectos nacionales vigentes en 2021 en el CSIC son liderados por investigadoras; en el caso de los CN ese liderazgo se eleva al 44,4 %.**

- **Importante también es el retorno económico de esos proyectos liderados por investigadoras, que suponen un 34% de los ingresos totales de proyectos nacionales.** Son valores muy similares a los reflejados en los informes anteriores de 2020 y 2019.

- **A nivel europeo, ese liderazgo se traduce en un 33,1% de proyectos que están dirigidos por investigadoras, destacando el elevado número de ellos en la subárea de Ciencia y Tecnología de los Alimentos.** Comparado con años precedentes, los números son similares.

- Sin embargo, **en proyectos de cooperación internacional, de ámbito interno del CSIC, las mujeres lideran el 46% de los mismos**.

- Desde el punto de vista de la **innovación y transferencia de la tecnología**, en 2021 se ha producido **un ligero incremento**, con respecto a los años anteriores, de la participación de las **mujeres como inventoras de patentes de prioridad**, ya que está por encima del 40%, porcentaje superior al del total de las mujeres en el personal investigador del CSIC.

En este informe se recuperan datos de resultados de oferta pública para personal investigador por acceso libre y promoción interna, de las convocatorias de 2017 y 2018, que tomaron posesión en 2021. El resultado de los procesos selectivos en estas oposiciones de las ofertas públicas del personal investigador y el éxito de las investigadoras son **una de las mayores inquietudes que se tienen en la CMyC, debido a la baja tasa de éxito de las investigadoras**. En futuros informes se presentarán y analizarán los procesos selectivos que actualmente se están realizando.

A modo de conclusión, el **Informe Mujeres Investigadoras 2022** ha puesto en evidencia varias situaciones:

a) El porcentaje de mujeres investigadoras de plantilla se sitúa 37,5% (con los CN). Sigue existiendo **infrarrepresentación de las mujeres en las escalas científicas del CSIC**. En algunas sub-áreas como **Ciencias y Tecnologías Físicas y Recursos Naturales** esa infrarrepresentación es **crónica** y no se revierte.

b) El porcentaje de **contratadas predoc**, en 2021 (50,4%), **no ha variado sustancialmente** con respecto a 2020; al igual que las contratadas postdoc y Ramón y Cajal (42%).

- **35.5 % of the national projects in 2021 at CSIC are led by female researchers; in the case of NC this leadership rises to 44.4 %.**

- **The economic return of these projects led by female researchers is also important, accounting for 34% of the total income from national projects.** These values are very similar to those reflected in the previous 2019 and 2020 reports.

- **At a European level, this leadership translates into 33.1% of projects led by female researchers, with a high number of projects in the Food Science and Technology sub-area**. Compared to previous years, the numbers are similar.

- However, **in international cooperation projects within CSIC, women lead 46% of them.**

- From the point **of view of innovation and technology transfer,** in 2021 there was a **slight increase**, with respect to previous years, in the participation of **women as inventors of priority patents,** it is above 40%, a higher percentage than the total number of women in the CSIC research staff.

This report recovers data on the results of public offers for research staff for open access and internal promotion, from the calls of 2017 and 2018, who took up their posts in 2021. The results of the selection processes in these public competitions for research staff and the success of female researchers **are one of the greatest concerns in the CMyC, due to the low success rate of female researchers.** Future reports will present and analyse the selection processes that are currently being carried out.

As the main conclusions, **the Women Researchers Report 2022** has highlighted several situations:

a) The percentage of staff women researchers stands at 37.5% (with NC). There is still an **under-representation of women in the CSIC's scientific categories**. In some sub-areas such as **Physical Sciences and Technologies and Natural Resources** this under-representation is chronic and is not being reversed.

b) The percentage of **female predoctoral researchers** in 2021 (50.4%) **has not substantially changed** with respect to 2020, nor has the percentage of female postdoctoral and Ramón y Cajal researchers (42%).

c) **Ha disminuido ligeramente** el porcentaje de **Profesoras de Investigación** (26,4% con los CN) con respecto a años anteriores.

d) La menor promoción de las mujeres en las escalas científicas más altas se traduce en un menor número de quinquenios y sexenios de mayor dotación económica.

e) El **Índice de Techo de Cristal (ITC) del CSIC se ha incrementado** con respecto a los dos años anteriores. Destaca el **elevado ITC de la sub-área de Recursos Naturales**.

f) El **liderazgo de las científicas del CSIC en proyectos nacionales, europeos e internacionales es alto y comparable a su presencia en la Institución**. Lo mismo sucede con su contribución a la transferencia de tecnología como **inventoras de patentes**.

g) La incorporación de los Centros Nacionales no parece modificar sensiblemente los porcentajes de mujeres científicas de la institución.

h) Al comparar los datos del año 2021 con los de los informes referidos a 2019 y 2020 (antes y durante la pandemia) no se observan diferencias significativas asociadas a la misma. Es posible que se precise más tiempo para hacer un análisis más riguroso.

En este **Informe Mujeres Investigadoras 2022** se hace necesario hacer una presentación y descripción previa de las estructuras de igualdad existentes en el CSIC, que hacen que esta institución sea un ejemplo en promover una ciencia más igualitaria y sin discriminación.

Estructuras de Igualdad del CSIC

El CSIC ha sido una institución pionera y ejemplar, a nivel nacional e internacional, en la creación de estructuras y en la implantación de políticas de igualdad en su actividad y para su personal (ver: https://www.csic.es/es/el-csic/ciencia-en-igualdad). Ejemplo de ello, es la aprobación por la Junta de Gobierno del CSIC de la **Comisión de Mujeres y Ciencia (CMyC)** del CSIC, en 2002, cuando aún no existían a nivel nacional, y escasamente a nivel europeo, organizaciones ni leyes que se ocuparan de la situación desfavorable en temas de igualdad en general, y en particular de las mujeres investigadoras. La CMyC es una Comisión asesora (no ejecutiva) de la Presidencia, que depende del Gabinete de Presidencia, que tiene como misión estudiar las posibles causas que dificultan tanto el ingreso como la carrera investigadora de las mujeres en el CSIC, y proponer a la Pre-

c) The percentage of **female Research Professors** (26.4% with NC) **has slightly decreased** with respect to previous years.

d) The lower promotion of women in the higher scientific categories translates into a lower number of five-year and six-year periods with a higher financial endowment.

e) **CSIC's Glass Ceiling Index (ITC) has increased** with respect to the two previous years. The **high ITC of the Natural Resources** sub-area stands out.

f) The **leadership of CSIC women scientists in national, European and international projects is high and comparable to their presence in the Institution**. The same is true for their contribution to technology transfer as inventors of patents.

g) The incorporation of the National Centres does not seem to significantly modify the percentages of women scientists in the institution.

h) When comparing the data for the year 2021 with those of the reports for 2019 and 2020 (before and during the pandemic), no significant differences associated with the pandemic are observed. More time may be needed for a more rigorous analysis.

In this Women Researchers Report 2022, it is necessary to present and describe the **existing equality structures at CSIC**, which make this institution an example in promoting a more egalitarian and non-discriminatory science.

CSIC Equality Structures

CSIC has been a pioneering and exemplary institution, both nationally and internationally, in the creation of structures and in the implementation of equality policies in its activity and for its staff (see: https://www.csic.es/en/csic/gender-equality-science). An example of this is the approval by the CSIC Governing Board of the CSIC **Women and Science Committee (CMyC)** in 2002, when there were still no organisations or laws at national level, and very few at European level, to deal with the unfavourable situation regarding equality issues in general, and women researchers in particular. **The CMyC is an advisory (non-executive) Committee of CSIC's Presidency**, which reports to the President's Office and whose mission is to study the possible causes that hinder both the entry and the research ca-

sidencia acciones destinadas a eliminar dichas barreras existentes para las mujeres investigadoras, todo ello dentro del marco que establece el Espacio Europeo de Investigación. Esta Comisión está formada por personal investigador de todas las Áreas Globales de Investigación del CSIC. Después de casi 20 años de existencia de la CMyC, la situación de las mujeres investigadoras ha mejorado sensiblemente, pero, como vemos en el **presente informe**, aún persiste la infrarrepresentación de estas mujeres en las escalas científicas, a pesar del paso del tiempo.

Por su parte, la **Comisión Delegada de Igualdad del CSIC (CDI)** es un órgano ejecutivo y paritario (con representación sindical) que depende de la Secretaría General del CSIC y que se creó en 2011 por aplicación del I Plan de Igualdad de la AGE, todo ello dentro de la Ley Orgánica 3/2007 para Igualdad Efectiva de Mujeres y Hombres. Esta comisión se ocupa del diagnóstico y propuestas que afectan al conjunto de empleadas y empleados públicos, es decir a todo el personal (investigador, de apoyo y de gestión) que permitan la aplicación real y efectiva del principio de igualdad de oportunidades entre mujeres y hombres, y no discriminación. Se encarga de elaborar, coordinar la implementación y evaluar los planes de igualdad del CSIC, además de Protocolo de prevención e intervención frente al acoso sexual y al acoso por razón de sexo.

Desde hace unos años, pero especialmente durante 2021, se han ido creando en los diferentes Institutos, Centros y Unidades (ICU) los **Comités de Igualdad (CI)**, cuyo papel es fundamental parar alcanzar la igualdad de los mismos y contribuir a la del CSIC. Su función es apoyar las políticas de igualdad del CSIC, en el marco del Plan de Igualdad del CSIC vigente, además de poder desarrollar actividades propias adaptadas a las necesidades específicas de cada ICU, y dependen directamente del correspondiente ICU.

Durante este año 2021, se ha producido un cambio estructural importante en el CSIC con la incorporación de los tres CN. Esta incorporación ha tenido repercusiones en todos los ámbitos del CSIC, incluidos aquellos relacionados con la igualdad de género, como la aplicación del Plan de Igualdad del CSIC y la oportunidad de crear sus propios Comités de Igualdad con las mismas directrices que el resto de los ICU.

