

*Not all the pretty girls are models;
some of them are lecturers...*

No todas las
**mujeres
bonitas**
son modelos
algunas son
profesoras!!



"HOW TO BE A WOMEN UNIVERSITY PROFESSOR, AND NOT DIE IN THE ATTEMPT!"

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13th/April/2017, Torgersen 1060. Virginia Tech.

Sources:

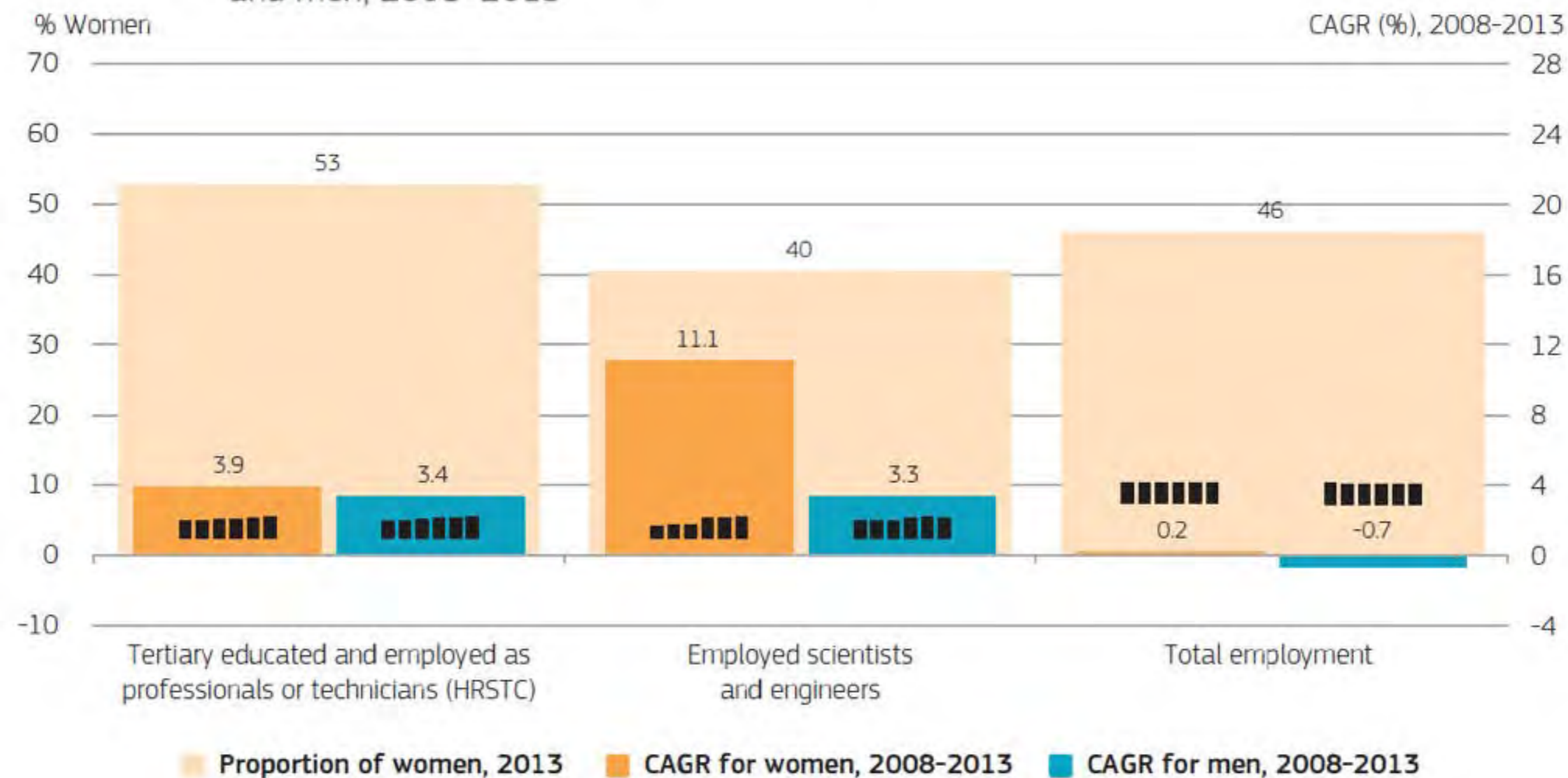
- ❖ *She Figures 2015. Gender in Research and Innovation (2015)*. Brussels: European Commission: https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf
- ❖ *She Figures Handbook. Research and Innovation (2015)*. Brussels: European Commission: https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015_Handbook_final.pdf
- ❖ *Científicas en cifras 2015. Estadísticas e indicadores de la (des)igualdad de género en la formación y profesión científica (2016)*. Madrid: Ministerio de Economía, Industria y Competitividad: http://www.idi.mineco.gob.es/stfls/MICINN/Ministerio/FICHEROS/Informe_Cientificas_en_Cifras_2015_con_Anexo.pdf

She figures 2012 (data up to 2010)

- the proportion of women researchers is growing faster than that of men
 - ↳ women: 5.1% growth annually for 2002-2009
 - ↳ men: 3.3% “

- still, proportion of researchers ‰ of total labor force
 - ↳ male: 12‰
 - ↳ female: 7‰

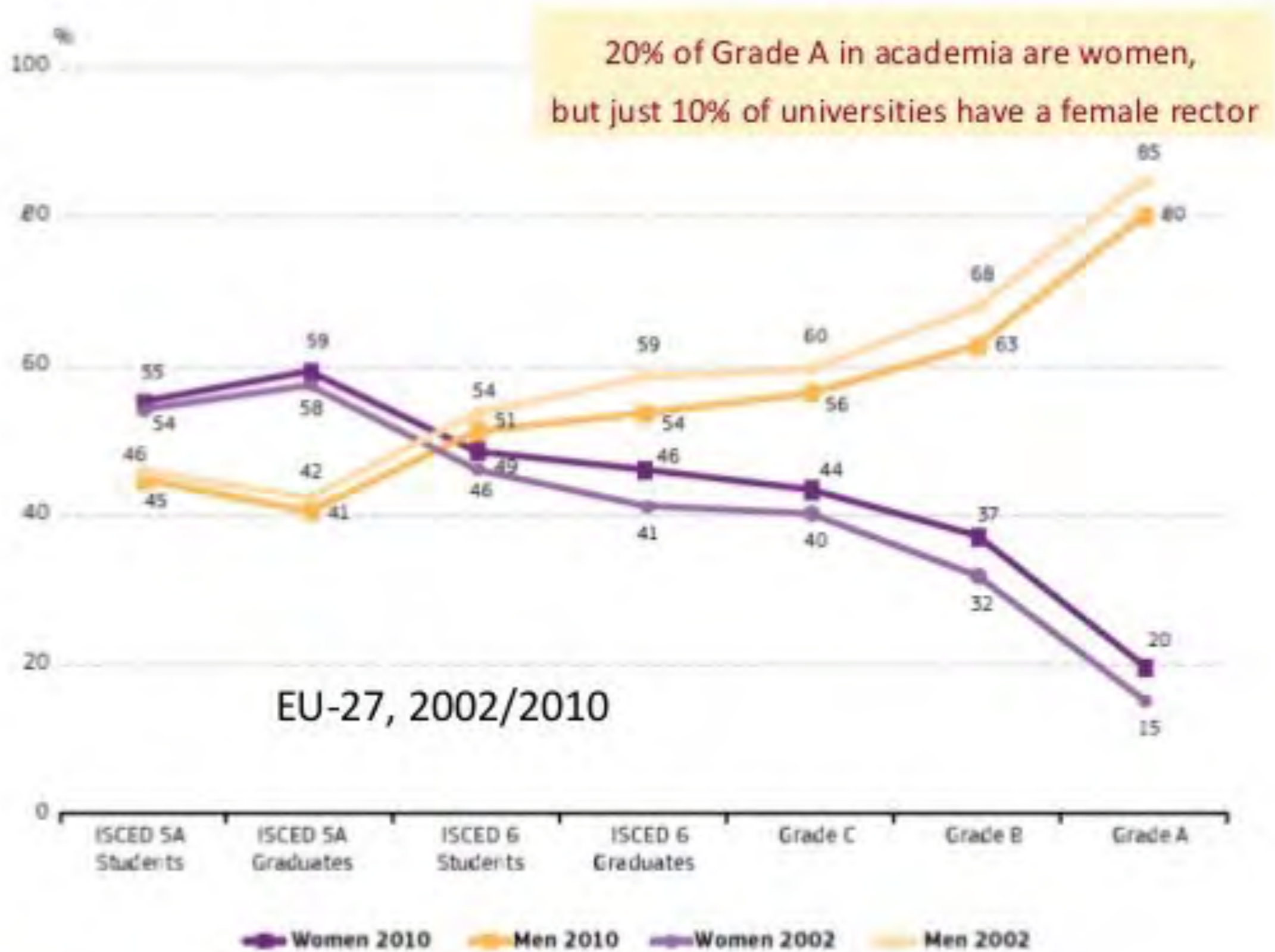
Figure 3.1. Proportion of women in the EU-28 compared to total employment, the population of tertiary educated professionals and technicians (HRSTC) and the population of scientists and engineers, in 2013, and compound annual growth rate for women and men, 2008–2013

