



Society of
Spanish Researchers
in the United Kingdom

PERCEPTIONS THAT CREATE BARRIERS

Gender equality in research

SRUK/CERU survey about
gender equality in Spanish
research institutions

IN COLLABORATION
WITH

COTEC
FUNDACIÓN
COTEC
PARA LA INNOVACIÓN

The background of the slide is a close-up, slightly blurred photograph of several glass test tubes or flasks. They are arranged vertically, and the lighting creates soft highlights and shadows on their surfaces, giving a sense of depth and texture. The overall color palette is cool, with various shades of blue and grey.

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Invisible barriers

In science there are many barriers,
sometimes invisible, and not always
the same for men and women

Female and male researchers undertake
the same work but do not face the same
professional challenges

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Invisible barriers

The Society of
Spanish Researchers
in the UK surveyed

1295

researchers in Spanish institutions to
evaluate how researches perceive and
experience gender equality

The answers highlight gender inequalities in
research and conclude that **women and men do
not perceive gender equality in research to the
same extent**

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Invisible barriers

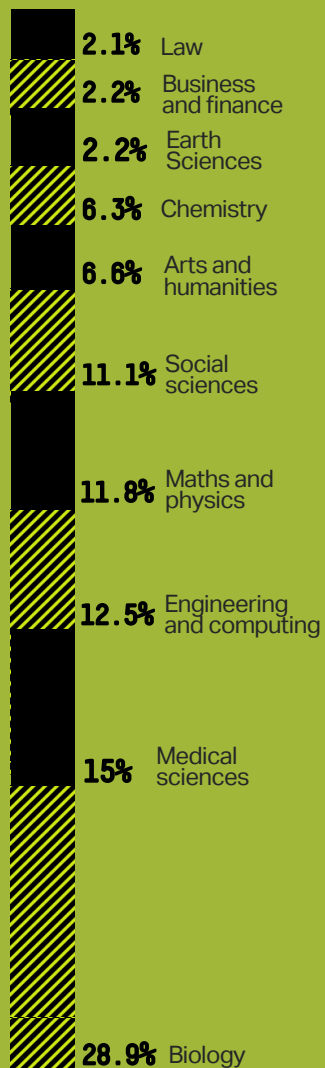
Survey demographics

1295
answers

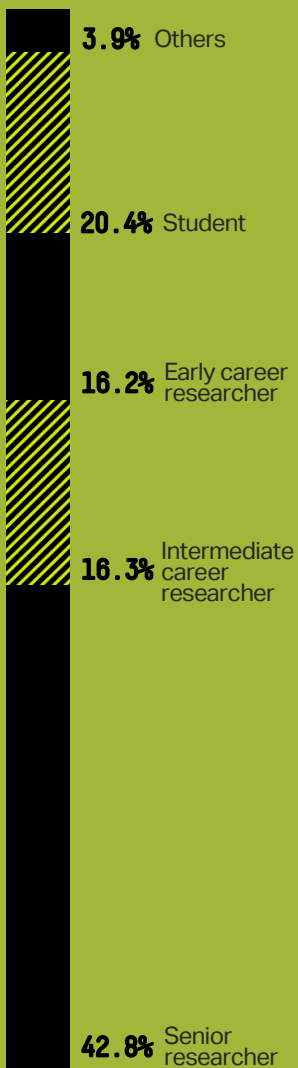
64%
WOMEN

36%
MEN

Research
Area



Position



Type of
research
centre





00

Invisible barriers

This study raises four main questions

How is gender inequality perceived at work?

How is your working life experience according to gender?

Are women and men hired and promoted in the same way?

How does parenthood affect the research career?



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PERCEPTION OF GENDER EQUALITY

How is gender inequality
perceived **at work**?

01

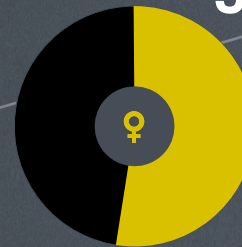
Perceptions about equality

Women do not perceive the same treatment as men in their workplaces

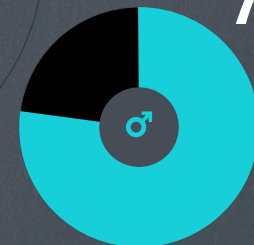
Do you feel that women and men **are treated equally** in their workplace?