Parece más necesario que nunca que se explique y se difunda qué estructuras de igualdad existen en el CSIC, incidiendo en sus diferencias, sus misiones y sus funciones. Teniendo muy presente que todas ellas trabajan para un fin común que es que el CSIC sea una institución cada vez más igualitaria y ejemplar a nivel nacional y europeo.

reer of women in CSIC, and to propose to the Presidency actions aimed at eliminating these existing barriers for women researchers, all within the framework established by the European Research Area. This Commission is made up of research staff from all CSIC's Global Research Areas. Since the CMyC first report, twenty years ago, the situation of women researchers has improved significantly, but, as we see in this report, the under-representation of these women in the scientific categories still persists.

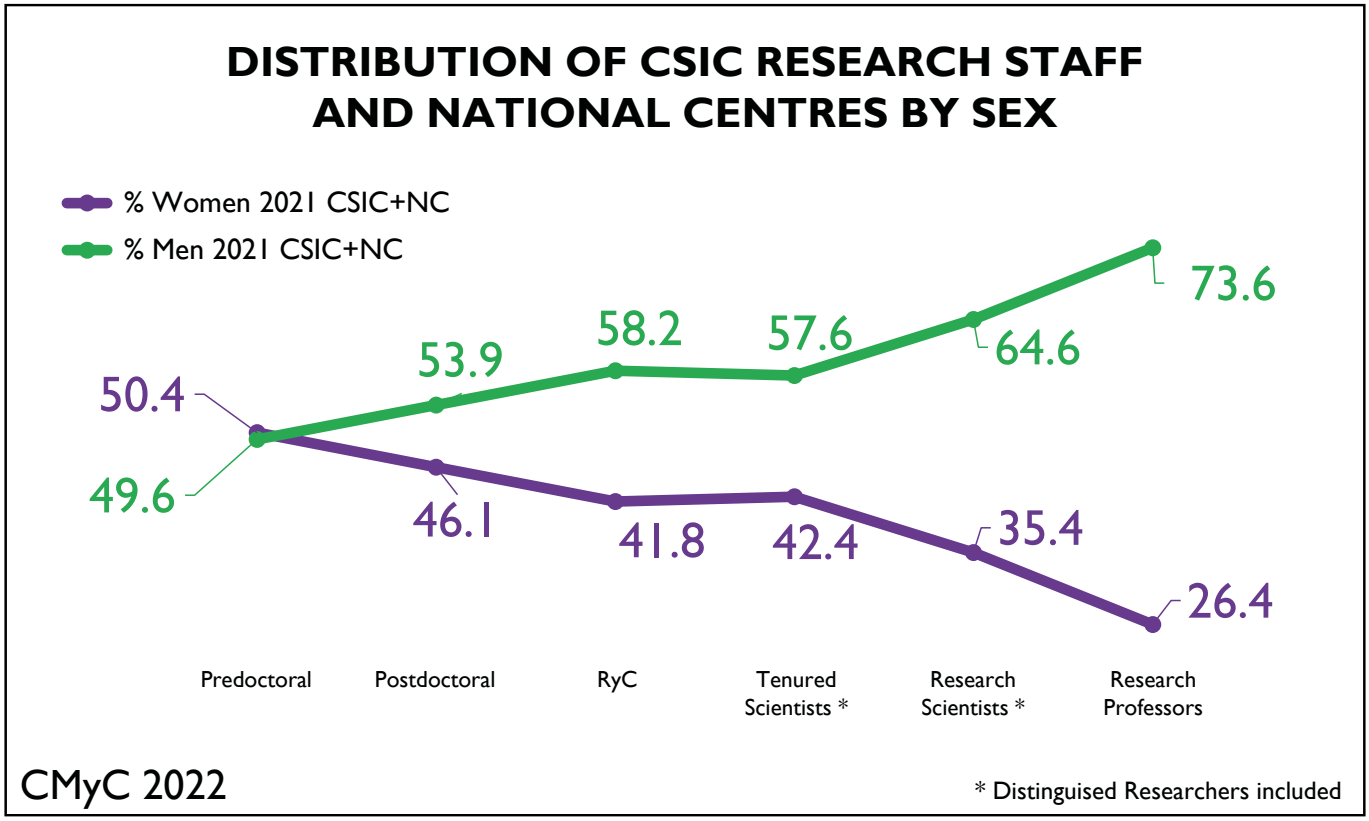
Additionally, **CSIC's Executive Committee on Equality (CDI)** is an executive and joint body (with trade union representation) that reports to CSIC's General Secretariat and was created in 2011 as part of the implementation of the National Government's First Equality Plan, all within the Organic Law 3/2007 for Effective Equality of Women and Men. This commission is responsible for the diagnosis and proposals that affect all public employees, i.e. all staff (research, support and management) that allow the real and effective application of the principle of equal opportunities between women and men, and non-discrimination. It is responsible for drawing up, coordinating the implementation and evaluating CSIC's equality plans, as well as the Protocol for the prevention of and intervention against sexual harassment and gender-based harassment.

For some years now, but especially during 2021, **Equality Committees** have been created in different Institutes, Centres and Units (ICU), whose role is fundamental to achieve equality and contribute to that of CSIC. Their function is to support CSIC's equality policies, within the framework of the current CSIC Equality Plan, as well as being able to develop their own activities adapted to the specific needs of each ICU, and they report directly to the corresponding ICU.

During year 2021, an important structural change took place in CSIC, with the incorporation of the three NC. This incorporation has had repercussions in all areas of CSIC, including those related to gender equality, such as the implementation of the CSIC Equality Plan and the opportunity to create their own Equality Committees with the same guidelines as the rest of the ICU.

It seems more necessary than ever to explain and disseminate which equality structures exist in CSIC, highlighting their differences, their missions and their functions. Bearing in mind that they all work towards the common goal of making CSIC an increasingly egalitarian and exemplary institution at national and European level.

Distribution of CSIC Research Staff by sex



EXPLANATORY NOTE:

In the tables and figures of the document the following criteria are adopted to present the data:
- The label "CSIC + NC" (or if nothing is mentioned): these are total CSIC data, including NC.
- The label "CSIC": no NC data are included.

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(CSIC HR data, as of 2021/12/31)

Executive Staff

POSITION	MEN	WOMEN	%WOMEN
PRESIDENCY	0	1	**100.0%**
ADVISORY MEMBER	4	0	**0.0%**
VICE-PRESIDENCY	1	2	**66.7%**
GENERAL SECRETARIAT	1	0	**0.0%**
INSTITUTIONAL COORDINATION	7	7	**50.0%**
INSTITUTE MANAGEMENT	91	29	**24.2%**
NATIONAL CENTRE MANAGEMENT	8	7	**46.7%**
SCIENTIFIC AND TECHNICAL COORDINATION	4	4	**50.0%**
DEPUTY VICE-PRESIDENCY	3	2	**40.0%**
DEPUTY SECRETARY GENERAL	0	4	**100.0%**

Source: SGARH

Staff distribution by sex and employment relationship (CSIC)

	MEN	WOMEN	%WOMEN
CIVIL SERVANTS	2818	2400	**46.0%**
PERMANENT STAFF	437	274	**38.5%**
TEMPORARY STAFF	2666	3189	**54.5%**
TOTAL	**5921**	**5863**	**49.7%**

Source: SGARH

Staff distribution by sex and employment relationship (CSIC + NC)

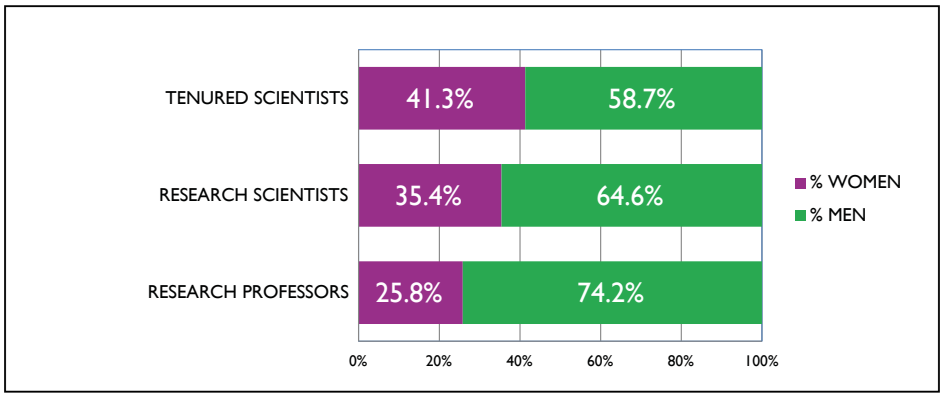
	MEN	WOMEN	%WOMEN
CIVIL SERVANTS	3337	2915	**46.6%**
PERMANENT STAFF	482	313	**39.3%**
TEMPORARY STAFF	2839	3444	**54.8%**
TOTAL	**6658**	**6672**	**50.1%**

Source: SGARH

Distribution of scientific staff by category (CSIC)

CATEGORY	MEN	WOMEN	TOTAL	% WOMEN
PREDOCTORAL	729	741	**1470**	**50.4%**
POSTDOCTORAL	408	344	**752**	**45.7%**
RAMÓN Y CAJAL	53	38	**91**	**41.8%**
DISTINGUISHED RESEARCHERS	36	17	**53**	**32.1%**
TENURED SCIENTISTS	895	631	**1526**	**41.3%**
RESEARCH SCIENTISTS	577	317	**894**	**35.4%**
RESEARCH PROFESSORS	427	149	**576**	**25.8%**

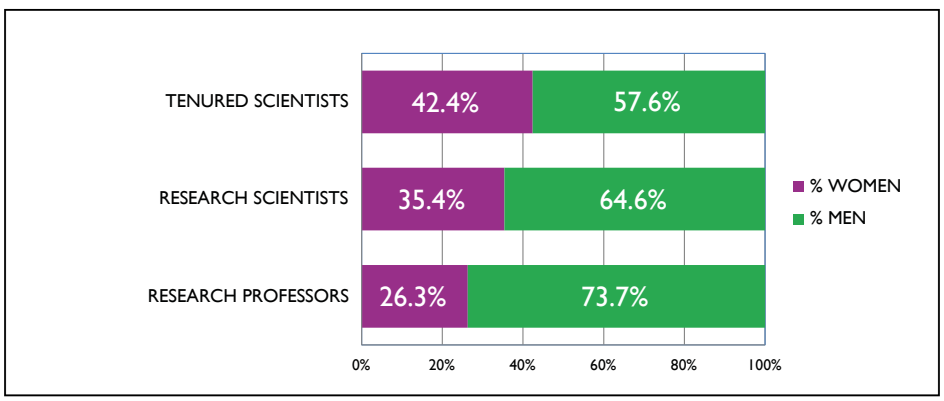
Source: SGARH



Distribution of scientific staff by category (CSIC + NC)