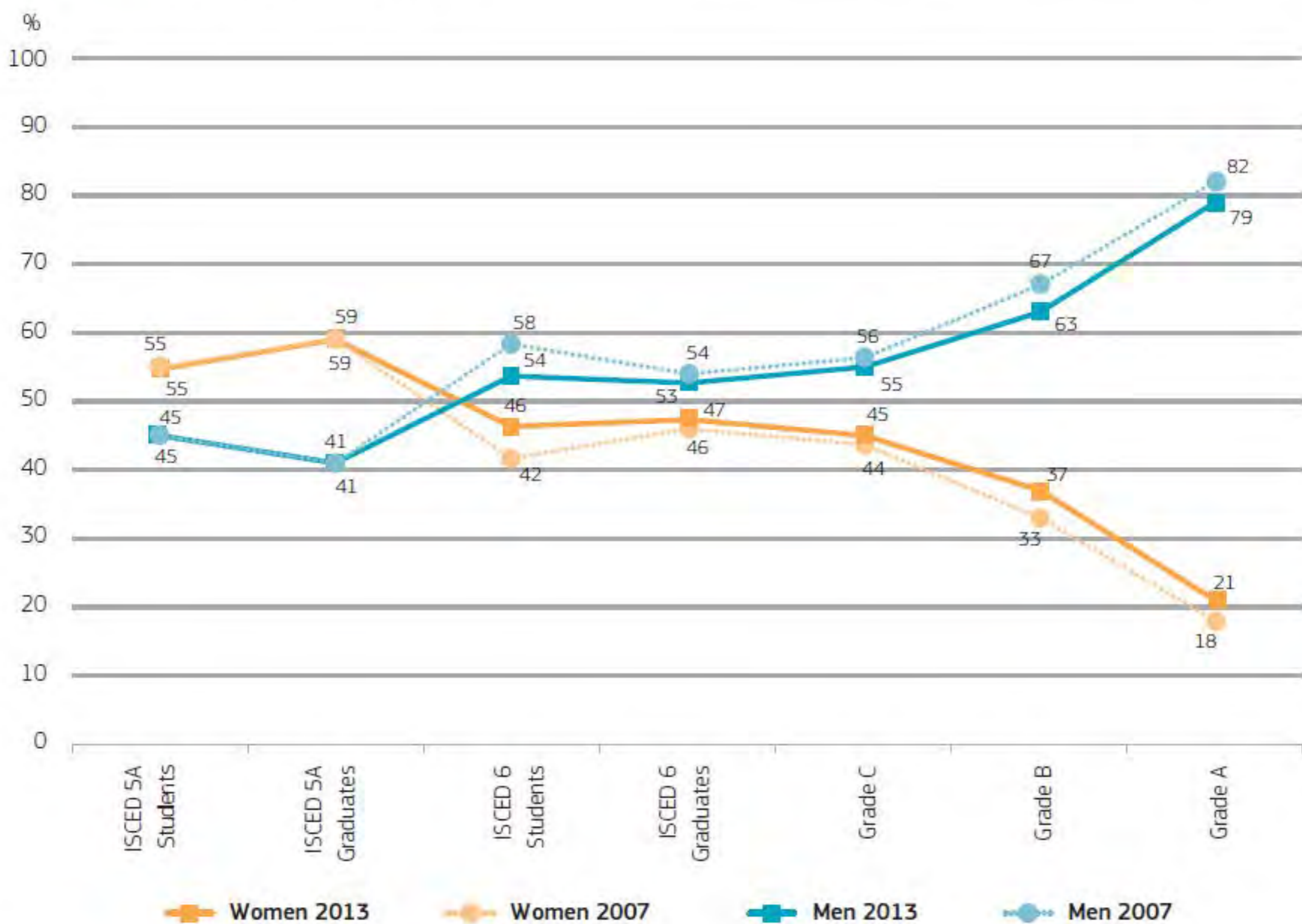


Notes: Proportions show percentage, whereas compound annual growth rate (CAGR) shows percentage growth; The 'trends' represent the actual changes in the number of women and men researchers each year (headcount). This differs from the CAGR, which shows the average yearly change over the whole period; Break in time series: 2005; 2011; Others: Age 25-64.

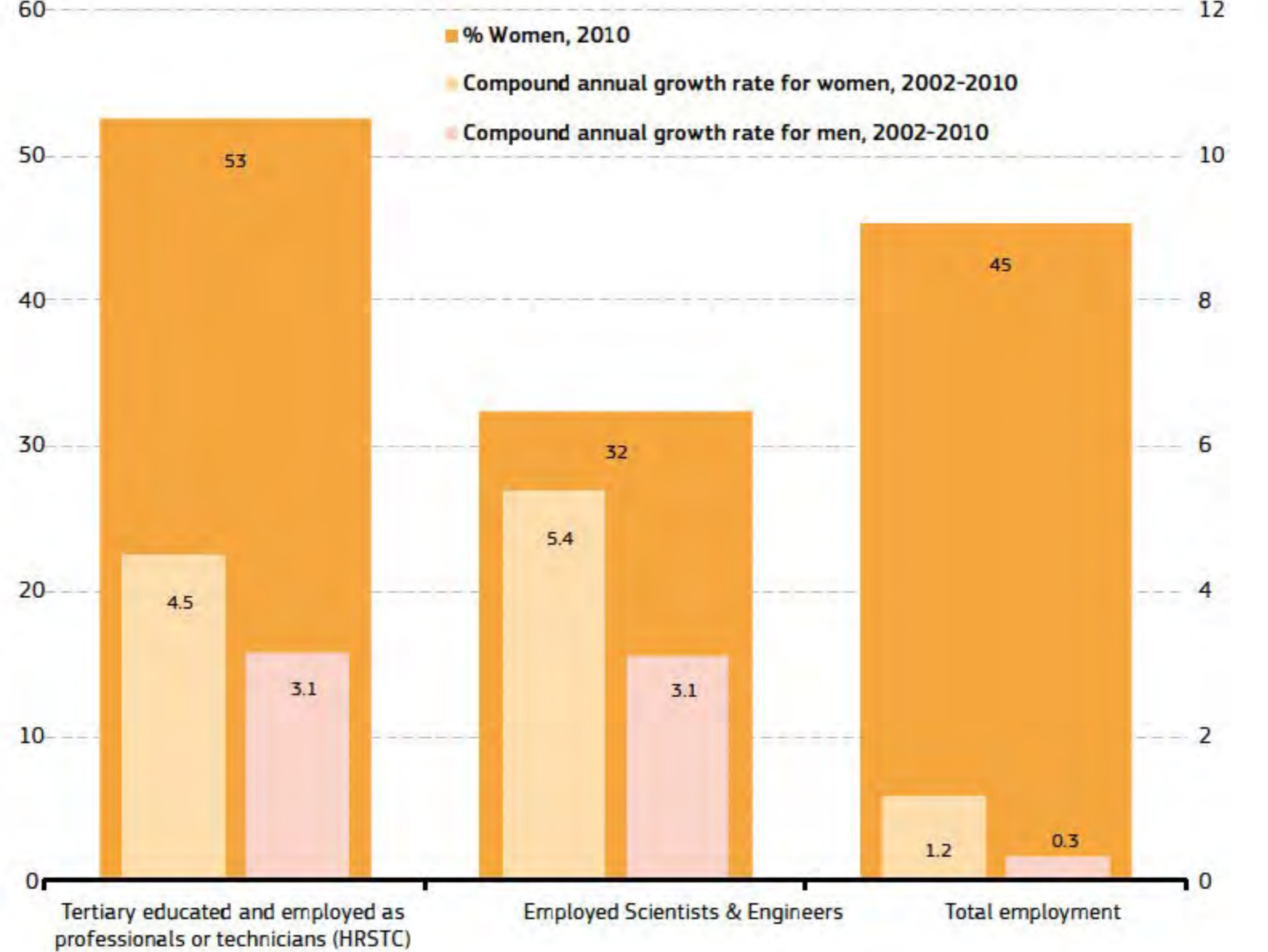
Source: Eurostat – Human resources in science and technology (online data code: hrst_st_ncat) and Eurostat – Labour Force Survey – Employment by sex, age and nationality (1 000) (online data code: lfsa_egan)