% OF RESPONDENTS THAT ANSWERED YES:

55%



79%



01

Perceptions about equality

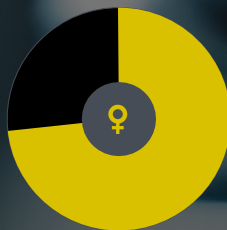
Senior positions

Do you think that **women do not hold enough leadership positions** in research?

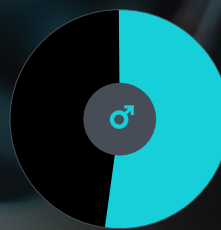
% OF RESPONDENTS THAT THINK
WOMEN ARE UNDERREPRESENTED

IN SPAIN

70%

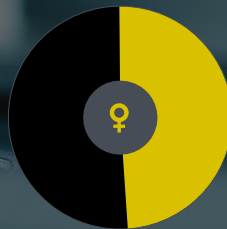


53%

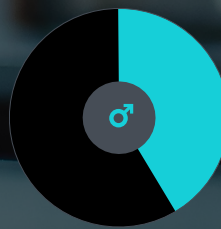


IN YOUR DEPARTMENT

47%



35%



When asked about the department, **a greater female representation is perceived**

01

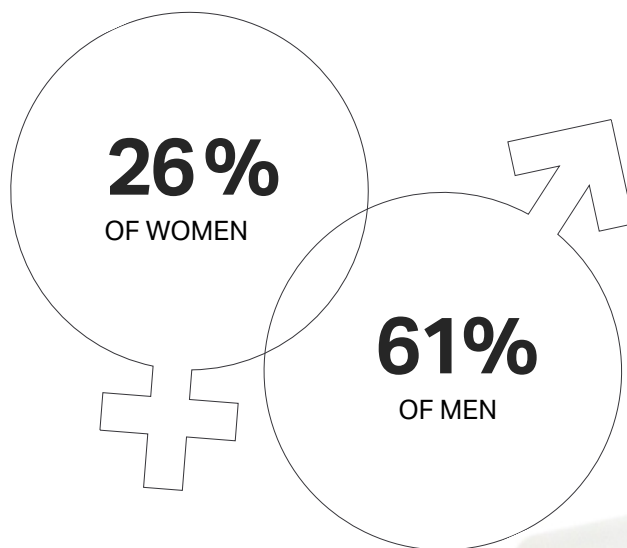
Perceptions about equality

Women leadership

Do you think men perceive
women as good leaders
in research?

Male researchers see their female colleagues as good leaders in research, but women do not perceive such recognition from their male peers

% OF RESPONDENTS
THAT ANSWERED YES:



01

Perceptions about equality

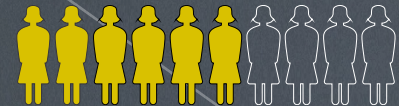
Allocation of resources and tasks

Unlike their male colleagues, women perceive less equity in the distribution of tasks and resources

Do you think that the resources that allow for **a better professional development** are equally awarded to men and women?

WHO SAID YES?

6 OUT OF 10
WOMEN



8 OUT OF 10
MEN



Do you think the tasks associated to **greater professional esteem** are distributed in the same way between women and men?