CATEGORY	MEN	WOMEN	TOTAL	% WOMEN
PREDOCTORAL	735	748	**1483**	**50.4%**
POSTDOCTORAL	420	360	**780**	**46.1%**
RAMÓN Y CAJAL	53	38	**91**	**41.8%**
DISTINGUISHED RESEARCHERS	37	19	**56**	**33.9%**
TENURED SCIENTISTS	1051	775	**1826**	**42.4%**
RESEARCH SCIENTISTS	610	334	**944**	**35.4%**
RESEARCH PROFESSORS	458	164	**622**	**26.3%**

Source: SGARH



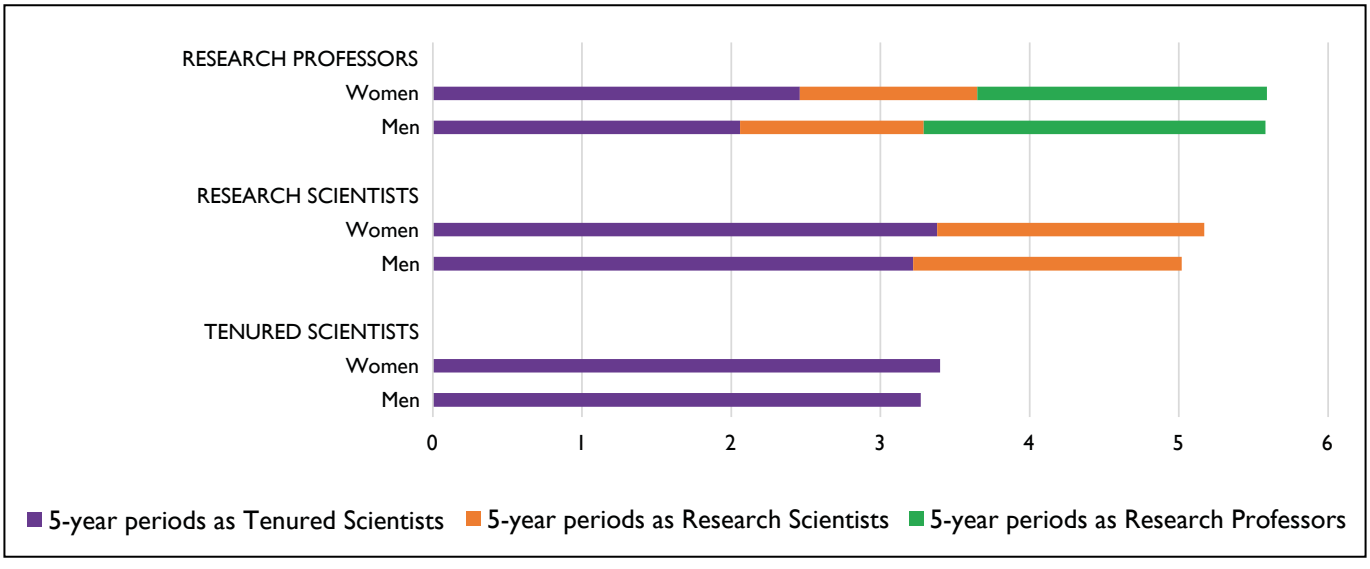
Scientific career according to five-year periods

Five-year periods accumulated per category

CATEGORY	Staff (including NC)	SIX-YEAR PERIOD as Tenured Scientists	Average	SIX-YEAR PERIOD as Research Scientists	Average	SIX-YEAR PERIOD as Research Professors	Average
RESEARCH PROFESSORS	**618**	1340	**2.17**	755	**1.22**	1357	**2.20**
Women	**162**	399	**2.46**	192	**1.19**	314	**1.94**
Men	**456**	941	**2.06**	563	**1.23**	1043	**2.29**
RESEARCH SCIENTISTS	**944**	3091	**3.27**	1695	**1.80**		
Women	**334**	1129	**3.38**	598	**1.79**		
Men	**610**	1962	**3.22**	1097	**1.80**		
TENURED SCIENTISTS	**1826**	6071	**3.32**				
Women	**775**	2636	**3.40**				
Men	**1051**	3435	**3.27**				

Source: SGARH and CMyC

Scientific career by accumulated five-year periods



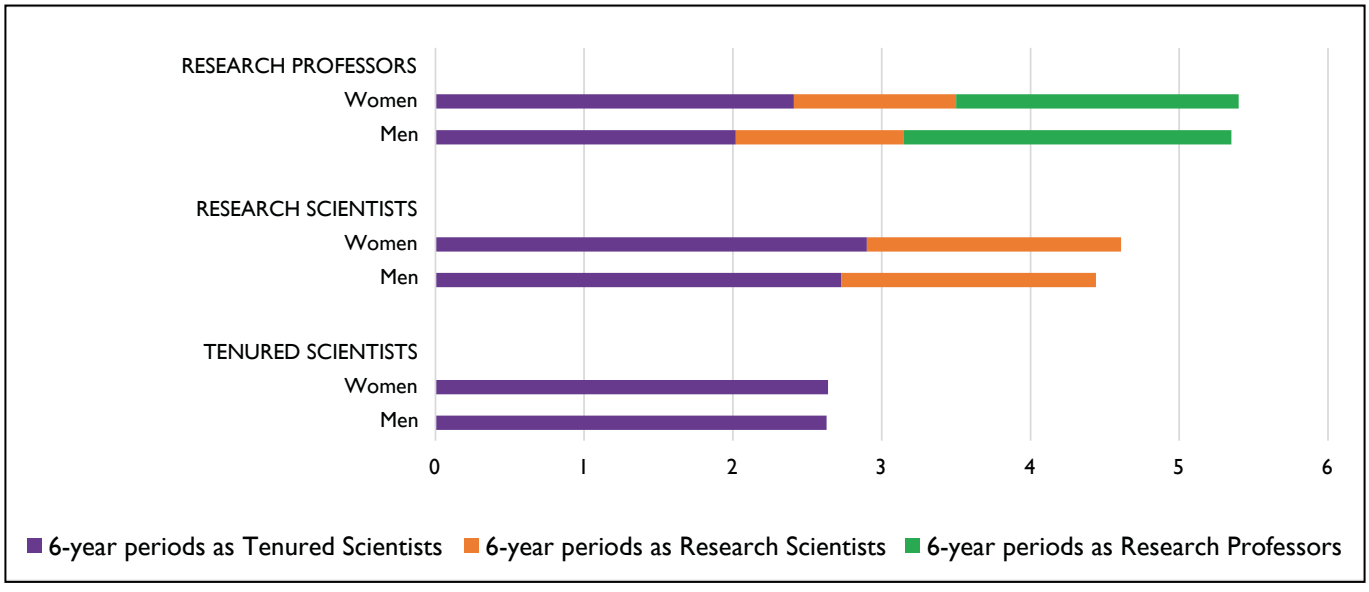
Scientific career according to six-year periods

Six-year periods accumulated by category

CATEGORY	Staff (including NC)	SIX-YEAR PERIOD as Tenured Scientists	Average	SIX-YEAR PERIOD as Research Scientists	Average	SIX-YEAR PERIOD as Research Professors	Average
RESEARCH PROFESSORS	**618**	1313	**2.12**	689	**1.11**	1307	**2.11**
Women	**162**	391	**2.41**	176	**1.09**	306	**1.89**
Men	**456**	922	**2.02**	513	**1.13**	1001	**2.20**
RESEARCH SCIENTISTS	**944**	2630	**2.79**	1617	**1.71**		
Women	**334**	967	**2.90**	571	**1.71**		
Men	**610**	1663	**2.73**	1046	**1.71**		
TENURED SCIENTISTS	**1826**	4817	**2.64**				
Women	**775**	2049	**2.64**				
Men	**1051**	2768	**2.63**				

Source: SGARH and CMyC

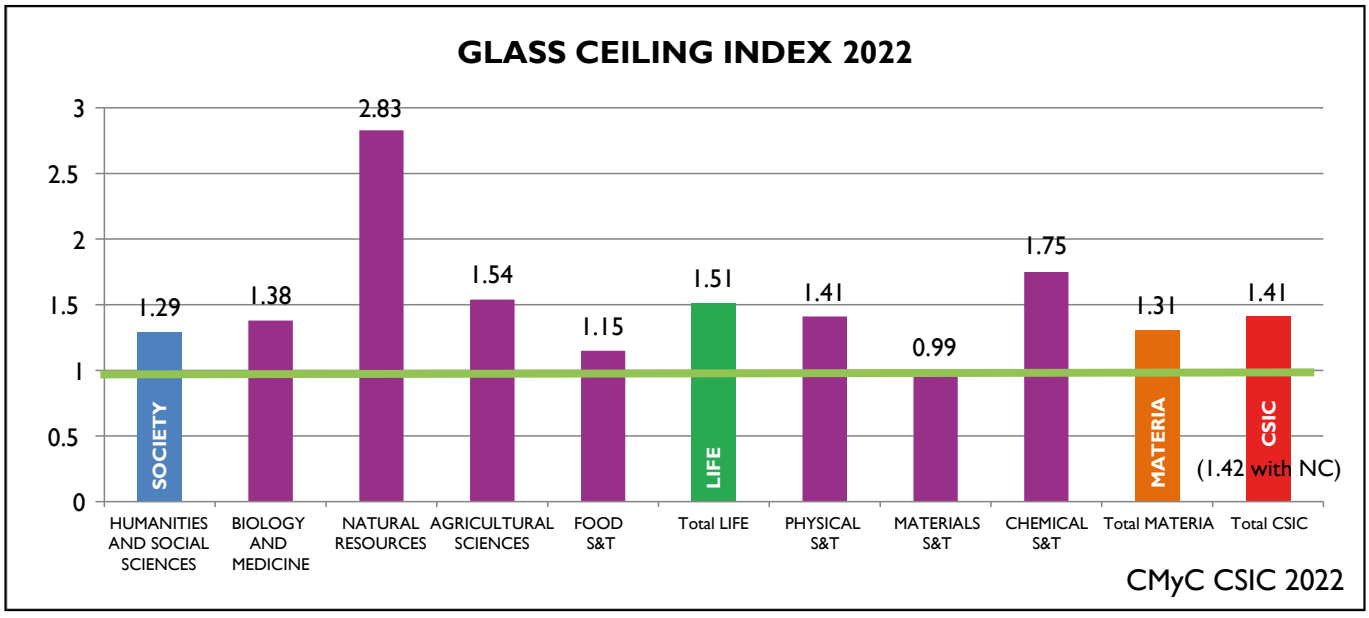
Scientific career by accumulated six-year periods