women/men in academia





Notes: Reference years Eurostat data: 2007–2012; Reference years for Women in Science (WiS) data: 2007–2013; Exceptions to the reference years (WiS): AT: 2007–2011; BE (FR), LV, RO: 2010–2013; CY, PT: 2007–2012; DK, LU (Grade A and B, C not available): 2009–2013; ES, IE: 2008–2012; BE (FL), NL, FI: 2011–2013; PL:



Women Researchers in Spain 2012:

Natural Sciences: 41%

Engineering and Technology: 37%

Medical Sciences: 43%

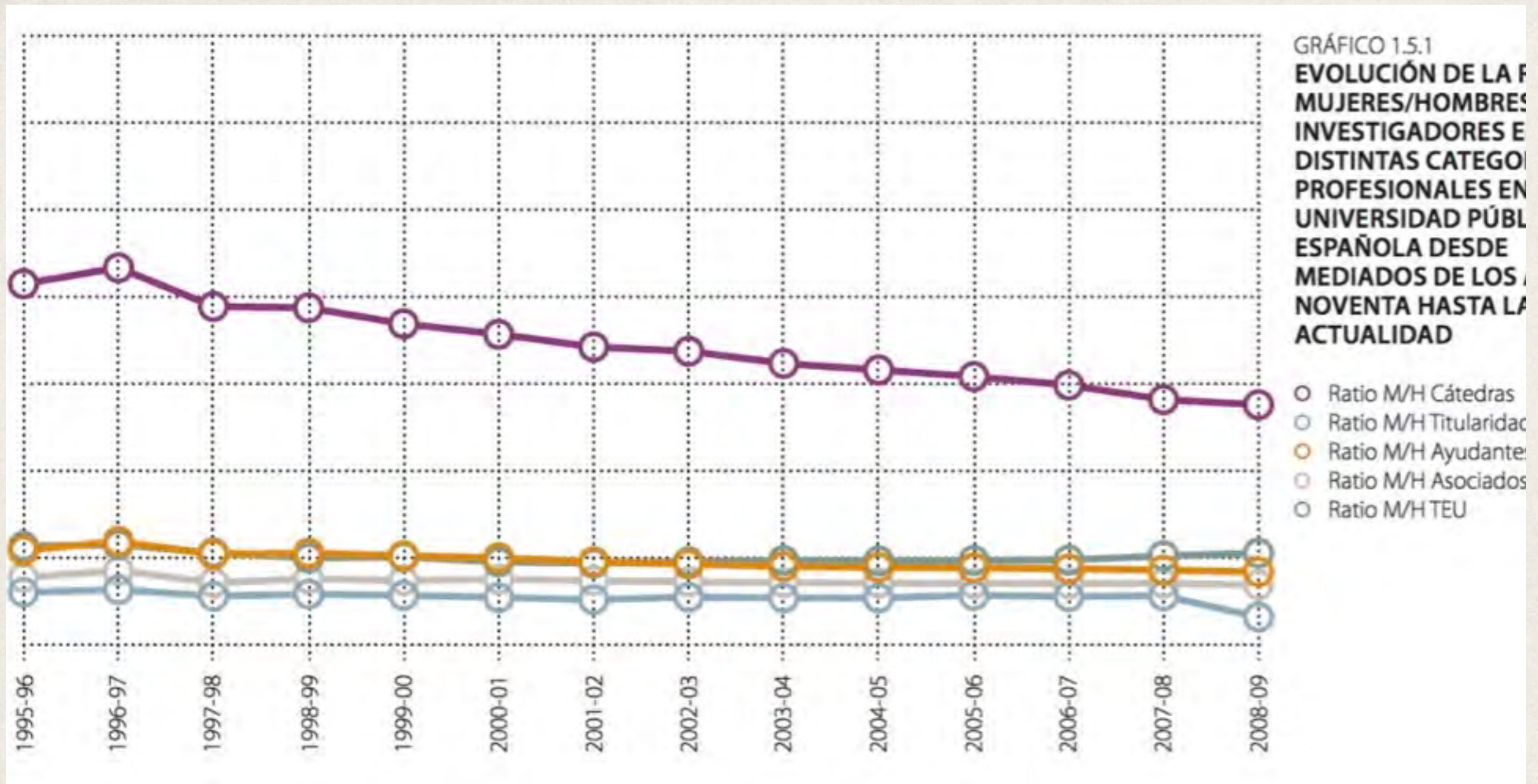
Agricultural Sciences: 39%

Social Sciences: 42%

Humanities: 42%

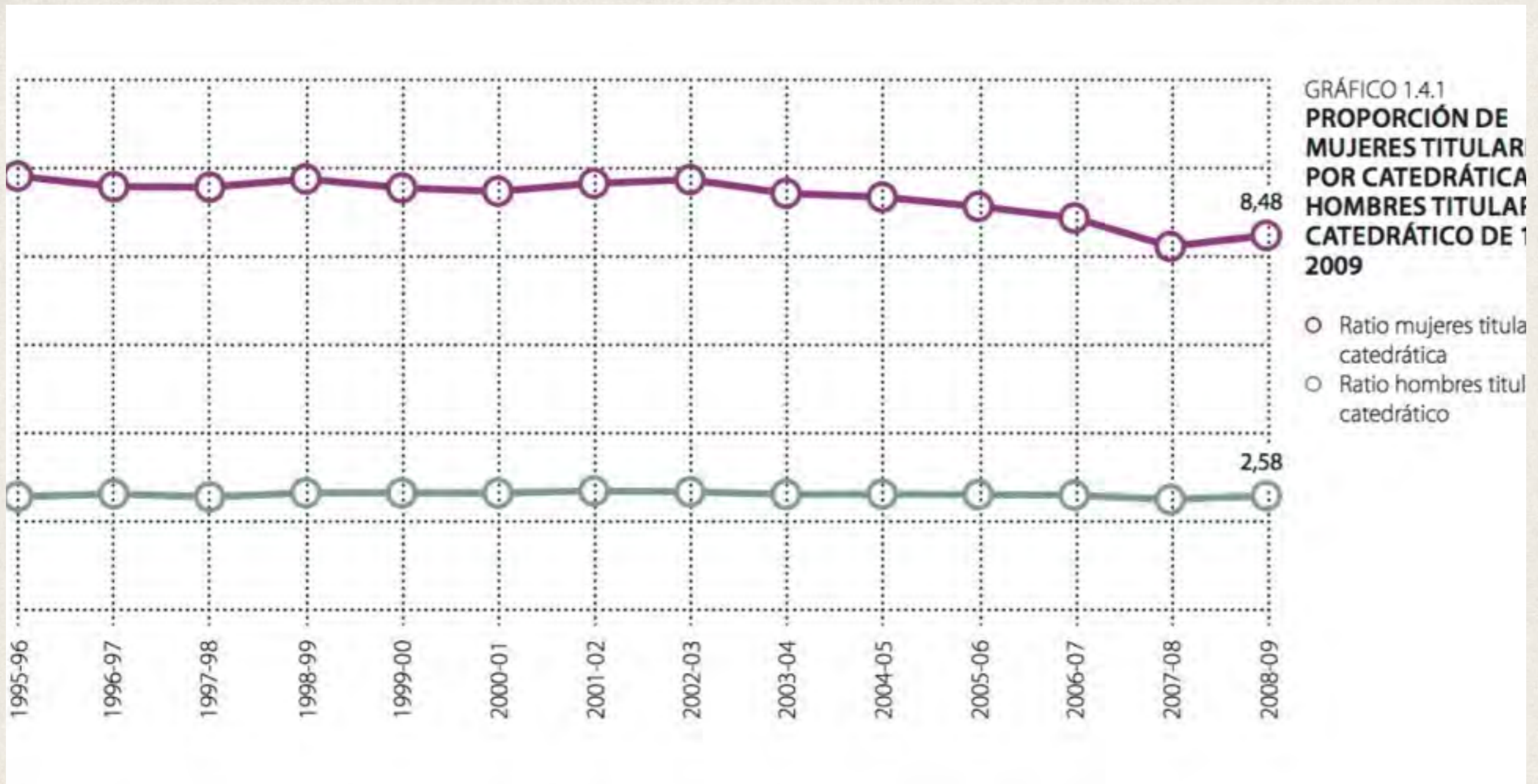
science, 2005-2012

	Natural sciences		Engineering & technology		Medical sciences		Agricultural sciences		Social sciences		Humanities	
	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012	2005	2012
BE	30	33	19	21	47	53	40	47	43	49	42	45
BG	54	47	26	33	53	51	34	33	43	52	47	54
CZ	32	29	21	21	44	48	36	36	39	42	37	42
DK	26	33	16	24	41	49	50	51	32	42	45	43
DE	23	28	14	19	39	48	39	49	34	36	36	50
EE	38	40	24	31	57	58	42	46	55	58	59	62
IE	31	34	21	21	57	61	38	47	45	49	44	51