6 OUT OF 10
WOMEN



8 OUT OF 10
MEN



01

Perceptions about equality

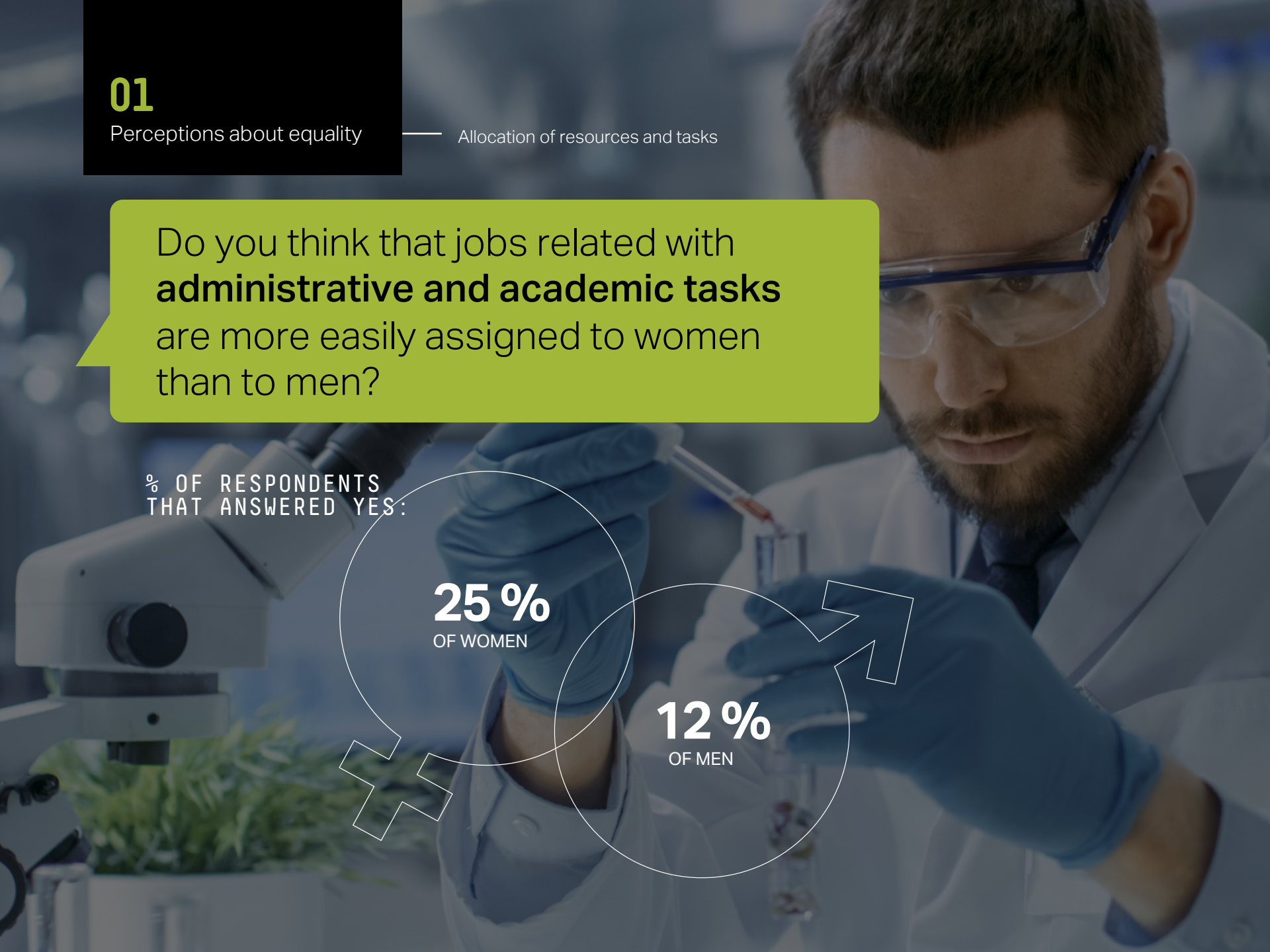
Allocation of resources and tasks

Do you think that jobs related with **administrative and academic tasks** are more easily assigned to women than to men?

% OF RESPONDENTS
THAT ANSWERED YES:

25 %
OF WOMEN

12 %
OF MEN





02

EXPERIENCES AT WORK

How is daily life **in the department**
according to gender?

Within their departments,
women **perceive greater gender
disadvantages** than men

% OF RESPONDENTS
THAT ANSWERED NO:

Are you **treated
unfavourably** because
of your gender?

61%
OF WOMEN

83%
OF MEN

02

Experiences at work

Equal treatment

Do you think being a woman has a **negative impact** on the professional career?

% OF RESPONDENTS
THAT ANSWERED YES:

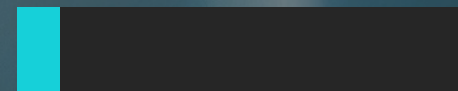
46 %

OF WOMEN



10 %

OF MEN



More than half of the men and women surveyed believe that **departments are not taking measures** to tackle gender inequality

Do you think departments are committed to gender equality?

% OF RESPONDENTS
THAT ANSWERED YES:

40%

OF RESEARCHERS

If you had concerns about gender equality issues, would you know who to approach?

% OF RESPONDENTS
THAT ANSWERED YES:

37%

OF RESEARCHERS

If a problem related to inequality arises, would the department react?