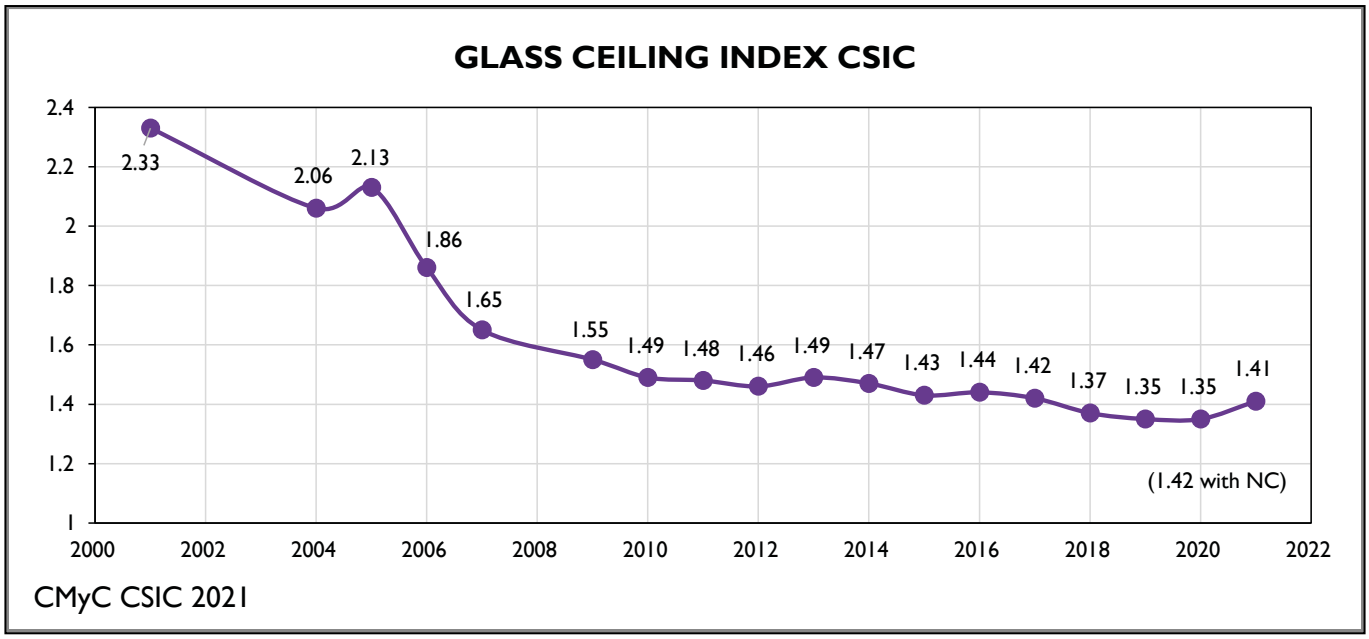


Glass Ceiling Index

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 2022, the Glass Ceiling Index for research staff was 1.41 (1.42 including National Centres). An index of 1 would indicate that absent of inequality, an index above 1 means the existence of a glass ceiling for female scientists.

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





Source: CMyC

Average age of scientific staff by category and sex (CSIC + CN)

	MUJERES	HOMBRES
RESEARCH PROFESSOR	60.8	60.8
RESEARCH SCIENTIST	56.9	56.6
TENURED SCIENTIST	51.8	51.6
TOTAL SCIENTIFIC STAFF	**54.3**	**55.0**

Source: SGARH

Average retirement age of scientific staff by category and sex (CSIC + NC)

	WOMEN		MEN	
	Retired women	Average age	Retired	Average age
RESEARCH PROFESSOR	11	67.9	17	69.8
RESEARCH SCIENTIST	6	68.7	6	70.0
TENURED SCIENTIST	6	66.5	7	68.0
TOTAL	**23**	**67.7**	**30**	**69.4**

Source: SGARH

Distribution of scientific staff by research sub-area and age

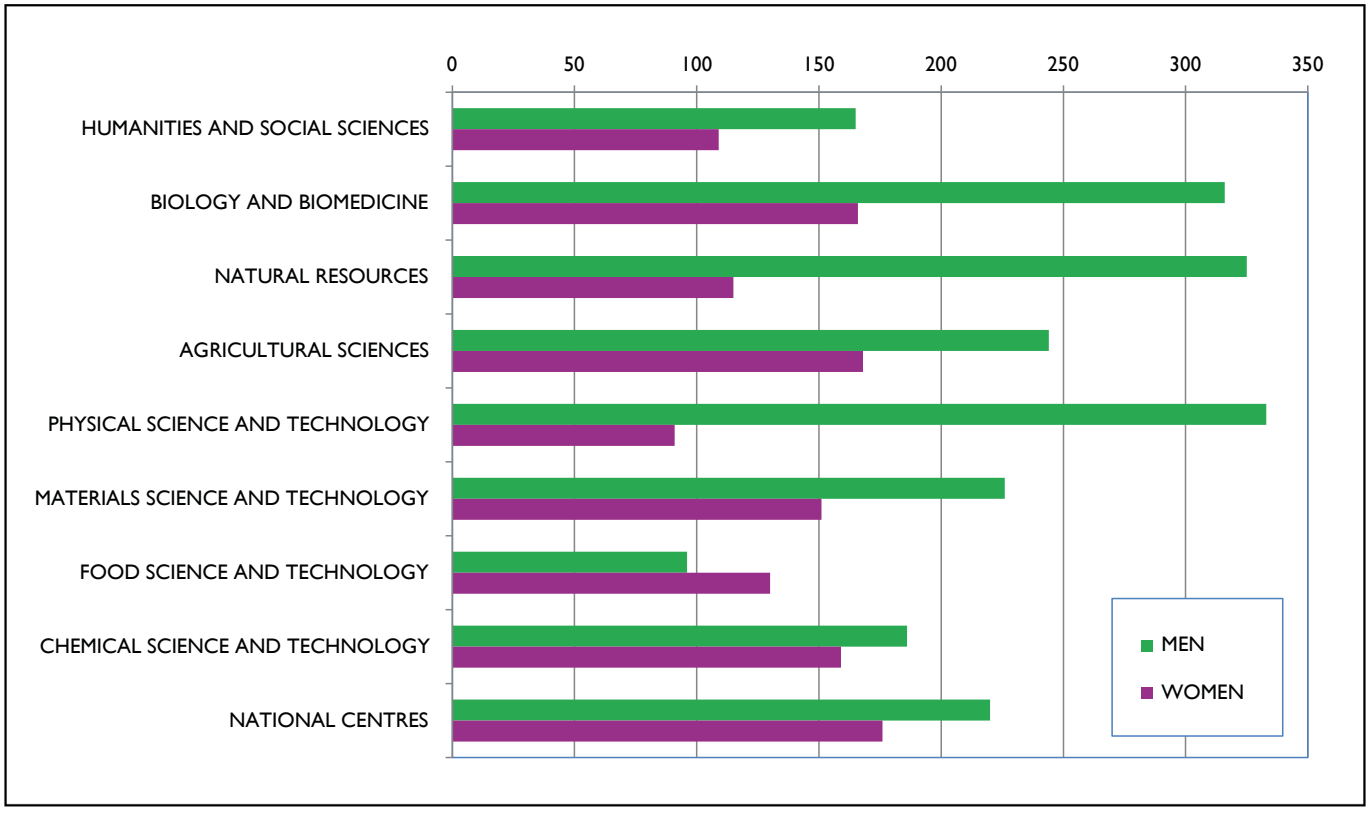
	26-45		46-55		56-65		>65		TOTAL	
	H	M	H	M	H	M	H	M	H	M
HUMANITIES AND SOCIAL SCIENCES	24	12	47	48	74	43	20	6	**165**	**109**
BIOLOGY AND BIOMEDICINE	30	21	103	54	148	77	35	14	**316**	**166**
NATURAL RESOURCES	30	18	118	42	145	47	32	8	**325**	**115**
AGRICULTURAL SCIENCES	39	14	88	70	99	72	18	12	**244**	**168**
PHYSICAL SCIENCE AND TECHNOLOGY	53	15	134	40	123	34	23	2	**333**	**91**
MATERIALS SCIENCE AND TECHNOLOGY	30	25	93	62	82	51	21	13	**226**	**151**
FOOD SCIENCE AND TECHNOLOGY	12	23	26	56	51	45	7	6	**96**	**130**
CHEMICAL SCIENCE AND TECHNOLOGY	23	18	74	63	75	72	14	6	**186**	**159**
NATIONAL CENTRES	35	28	100	86	78	57	7	5	**220**	**176**
WITHOUT AREA	6	4	1	1	1	2		1	**8**	**8**
TOTAL	**282**	**178**	**784**	**522**	**876**	**500**	**177**	**73**	**2119**	**1273**
PERCENTAGE OF WOMEN	**38.70%**		**39.97%**		**36.34%**		**29.20%**		**37.53%**	

Source: SGARH

Distribution of scientific staff by research sub-area

SUB-AREA	MEN	WOMEN	TOTAL	% WOMEN
HUMANITIES AND SOCIAL SCIENCES	165	109	**274**	**39.8%**
BIOLOGY AND BIOMEDICINE	316	166	**482**	**34.4%**
NATURAL RESOURCES	325	115	**440**	**26.1%**
AGRICULTURAL SCIENCES	244	168	**412**	**41.0%**
PHYSICAL SCIENCE AND TECHNOLOGY	333	91	**424**	**21.4%**
MATERIALS SCIENCE AND TECHNOLOGY	226	151	**377**	**40.0%**
FOOD SCIENCE AND TECHNOLOGY	96	130	**226**	**57.5%**
CHEMICAL SCIENCE AND TECHNOLOGY	186	159	**345**	**46.1%**
NATIONAL CENTRES	220	176	**396**	**44.4%**
WITHOUT AREA	8	8	**16**	**50.0%**
TOTAL	**2119**	**1273**	**3392**	**37.5%**