ES	38	41	34	37	40	43	38	39	39	42	39	42
HR	41	44	31	36	55	58	41	46	45	55	52	58
IT	36	42	21	26	30	36	32	39	36	42	49	52
CY	30	34	18	31	(1/1)	56	:	:	38	40	48	47
LV	39	43	21	36	59	64	51	54	60	64	70	68
LT	41	45	27	35	54	61	47	53	61	65	62	65
LU	26	24	18	16	(2)	23	:	:	34	58	35	53
HU	27	27	18	22	44	46	33	38	41	45	45	44
MT	17	26	9	13	30	46	20 (1/5)	27 (3/11)	34	40	28	23
NL	26	41	21	41	39	41	34	41	38	41	42	41
AT	26	29	18	22	40	46	49	56	44	49	46	52
PL	39	39	23	25	53	55	47	49	47	47	45	47
PT	48	51	33	31	54	56	50	55	53	54	51	50
RO	36	51	34	41	57	57	43	42	45	50	33	49
SI	29	30	18	24	50	52	52	53	38	46	47	51
SK	38	46	32	32	55	56	44	42	53	52	48	48
FI	33	33	30	25	57	67	58	55	53	57	54	57
SE	35	36	22	25	61	59	56	47	:	:	:	:
UK	31	44	19	40	51	50	33	60	41	39	47	38
NO	26	33	19	26	49	56	43	47	42	48	43	47
MK	33 (3/9)	56 (14/25)	32	34	62	66	28	44	38	48	64	54
RS	51	49	31	34	56	48	45	57	50	48	50	57
TR	41	43	30	32	44	47	27	30	37	41	41	43



Women Professors in Spain (violet)

2015



% of Women Professors for Women Young Professors

(Women in violet) 2015

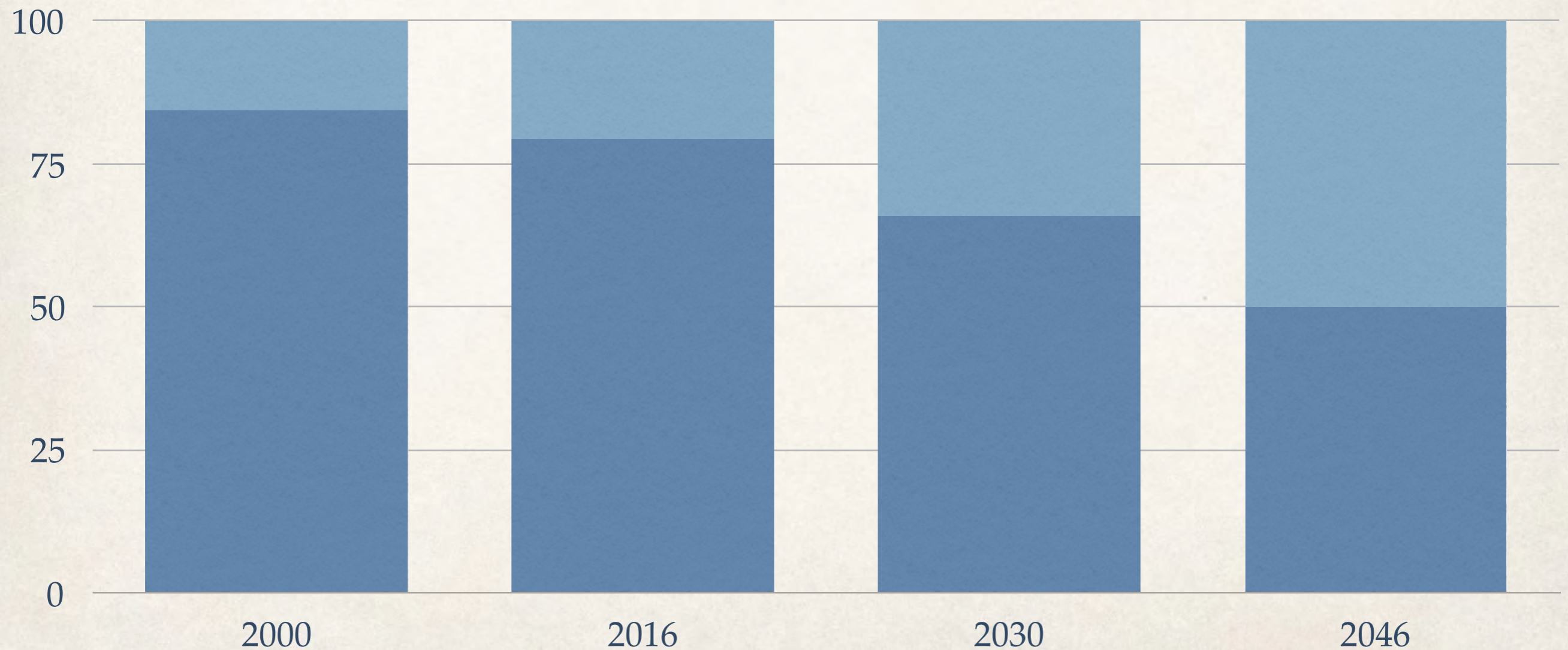
Women University Professors in Spain:

15,7%

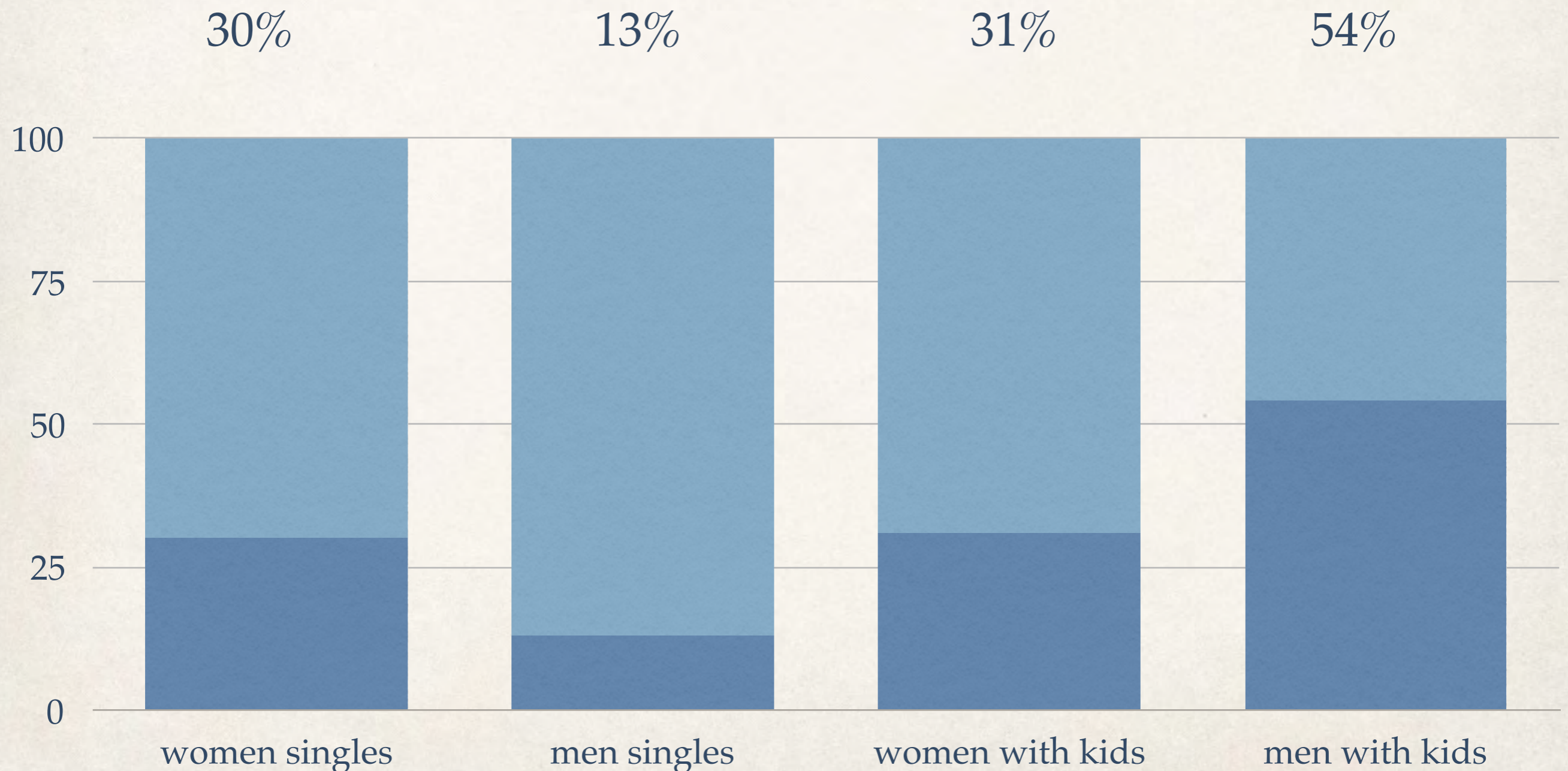
20,6%

34%

50%



Women University Professors in Spain: marital situation in 2016



Priorities of Women Professors in Spain

❖ Family

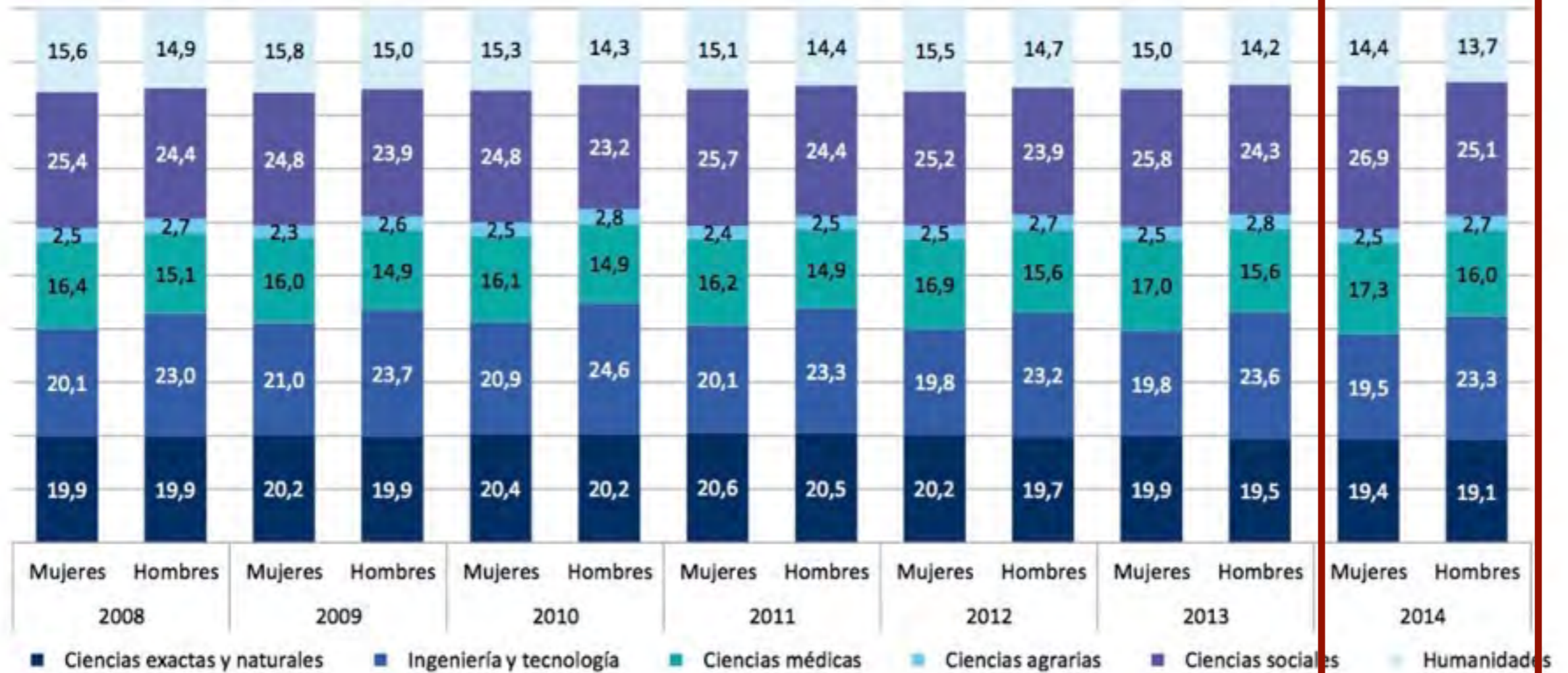
❖ Research

❖ Teaching

❖ Academic positions

Concentración del personal investigador en Enseñanza Superior según sexo y área científico-tecnológica. España, 2008-2014