% OF RESPONDENTS
THAT ANSWERED YES:

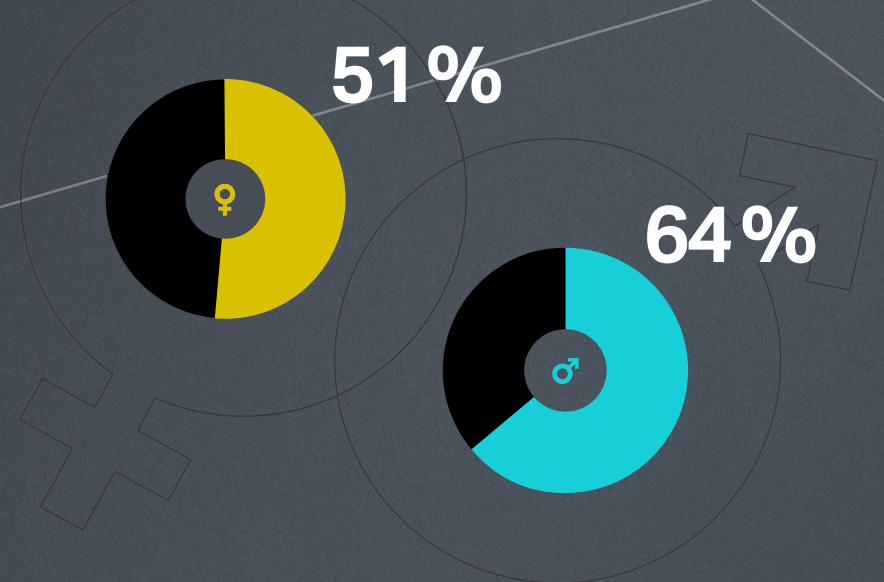
43%

OF RESEARCHERS

Female researchers feel less supported in their workplace than male researchers

Do you feel **supported** by your female and male colleagues?

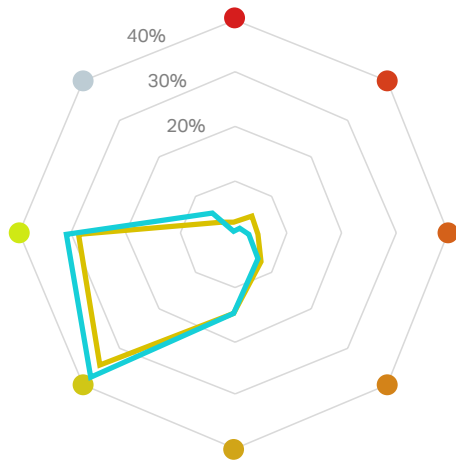
% OF RESPONDENTS
THAT ANSWERED YES:



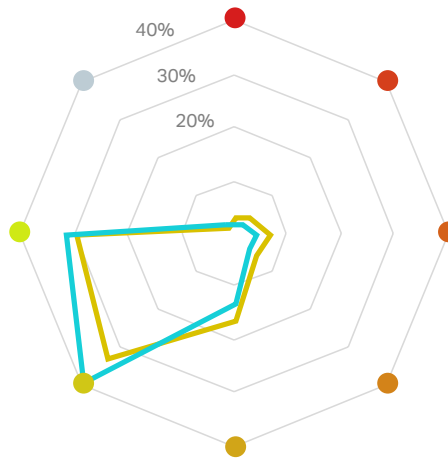
02

Experiences at work

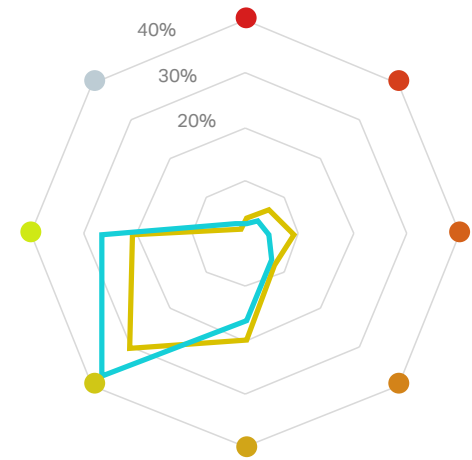
Peer support



I can have a **reference** if I need it



I work in a **pleasant** environment



I feel **supported** by my male and female colleagues



WOMEN



MEN

STRONGLY
AGREE

NEITHER AGREE
OR DISAGREE

STRONGLY
DISAGREE

N/A

02

Experiences at work

Peer support

Female researchers find it harder to identify role models, even though they think having them is more positive for their career than men do

Do you have a **role model** in the department?

THEY SAY THEY HAVE ONE:

46% OF WOMEN



57% OF MEN



Do you think having a role model **is good** for the research career?