Source: SGARH

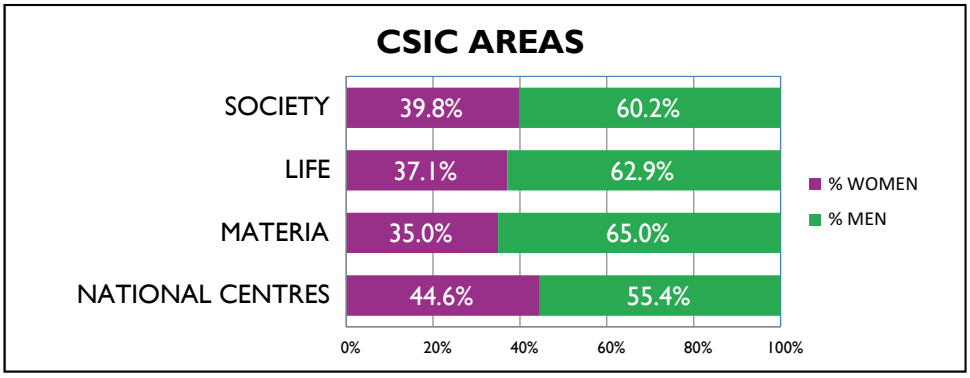


Distribution of scientific staff by area

		MEN	WOMEN	TOTAL	% WOMEN
CSIC AREAS	SOCIETY	165	109	274	39.8%
	LIFE	981	579	1560	37.1%
	MATERIA	745	401	1146	35.0%
NATIONAL CENTRES *		228	184	412	44.6%
TOTAL		2119	1273	3392	37.5%

*** and Tenured Scientists without area**

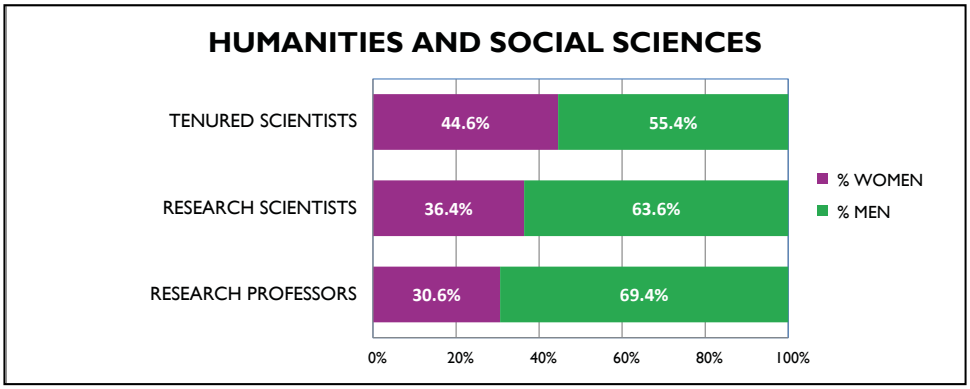
Source: SGARH



Distribution of scientific staff by sub-area and scientific category

Society Area CSIC

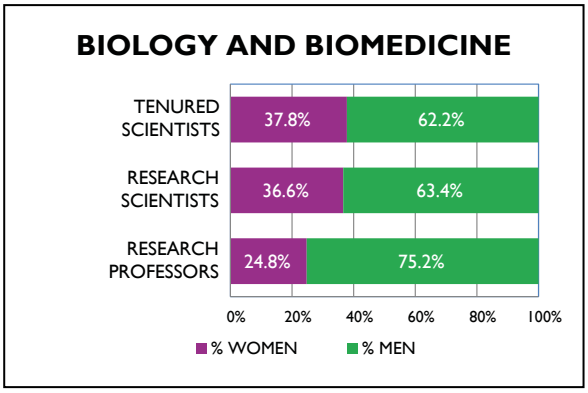
	CATEGORY	MEN	WOMEN	TOTAL	% WOMEN
HUMANITIES AND SOCIAL SCIENCES	RESEARCH PROFESSORS	34	15	49	30.6%
	RESEARCH SCIENTISTS	49	28	77	36.4%
	TENURED SCIENTISTS	82	66	148	44.6%
	TOTAL	165	109	274	39.8%

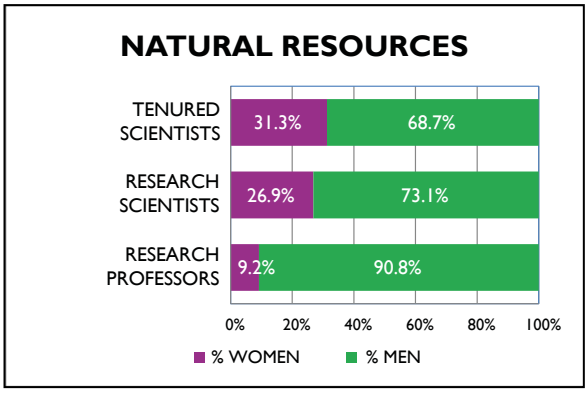


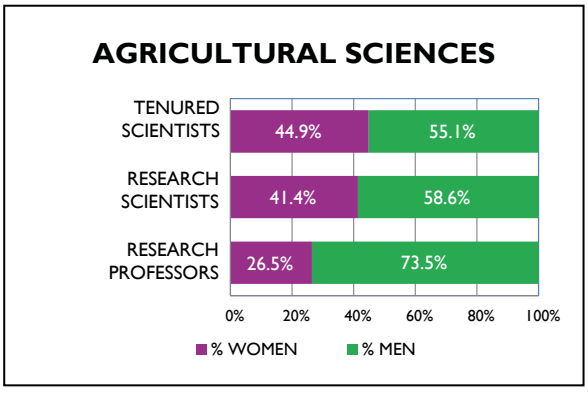
Life Area CSIC

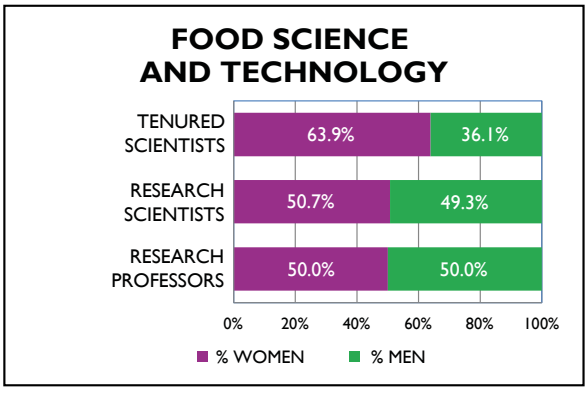
	CATEGORY	MEN	WOMEN	TOTAL	% WOMEN
BIOLOGY AND BIOMEDICINE	RESEARCH PROFESSORS	85	28	**113**	**24.8%**
	RESEARCH SCIENTISTS	83	48	**131**	**36.6%**
	TENURED SCIENTISTS	148	90	**238**	**37.8%**
	TOTAL	**316**	**166**	**482**	**34.4%**
NATURAL RESOURCES	RESEARCH PROFESSORS	69	7	**76**	**9.2%**
	RESEARCH SCIENTISTS	98	36	**134**	**26.9%**
	TENURED SCIENTISTS	158	72	**230**	**31.3%**
	TOTAL	**325**	**115**	**440**	**26.1%**
AGRICULTURAL SCIENCES	RESEARCH PROFESSORS	50	18	**68**	**26.5%**
	RESEARCH SCIENTISTS	75	53	**128**	**41.4%**
	TENURED SCIENTISTS	119	97	**216**	**44.9%**
	TOTAL	**244**	**168**	**412**	**40.9%**
FOOD SCIENCE AND TECHNOLOGY	RESEARCH PROFESSORS	20	20	**40**	**50.0%**
	RESEARCH SCIENTISTS	33	34	**67**	**50.7%**
	TENURED SCIENTISTS	43	76	**119**	**63.9%**
	TOTAL	**96**	**130**	**226**	**57.5%**