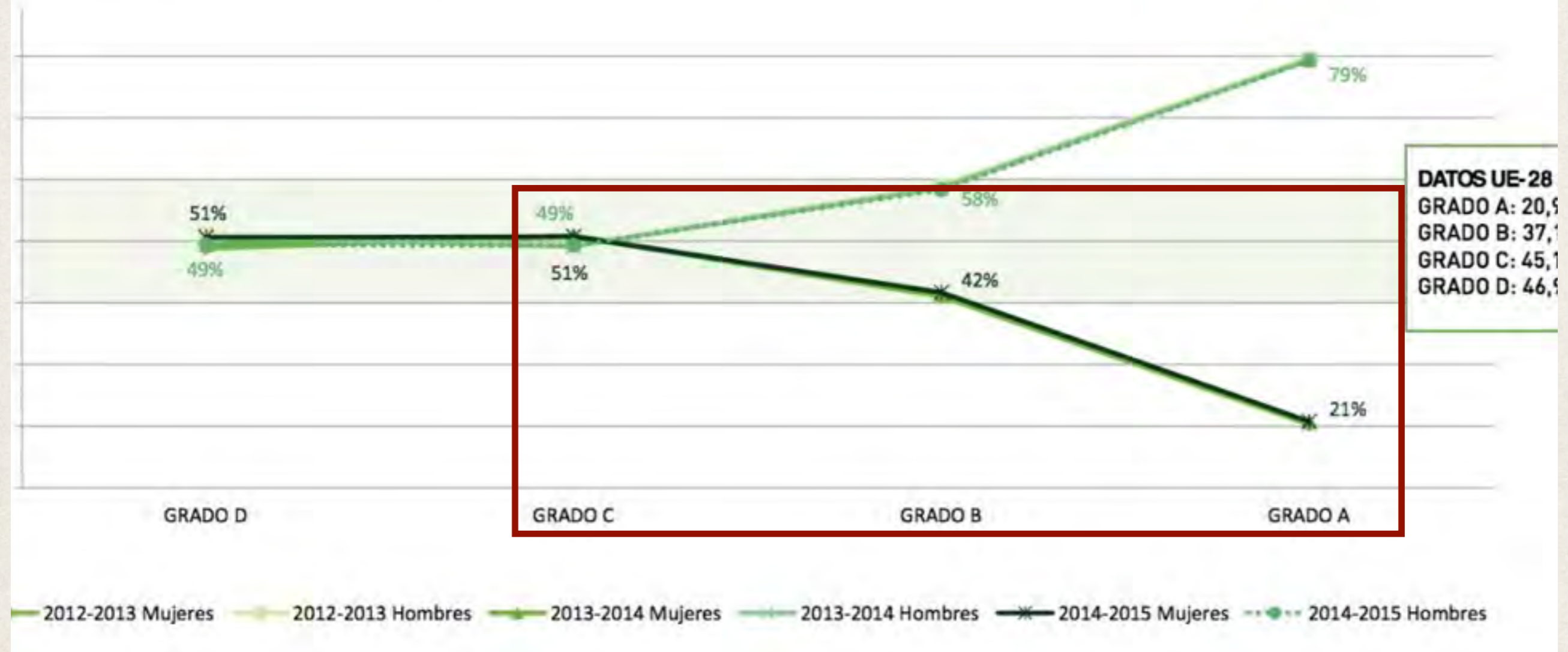
Porcentaje de cada área sobre el total de cada sexo



Women researchers in Spain for Humanities

2014

Evolución de la distribución de mujeres y hombres en el personal investigador de las universidades públicas según categoría. Cursos 2012-13 a 2014-15



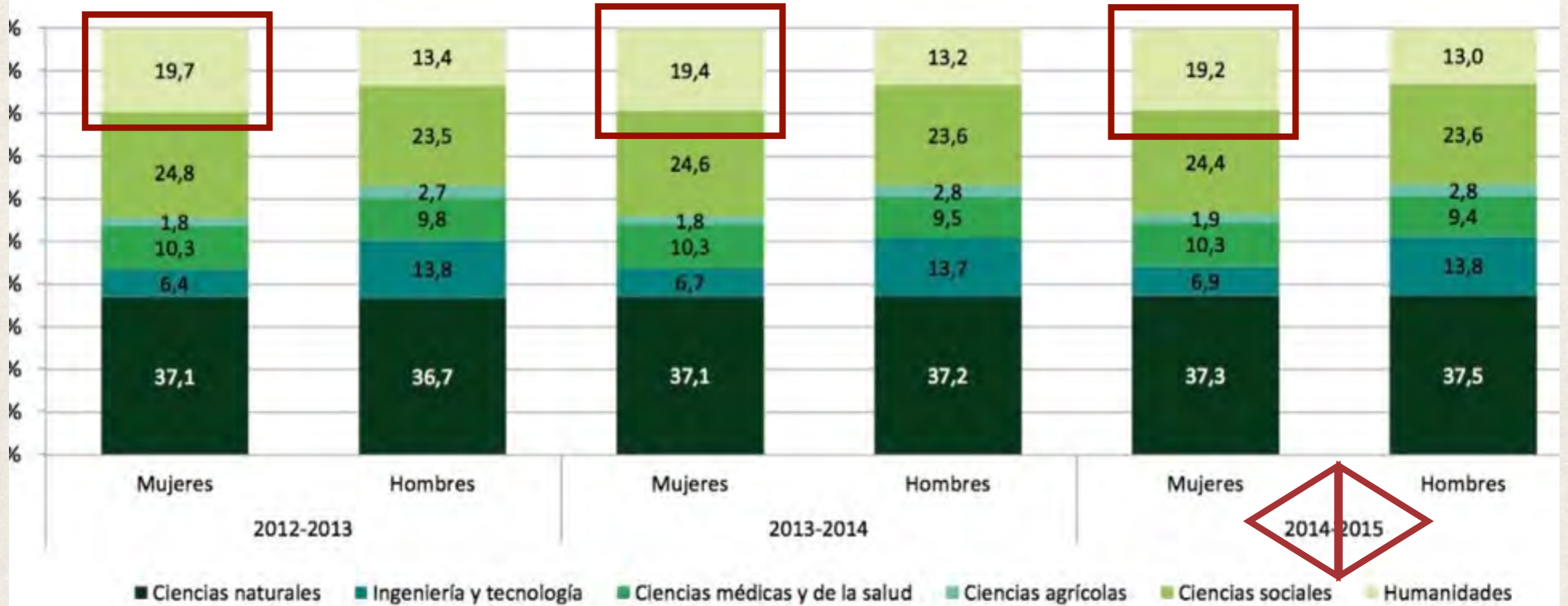
Evolution for women University lecturers, from Assistant to Professor

Professor: "Grado A": 21%

2015

Evolución de la concentración del personal investigador de Grado A en las universidades públicas según sexo y área científica. Cursos 2012-13 a 2014-15

Porcentaje del área sobre el total de cada sexo



Evolution of Women Professors in Spain for Humanities

19,7%—19,4%—19,2%

Distribución de mujeres y hombres en órganos unipersonales de gobierno de las universidades públicas, según tipo de órgano, 2015