IT IS CONSIDERED GOOD BY:

45% OF WOMEN



33% OF MEN



02

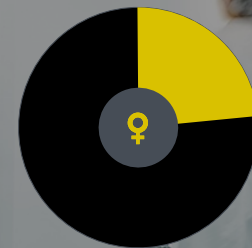
Experiences at work

Work assessment

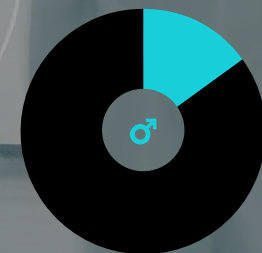
% of respondents that think it is not value:

Do you think that your work **is not valued in your work** department?

THEY THINK IT IS NOT VALUED



22%



15%

02

Experiences at work

Work assessment

Do you participate
in any **important
committees?**

% OF RESPONDENTS
THAT ANSWERED YES:

34%
OF MEN

25%
OF WOMEN





03

HIRING AND PROMOTION

Are men and women **hired and promoted** in the same way?

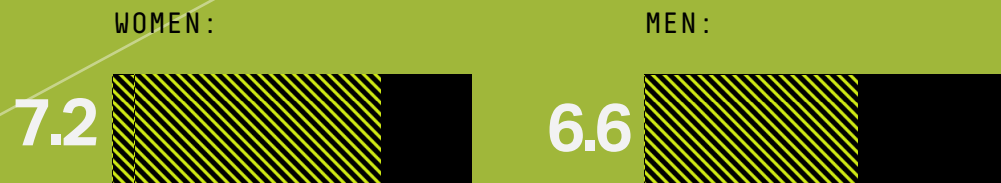
03

Hiring and promotion

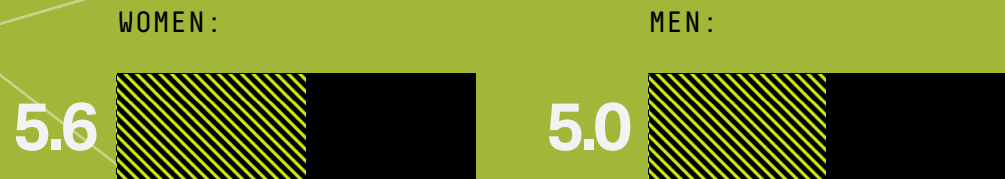
Hiring criteria

When applying for a new job, **women try to meet a greater number of requirements** than men to be hired

If the position required 10 essential criteria, **how many would you need to apply for the job?**



What if the position requires **10 desirable criteria?**



03

Hiring and promotion

Promotion support

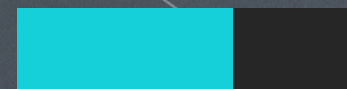
Female researchers not only feel less encouraged to request a **job promotion**, but perceive they are actively discouraged

Have you been **encouraged** to apply for a promotion?

51 % OF WOMEN

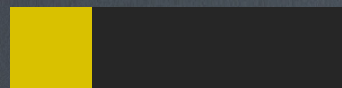


61 % OF MEN

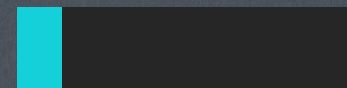


Have you been **discouraged** to apply for a promotion?

22 % OF WOMEN



14 % OF MEN



A close-up, soft-focus photograph of a person's hands gently cradling a baby. The hands are positioned around the baby's head and shoulders, with fingers slightly curled. The skin tones are warm and natural. The background is blurred, showing more of the person holding the baby. Overlaid on this image are several thin, light-colored diagonal lines that create a geometric pattern across the frame.

04

MATERNITY AND PATERNITY

Does it affect the research
career in the same way?

Maternity leave is a clear indicator of inequality between women and men in research

HAVE TAKEN A
MATERNITY LEAVE:

52%
OF WOMEN

HAVE TAKEN A
PATERNITY LEAVE:

27%
OF MEN

04

Maternity and paternity

Career impact

The **consequences** of maternity or paternity leave in the research career are perceived very differently

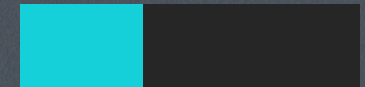
Do you think it has
negative effects?