Source: SGARH





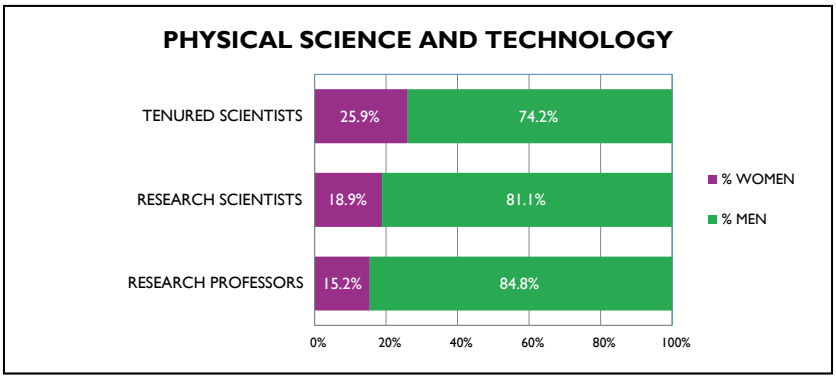


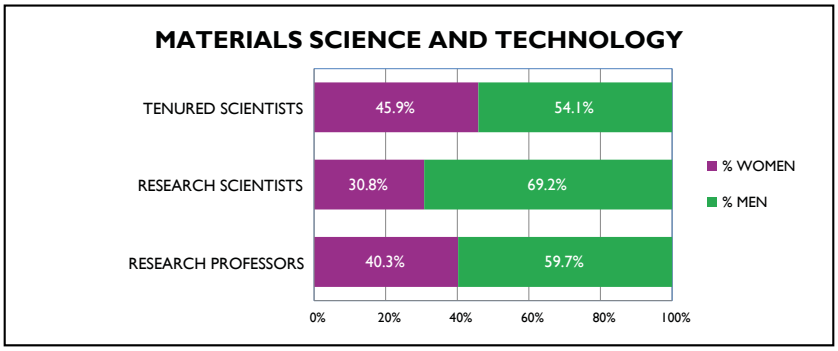


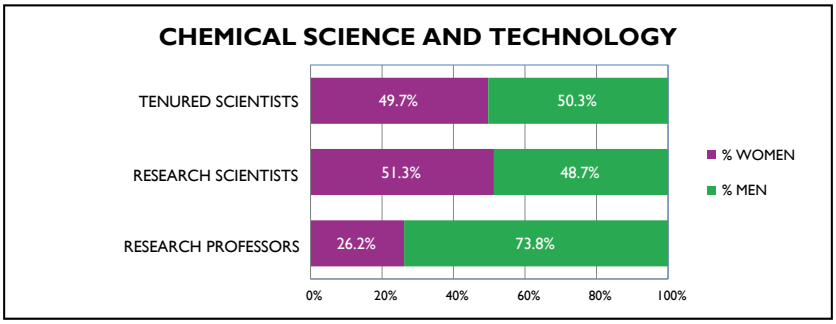
Materia Area CSIC

	CATEGORY	MEN	WOMEN	TOTAL	% WOMEN
PHYSICAL SCIENCE AND TECHNOLOGY	RESEARCH PROFESSORS	78	14	**92**	**15.2%**
	RESEARCH SCIENTISTS	103	24	**127**	**18.9%**
	TENURED SCIENTISTS	152	53	**205**	**25.9%**
	TOTAL	**333**	**91**	**424**	**21.5%**
MATERIALS SCIENCE AND TECHNOLOGY	RESEARCH PROFESSORS	46	31	**77**	**40.3%**
	RESEARCH SCIENTISTS	81	36	**117**	**30.8%**
	TENURED SCIENTISTS	99	84	**183**	**45.9%**
	TOTAL	**226**	**151**	**377**	**40.1%**
CHEMICAL SCIENCE AND TECHNOLOGY	RESEARCH PROFESSORS	45	16	**61**	**26.2%**
	RESEARCH SCIENTISTS	55	58	**113**	**51.3%**
	TENURED SCIENTISTS	86	85	**171**	**49.7%**
	TOTAL	**186**	**159**	**345**	**46.1%**

Source: SGARH



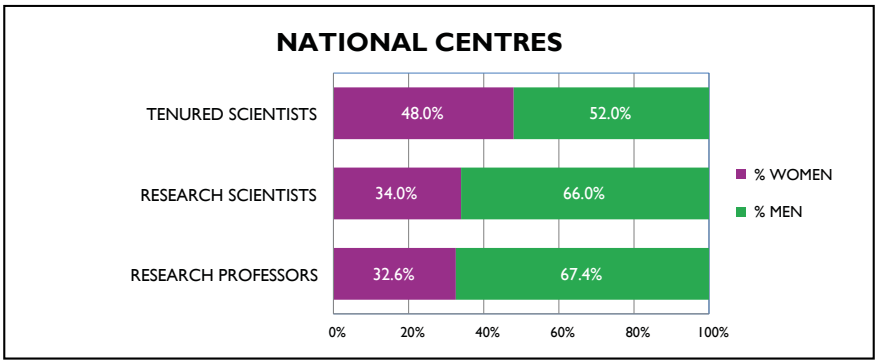




National Centres

CATEGORY	MEN	WOMEN	TOTAL	% WOMEN
RESEARCH PROFESSORS	31	15	**46**	**32.6%**
RESEARCH SCIENTISTS	33	17	**50**	**34.0%**
TENURED SCIENTISTS	156	144	**300**	**48.0%**
TOTAL	**220**	**176**	**396**	**44.4%**

Source: SGARH



Postdoctoral research staff

Post-Doc calls

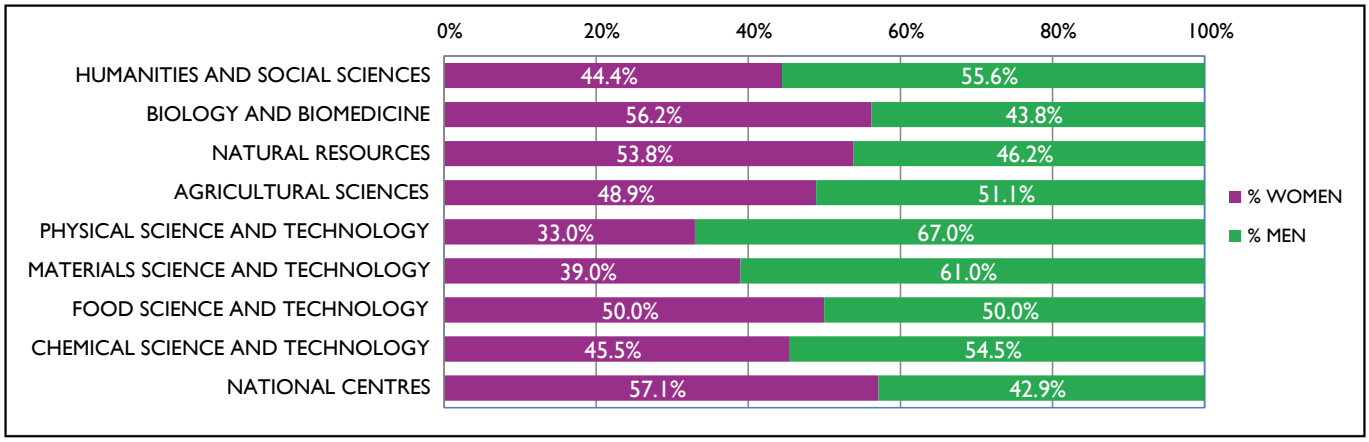
	MEN	WOMEN	TOTAL	% WOMEN
RAMÓN Y CAJAL	53	38	**91**	**41.7%**
Juan de la Cierva TRAINING	31	26	**57**	**45.6%**
Juan de la Cierva INCORPORATION	31	26	**57**	**45.6%**

Source: SGARH

Postdoctoral contracts by sub-area*

	MEN	WOMEN	TOTAL	% WOMEN
HUMANITIES AND SOCIAL SCIENCES	30	24	**54**	**44.4%**
BIOLOGY AND BIOMEDICINE	71	91	**162**	**56.2%**
NATURAL RESOURCES	67	78	**145**	**53.8%**
AGRICULTURAL SCIENCES	24	23	**47**	**48.9%**
PHYSICAL SCIENCE AND TECHNOLOGY	124	61	**185**	**33.0%**
MATERIALS SCIENCE AND TECHNOLOGY	47	30	**77**	**39.0%**
FOOD SCIENCE AND TECHNOLOGY	12	12	**24**	**50.0%**
CHEMICAL SCIENCE AND TECHNOLOGY	30	25	**55**	**45.5%**
NATIONAL CENTRES	12	16	**28**	**57.1%**
WITHOUT AREA	3	0	**3**	**0**
TOTAL	**420**	**360**	**780**	**46.2%**

(*) INCLUIDE: 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



Predoctoral research staff

Predoctoral contracts granted and on-going in 2021*

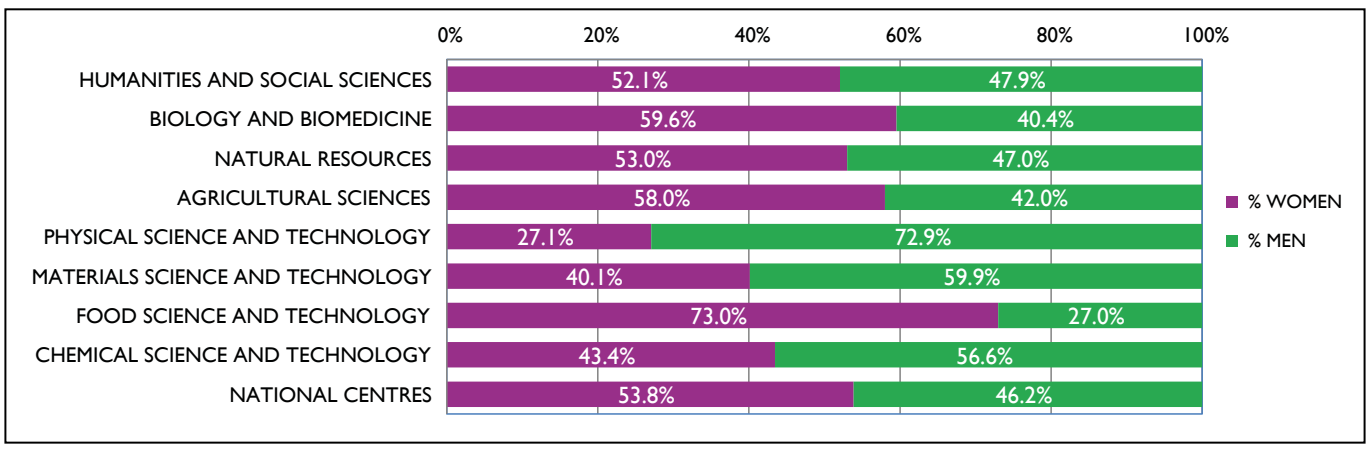
	MEN	WOMEN	TOTAL	% WOMEN
Granted in 2021	241	226	**467**	**48.4%**
Total actives 2021	735	748	**1483**	**50.4%**

Source: SGARH

Distribution of predoc contracts by sub-area*

	MEN	WOMEN	TOTAL	% WOMEN
HUMANITIES AND SOCIAL SCIENCES	35	38	**73**	**52.1%**
BIOLOGY AND BIOMEDICINE	180	265	**445**	**59.6%**
NATURAL RESOURCES	117	132	**249**	**53.0%**
AGRICULTURAL SCIENCES	55	76	**131**	**58.0%**
PHYSICAL SCIENCE AND TECHNOLOGY	140	52	**192**	**27.1%**
MATERIALS SCIENCE AND TECHNOLOGY	103	69	**172**	**40.1%**
FOOD SCIENCE AND TECHNOLOGY	17	46	**63**	**73.0%**
CHEMICAL SCIENCE AND TECHNOLOGY	82	63	**145**	**43.4%**
NATIONAL CENTRES	6	7	**13**	**53.8%**
TOTAL	**735**	**748**	**1483**	**50.4%**