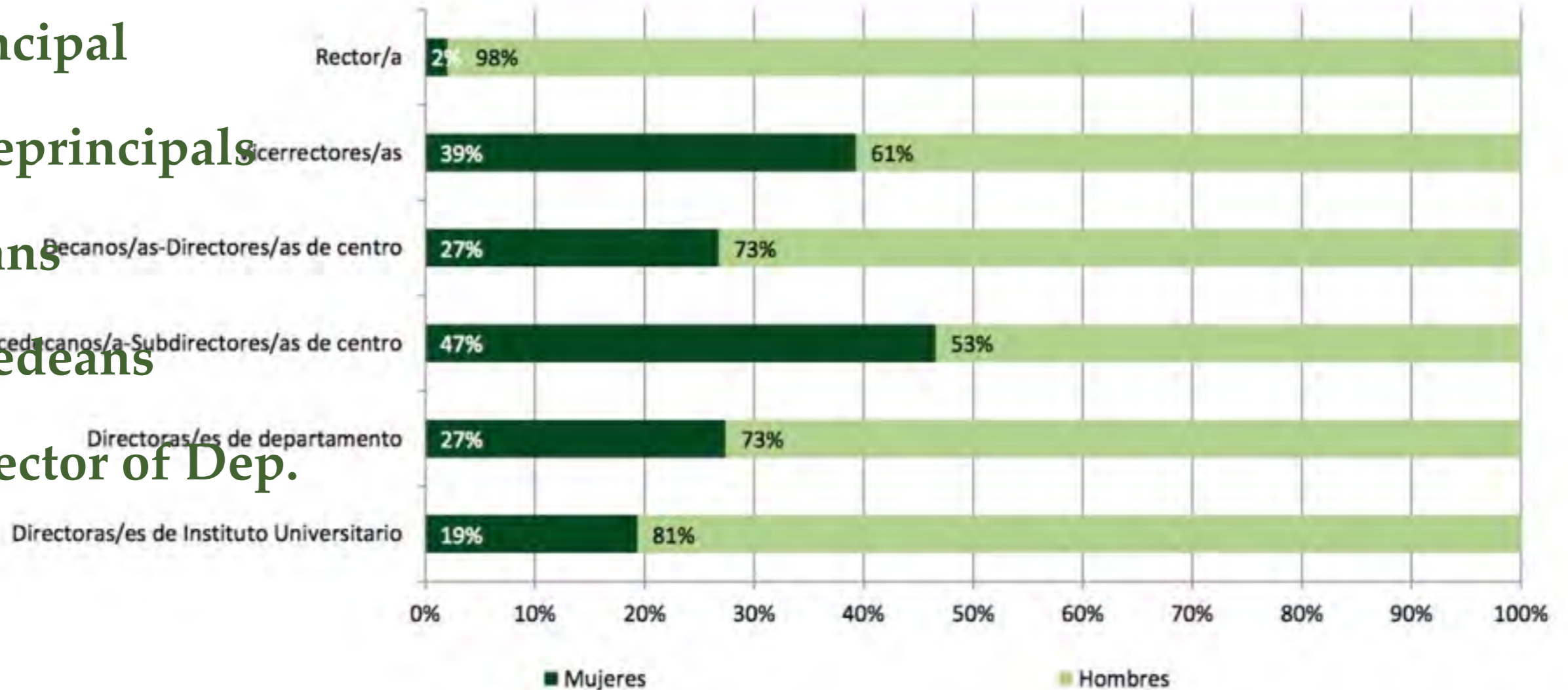
Principal

Viceprincipals

Deans

Vicedeans

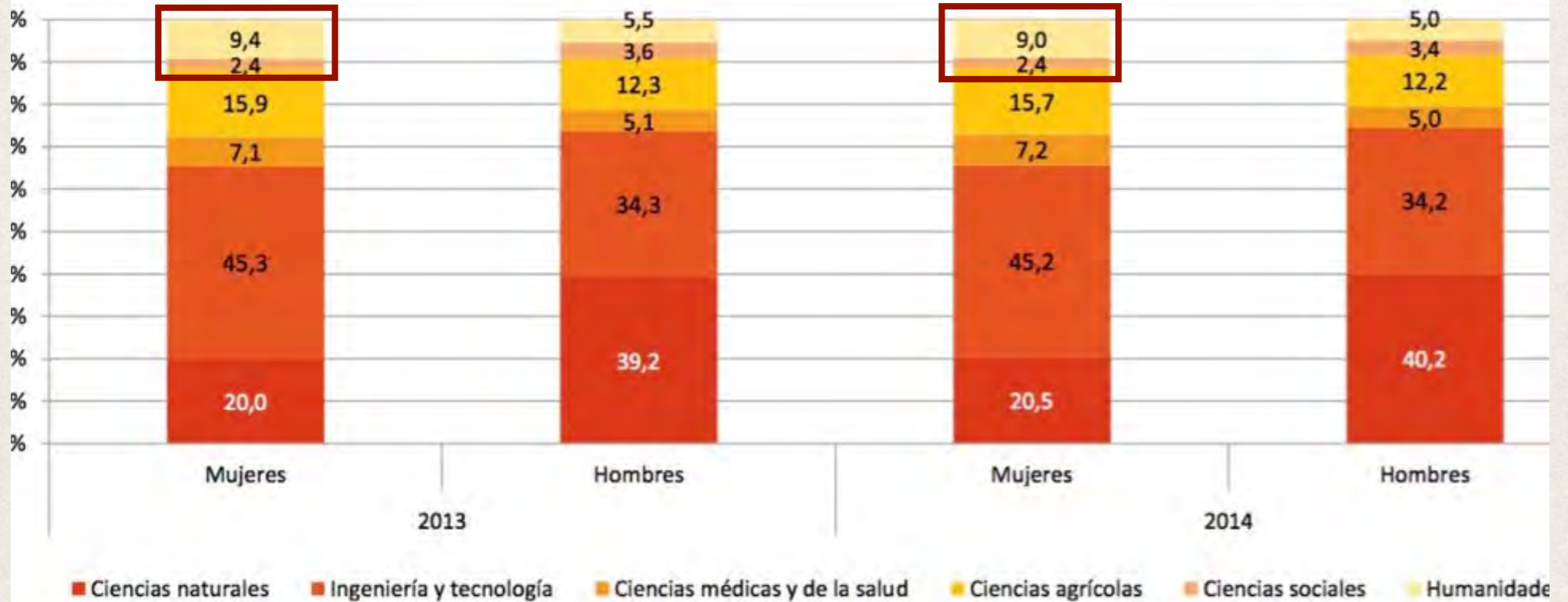
Director of Dep.



Women in Spanish University Positions

2015

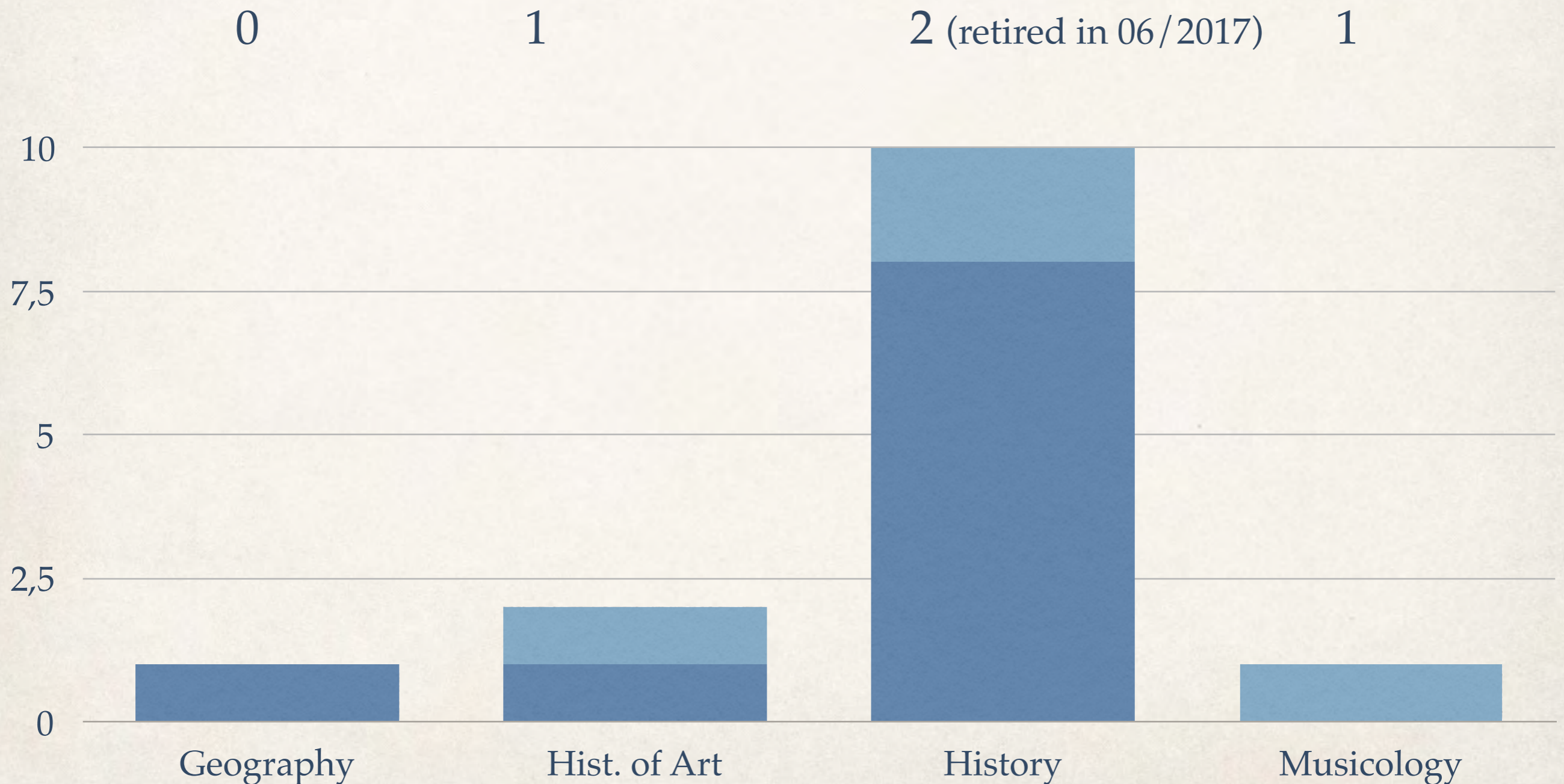
Concentración del personal investigador de Grado A en los Organismos Públicos de Investigación según sexo y área científica, 2013-2014