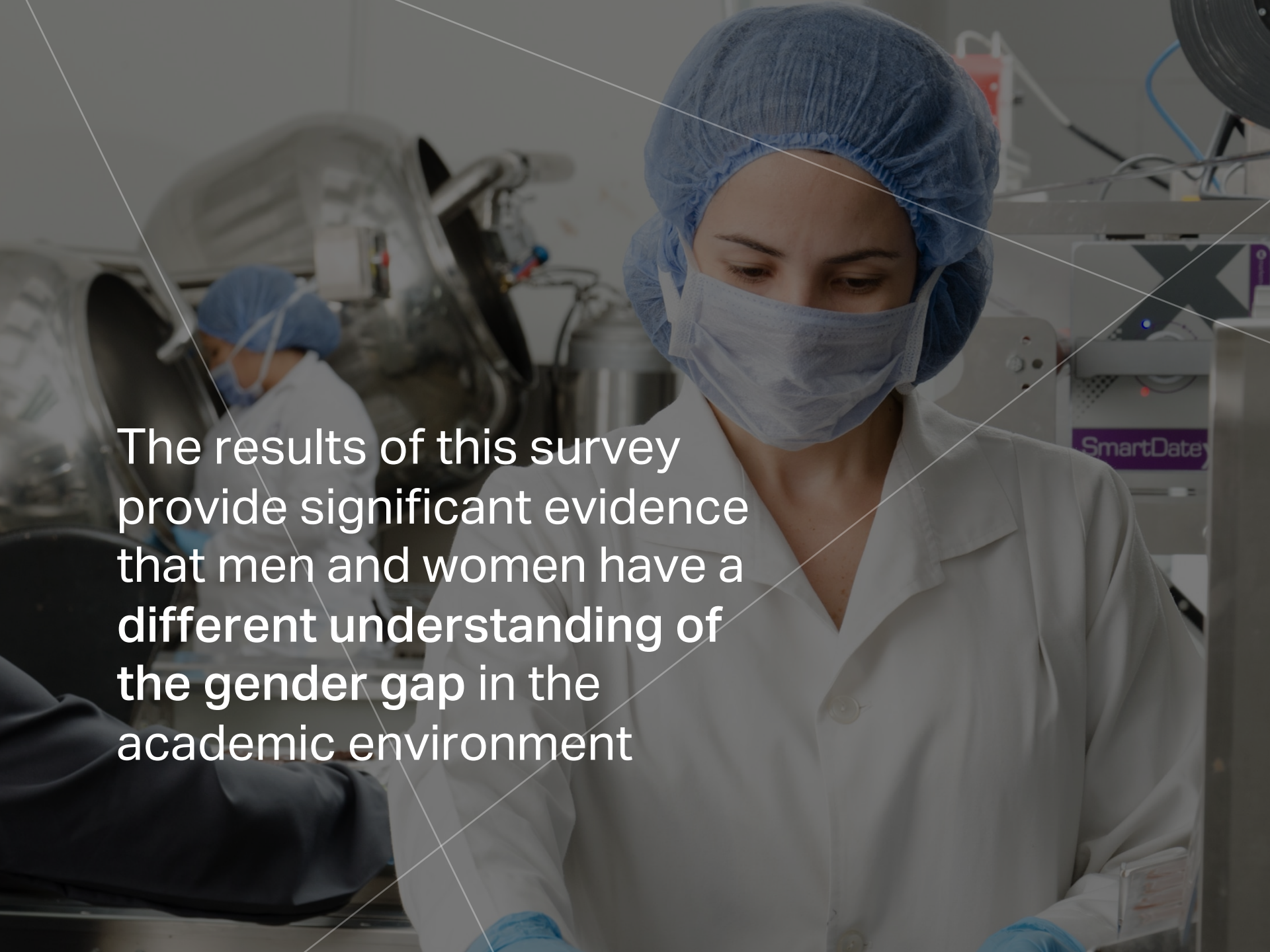
% OF RESPONDENTS THAT
ANSWERED YES:

60% OF WOMEN



33% OF MEN



A female scientist wearing a white lab coat, a blue hairnet, and a white surgical mask is working in a laboratory. She is looking down at her work. In the background, another person in a lab coat and hairnet is visible, working at a different station. The laboratory is equipped with various pieces of equipment, including a large piece of machinery with a 'SmartDatey' label. The image has a dark, semi-transparent overlay with white text.

The results of this survey
provide significant evidence
that men and women have a
different understanding of
the gender gap in the
academic environment



**Society of
Spanish Researchers
in the United Kingdom**

#BarrerasGéneroCERU

To know more about this survey and many
other activities, follow us on Twitter.

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