(*) INCLUDED: FPI/FPU calls and others
Source: SGARH



PhD Theses and student training CSIC

	Men	Women	Total	% Women
FINAL DEGREE PROJECTS	331	336	**667**	**50.4%**
FINAL MASTER'S DEGREE PROJECTS	230	267	**497**	**53.7%**
PhD THESES	176	154	**330**	**46.7%**

Source: DPE

PhD theses by sub-area

	Women	Men	Total	% Women
HUMANITIES AND SOCIAL SCIENCES	25	12	**37**	**67.6%**
BIOLOGY AND BIOMEDICINE	85	59	**144**	**59.0%**
NATURAL RESOURCES	45	54	**99**	**45.5%**
AGRICULTURAL SCIENCES	44	28	**72**	**61.1%**
PHYSICAL SCIENCE AND TECHNOLOGY	28	91	**119**	**23.5%**
MATERIALS SCIENCE AND TECHNOLOGY	44	54	**98**	**44.9%**
FOOD SCIENCE AND TECHNOLOGY	24	10	**34**	**70.6%**
CHEMICAL SCIENCE AND TECHNOLOGY	41	23	**64**	**64.1%**

Source: DPE

PhD direction, Master and Bachelor Degrees

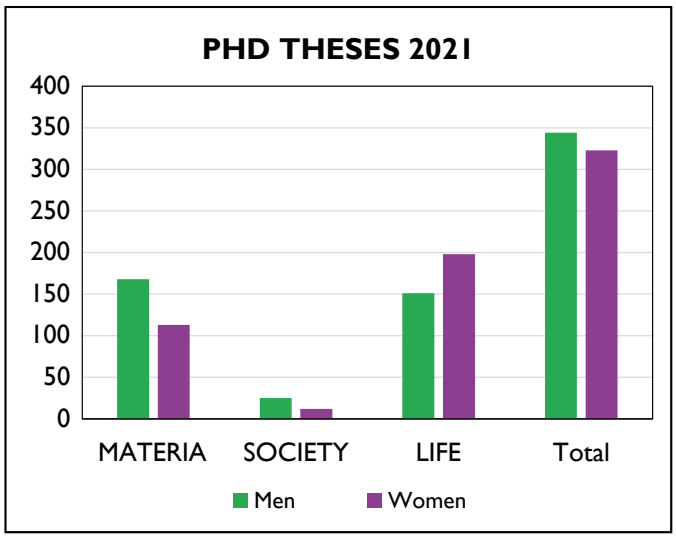
	Men	Women	Total	% Women
PhD DIRECTION	484	272	**757**	**35.9%**
MASTER DEGREE DIRECTION	301	246	**547**	**45.0%**
BACHELOR DEGREE DIRECTION	140	158	**298**	**53.0%**

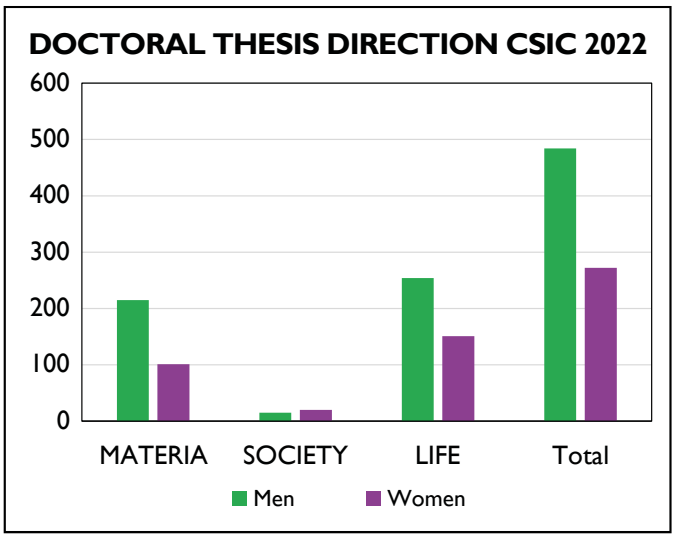
Source: DPE

Direction of PhD theses by sub-area

	Women	Men	Total	% Women
HUMANITIES AND SOCIAL SCIENCES	20	15	**35**	**57.1%**
BIOLOGY AND BIOMEDICINE	61	97	**158**	**38.6%**
NATURAL RESOURCES	29	74	**103**	**28.2%**
AGRICULTURAL SCIENCES	32	62	**94**	**34.0%**
PHYSICAL SCIENCE AND TECHNOLOGY	25	112	**137**	**18.2%**
MATERIALS SCIENCE AND TECHNOLOGY	44	62	**106**	**41.5%**
FOOD SCIENCE AND TECHNOLOGY	29	21	**50**	**58.0%**
CHEMICAL SCIENCE AND TECHNOLOGY	32	41	**73**	**43.8%**

Source: DPE and CMyC



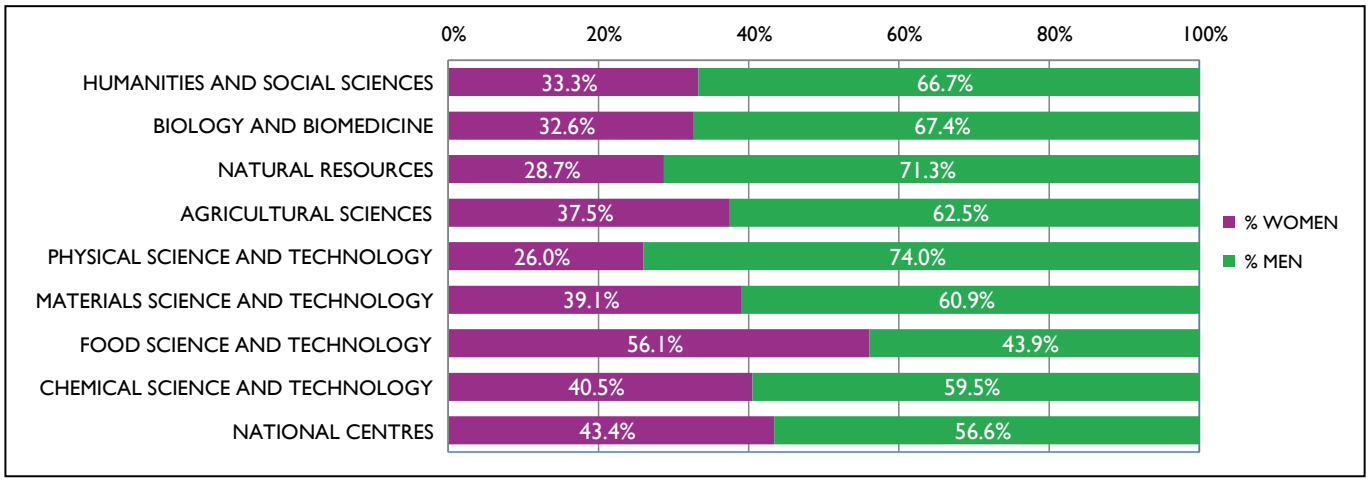


Ongoing national projects 2021

Distribution by PI's sex and sub-area

	MEN	WOMEN	TOTAL	% FEMALE PI	% WOMEN IN AREA
HUMANITIES AND SOCIAL SCIENCES	124	62	186	**33.3%**	**39.8%**
BIOLOGY AND BIOMEDICINE	480	232	712	**32.6%**	**34.4%**
NATURAL RESOURCES	308	124	432	**28.7%**	**26.1%**
AGRICULTURAL SCIENCES	275	165	440	**37.5%**	**40.8%**
PHYSICAL SCIENCE AND TECHNOLOGY	268	94	362	**26.0%**	**21.5%**
MATERIALS SCIENCE AND TECHNOLOGY	168	108	276	**39.1%**	**40.1%**
FOOD SCIENCE AND TECHNOLOGY	82	105	187	**56.1%**	**57.5%**
CHEMICAL SCIENCE AND TECHNOLOGY	181	123	304	**40.5%**	**46.1%**
CENTRAL SERVICES	5	6	11	**54.5%**	
NATIONAL CENTRES	99	76	175	**43.4%**	**44.4%**
By AREAS					
Society	124	62	186	**33.3%**	**39.8%**
Life	1242	701	1943	**36.1%**	**37.4%**
Materia	619	326	945	**34.5%**	**35.1%**
TOTAL	**1990**	**1095**	**3085**	**35.5%**	

Source: VAPC



Funding distribution by sex and sub-area

€	MEN	WOMEN	TOTAL	% FUNDING TO WOMEN
HUMANITIES AND SOCIAL SCIENCES	5,862,702.44	2,895,475.12	**8,758,177.56**	**33.1%**
BIOLOGY AND BIOMEDICINE	108,876,940.06	45,043,751.53	**153,920,691.59**	**29.3%**
NATURAL RESOURCES	57,345,843.21	19,358,429.17	**76,704,272.38**	**25.2%**
AGRICULTURAL SCIENCES	42,444,475.55	24,954,406.81	**67,398,882.36**	**37.0%**
PHYSICAL SCIENCE AND TECHNOLOGY	58,886,720.55	21,072,787.68	**79,959,508.23**	**26.4%**
MATERIALS SCIENCE AND TECHNOLOGY	23,126,209.41	17,265,210.25	**40,391,419.66**	**42.7%**
FOOD SCIENCE AND TECHNOLOGY	14,495,513.65	17,829,688.53	**32,325,202.18**	**55.2%**
CHEMICAL SCIENCE AND TECHNOLOGY	33,812,245.77	17,095,056.77	**50,907,302.54**	**33.6%**
NATIONAL CENTRES	14,413,858.19	19,259,661.49	**33,673,519.68**	**57.2%**
CENTRAL SERVICES	336,878.80	281,800.00	**618,678.80**	**45.5%**
TOTAL	**359,601,387.63**	**185,056,267.35**	**544,657,654.98**	**34.0%**

Source: VAPC

Distribution by PI's sex in current cooperation projects (CSIC + NC)