Women Professors researching in Humanities

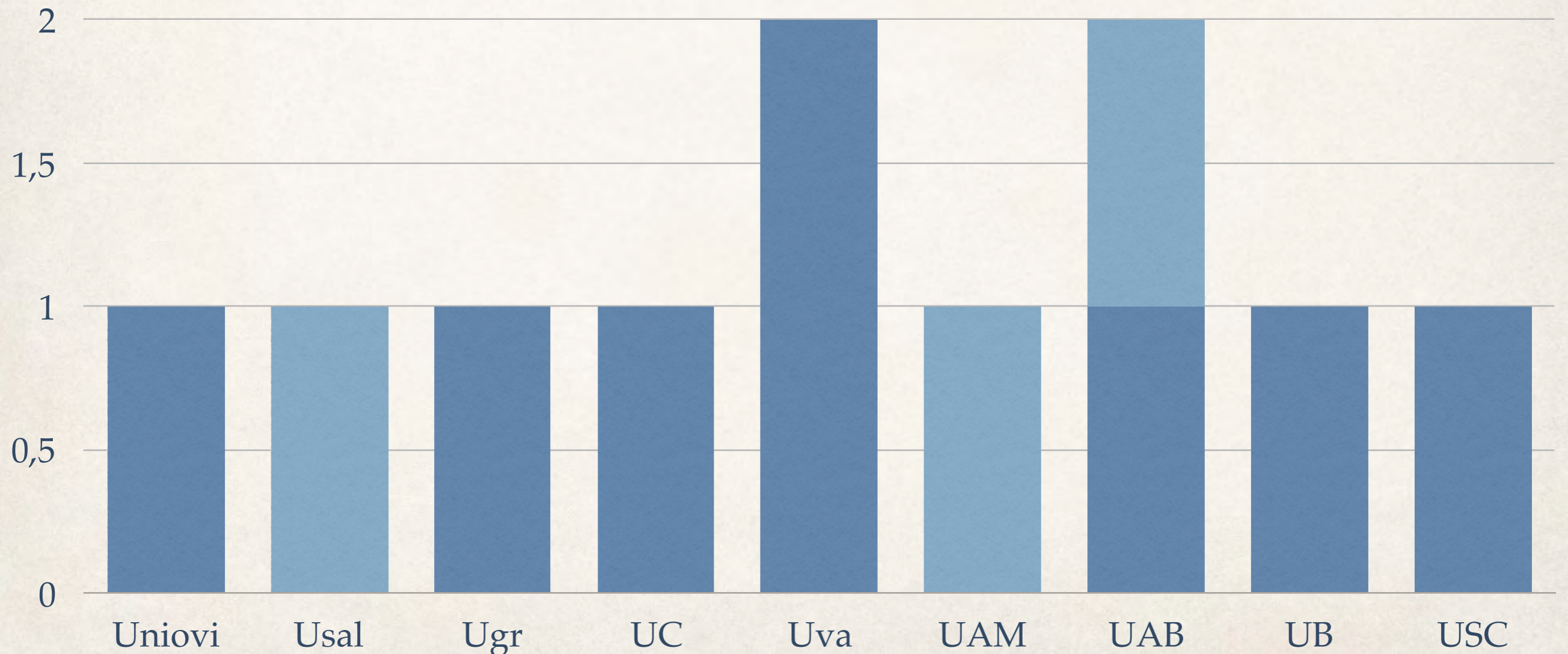
9,4% in 2013 — 9% in 2014

University of Salamanca, Arts Faculty 2017, Women Professors



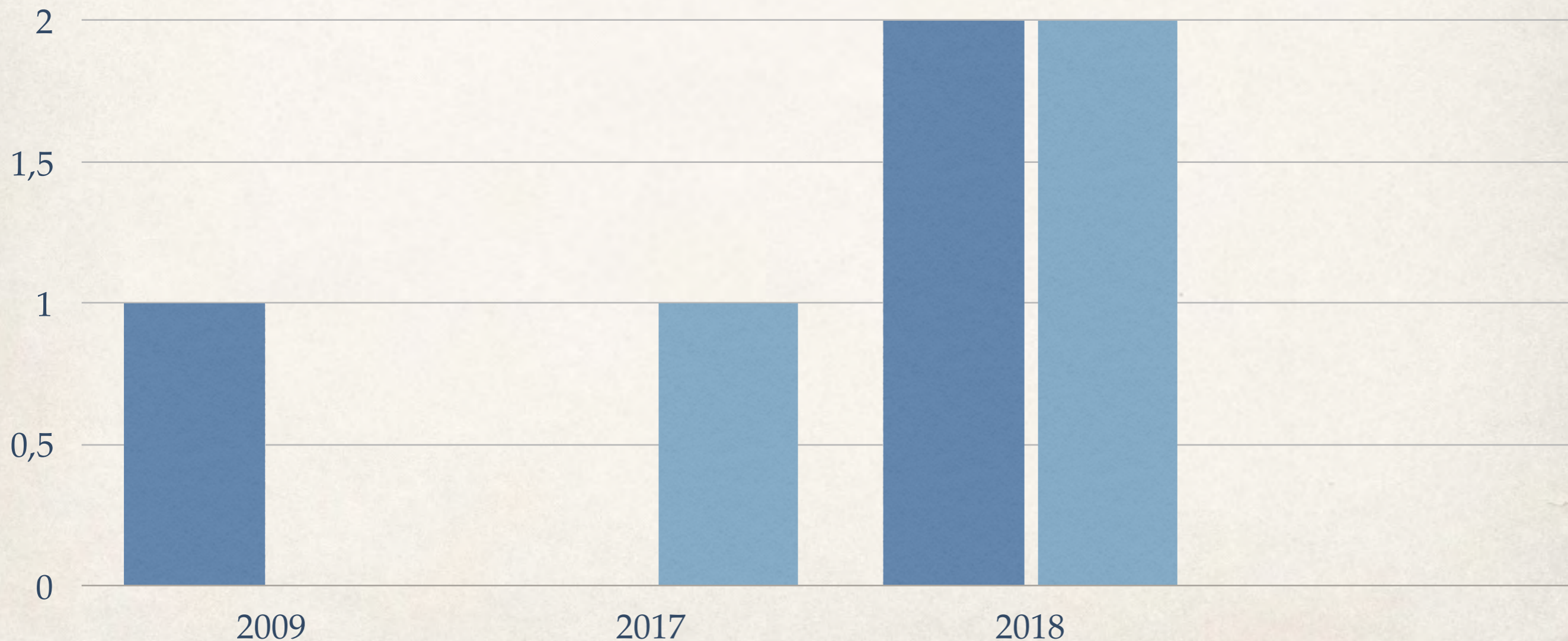
Musicology Professors in Spanish Universities (2 women) (9 men): 11

Women: 0 1 0 0 0 1 1 0 0



Musicologist (1st promotion in 1985, Uniovi) who are now Univ. Professors

2017: 1 man / 1 woman



Thanks very
much for your
attention

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