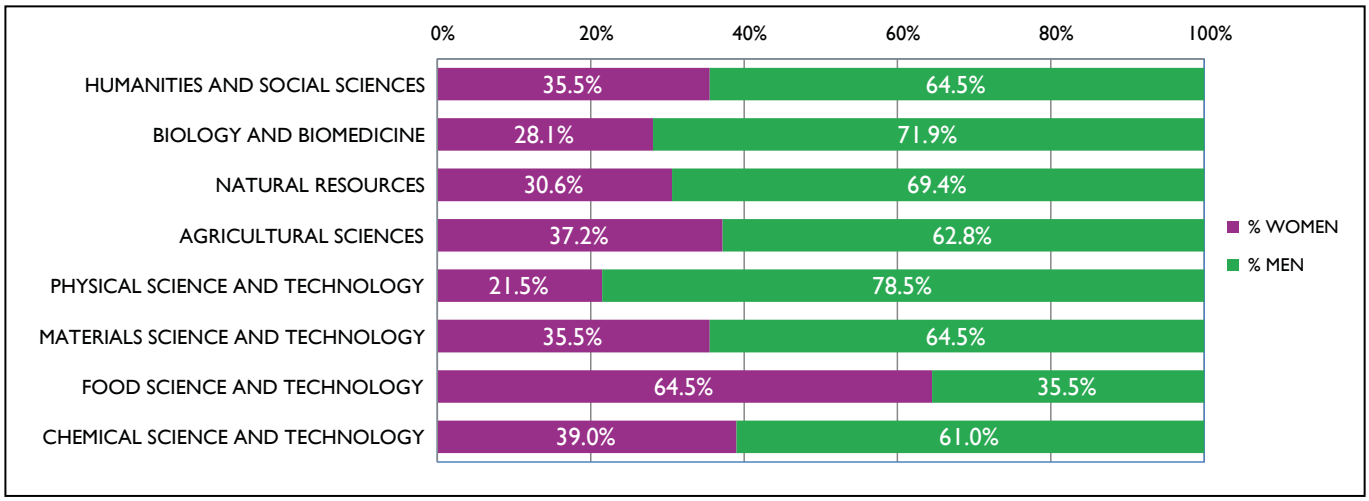
PROJECTS	TOTAL CSIC GROUPS	FEMALE PI	% FEMALE PI
H2020 PROGRAMME	516	172	**33.3%**
Other European Projects	48	15	**31.3%**
International Projects	42	16	**38.1%**
ERC SYG	4	1	**25.0%**
ERC Advanced	13	4	**30.8%**
ERC Consolidator	26	9	**34.6%**
ERC Starting Grants	23	5	**21.7%**
ERC PoC	4	2	**50.0%**
TOTAL	**676**	**224**	**33.1%**

Source: VRI *(data corrected on 2022/08/18)*

Distribution by PI's sex and sub-area in European Projects H2020 (CSIC + NC)

PROJECTS	TOTAL CSIC GROUPS	FEMALE PI	% FEMALE PI
HUMANITIES AND SOCIAL SCIENCES	31	11	35.5%
BIOLOGY AND BIOMEDICINE	64	18	28.1%
NATURAL RESOURCES	108	33	30.6%
AGRICULTURAL SCIENCES	86	32	37.2%
PHYSICAL SCIENCE AND TECHNOLOGY	93	20	21.5%
MATERIALS SCIENCE AND TECHNOLOGY	62	22	35.5%
FOOD SCIENCE AND TECHNOLOGY	31	20	64.5%
CHEMICAL SCIENCE AND TECHNOLOGY	41	16	39.0%
TOTAL	516	172	33.3%

Source: VRI



Distribution by PI's sex in current cooperation projects (CSIC)

PROJECT	TOTAL CSIC GROUPS	FEMALE PI	% FEMALE PI
I-COOP	90	44	49%
I-LINK	62	29	47%
EMHE	7	4	57%
LINCGLOBAL	8	2	25%
PICS	12	3	25%
TOTAL	179	82	46%

Source: VRI

Priority Patent Applications (CSIC + NC)

Number of patents filed	Without WOMEN	At least one WOMAN	% with WOMEN
HUMANITIES AND SOCIAL SCIENCES			
BIOLOGY AND BIOMEDICINE	6	33	84.6%
NATURAL RESOURCES	0	1	100%
AGRICULTURAL SCIENCES	1	10	90.9%
PHYSICAL SCIENCE AND TECHNOLOGY	10	15	50.0%
MATERIALS SCIENCE AND TECHNOLOGY	2	17	89.5%
FOOD SCIENCE AND TECHNOLOGY	0	2	100%
CHEMICAL SCIENCE AND TECHNOLOGY	6	34	85.0%
TOTAL	25	112	77.67%

Source: VATC

Distribution by PI's sex in priority patent applications

PI's	MEN	WOMEN	TOTAL	% WOMEN
HUMANITIES AND SOCIAL SCIENCES				
BIOLOGY AND BIOMEDICINE	117	84	201	41.8%
NATURAL RESOURCES	3	2	5	40.0%
AGRICULTURAL SCIENCES	24	26	50	52.0%
PHYSICAL SCIENCE AND TECHNOLOGY	88	28	116	24.1%
MATERIALS SCIENCE AND TECHNOLOGY	57	46	103	44.7%
FOOD SCIENCE AND TECHNOLOGY	1	8	9	88.9%
CHEMICAL SCIENCE AND TECHNOLOGY	136	98	234	41.9%
TOTAL	426	292	718	40.7%

Source: VATC

Public Employment Offer for scientific positions

Public employment offer for scientific positions in free access (CSIC)

			MEN			WOMEN			
YEAR		Places	Submitted	Covered	Ratio	Submitted	Covered	Ratio	%W
2008		227	649	137	4.7	446	78	5.7	**36.3%**
2009		50	288	29	9.9	251	18	13.9	**38.3%**
2010		26	195	16	12.2	141	9	15.7	**36.0%**
2011		31	292	19	15.4	246	11	22.3	**36.7%**
2012		22	386	15	25.7	331	7	47.3	**31.8%**
2013		5	129	5	25.8	97	0	---	**0.0%**
2014		24	252	14	18.0	211	10	21.1	**41.7%**
2015		107	651	79	8.2	411	27	15.2	**25.5%**
2016		110	635	69	9.2	431	39	11.1	**36.1%**
2017		108	460	66	7.0	332	42	7.9	**38.9%**
2018	RP	9	23	7	3.3	3	2	1.5	**22.2%**
	RS	27	60	22	2.7	31	6	5.2	**21.4%**
	TS	220	678	135	5.0	511	106	4.8	**44.0%**
2019	In progress								

Source: SGARH

Public employment offer for scientific positions in internal promotion (CSIC)

			MEN			WOMEN			
YEAR		Places	Submitted	Covered	Ratio	Submitted	Covered	Ratio	%W
2010	RP	17	207	9	23.00	108	8	13.50	**47.1%**
	RS	23	180	11	16.36	135	12	11.25	**52.2%**
	TS	2	12	2	6.00	15	0	-	**0.0%**
2011	RP	8	171	6	28.50	75	2	37.50	**25.0%**
	RS	10	167	7	23.86	102	3	34.00	**30.0%**
	TS	2	7	1	7.00	11	1	11.00	**50.0%**
2013	RP	8	151	5	30.20	72	3	24.00	**37.5%**
	RS	16	226	13	17.38	105	3	35.00	**18.8%**
	TS	3	26	1	26.00	26	2	13.00	**66.7%**
2014	RP	10	119	8	14.88	59	2	29.50	**20.0%**
	RS	20	165	10	16.50	88	10	8.80	**50.0%**
	TS	0							
2015	RP	20	169	11	15.36	82	9	9.11	**45.0%**
	RS	50	240	34	7.06	127	16	7.94	**32.0%**
	TS	10	43	7	6.14	43	3	14.33	**30.0%**
2016	RP	20	150	13	11.54	73	7	10.43	**35.0%**
	RS	50	205	37	5.54	104	13	8.00	**26.0%**
	TS	10	33	2	16.50	25	8	3.13	**80.0%**
2017 (Final 2020)	RP	50	212	39	5.44	95	11	8.64	**22.0%**
	RS	142	300	86	3.49	175	56	3.13	**39.4%**
	TS	18	47	11	4.27	33	7	4.71	**38.9%**
2019	In progress								

Source: SGARH

Age of scientific staff at open access (CSIC)

OPEN ACCESS TO TENURED SCIENTISTS		
YEAR	**Age MEN**	**Age WOMEN**
2010	39.4	38.8
2011	38.4	36.4
2013	-	-
2014	37.0	39.4
2015	41.1	40.5
2016	No data	
2018-2019*	44.2	43.2

* incorporated 2020-2021
Source: SGARH

Age of scientific staff at internal promotion (CSIC)

INTERNAL PROMOTION						
	TENURED SCIENTISTS		**RESEARCH SCIENTISTS**		**RESEARCH PROFESSORS**	
YEAR	**Age MEN**	**Age WOMEN**	**Age MEN**	**Age WOMEN**	**Age MEN**	**Age WOMEN**
2010	52.0	37.8	45.4	47.0	49.5	48.6
2011	49.5	37.8	46.1	44.9	51.4	50.3
2013	42.0	44.5	44.5	40.0	43.2	51.3
2014	-	-	46.5	46.9	49.1	49.0
2015	-	-	47.6	48.0	49.9	50.0
2017-2018*	45.9	51.7	51.0	50.2	54.1	55.0

* incorporated 2020-2021
Source: SGARH

Editorial CSIC

Journals Editorial CSIC

37 Scientific journals	MEN	WOMEN	TOTAL	%WOMEN
STEERING TEAM				
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	65	57	**122**	**46.7%**
Humanities	122	117	**239**	**48.9%**
Social Sciences	35	37	**72**	**51.4%**
ADVISORY BOARD				
Science and Technology	73	61	**134**	**45.5%**
Humanities	143	144	**287**	**50.2%**
Social Sciences	33	37	**70**	**52.9%**
TOTAL EDITORIAL TEAM				
Science and Technology	138	118	**256**	**46.1%**
Humanities	265	261	**526**	**49.6%**
Social Sciences	68	74	**142**	**52.1%**

Source: Editorial CSIC

Collections Editorial CSIC

	STEERING COMITEE			EDITORIAL BOARD			ADVISORY BOARD		
	M	W	%W	M	W	%W	M	W	%W
Philology and Philosophy	17	11	**39.3%**	62	67	**51.9%**	83	70	**45.8%**
History and Art	14	8	**36.4%**	48	48	**50.0%**	74	67	**47.5%**
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%**

Source: Editorial CSIC

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%**
2021	31	16	**63.3%**

Source: VAACT

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