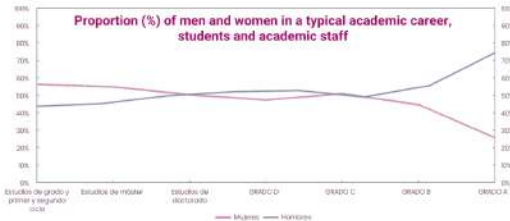


SPANISH APPROACH TO SUPPORT EFFECTIVE GENDER EQUALITY IN R&I

Key priority guaranteed by LAW: New Science Law 17/2022 & University System Law 2/2023

1 GENDER INEQUALITIES PREVALENCE

Women don't have equal access to positions, funding or leadership in the STI sector.



ANALYZE & MAKE INEQUALITIES VISIBLE

ATTRACT, PROMOTE & RETAIN WOMEN'S TALENT

Delve into the causes behind the data, including first-hand knowledge of women's experiences in R&I.

Advance the digitalization of data collection and dissemination mechanisms.



Highlight and recognize the role of women in Science, Technology, and Innovation and make visible role models, specially in STEM, that young men and women can identify with.



2 KNOWLEDGE FAILS TO ADDRESS WOMEN'S ISSUES

Women don't have equal access to positions, funding or leadership in the STI sector.



WOMEN ARE:

- 17% more likely to die on a car crash.
- Twice as likely to suffer a serious brain injury.
- Almost 50% more likely to have a skull fracture in the event of a head-on collision.



WOMEN HAVE:

- A higher risk of dying from cardiovascular diseases.
- As leading cause of death heart disease.
- A higher percentage die before reaching a hospital (52% versus 42% in men).



ACCORDING TO STABLE DIFFUSION:

- The world is run by White male CEOs.
- Women are rarely doctors, lawyers or judges.
- Men with dark skin commit crimes, while women with dark skin flip burgers.



PROMOTE INCLUSIVE GENDER EQUALITY



FOSTER COOPERATION AND KNOWLEDGE EXCHANGE

Improve the integration of Inclusive Gender Analysis (considering intersectionality) in R&I as a factor of excellence in knowledge production.



Set up dialogue forums to facilitate mutual learning and exchange promising practices towards structural changes at R&I institutions that embrace gender equality and inclusiveness.



3 STRUCTURAL UNEQUAL POWER RELATIONS & VIOLENCE

Women experience gender-based violence along a continuum of violence and abuse.



- 40.4% of women aged 16 or over living in Spain have suffered sexual harassment at some point in their lives, 18.1% in the last 4 years, and 10.2% in the last 12 months.
- 1 in 5 women who have been sexually harassed have been harassed in the workplace.
- The most frequent type of harassment is, by far, sexist harassment.
- Perpetrators are mostly men (superiors, colleagues or clients) of any social class, occupational level, age or professional category.
- In cases within the Academy, the person who reported was men in 82.2% of cases in 2022 and 74.3% in 2023.

ADDRESS SEXIST, HOMOPHOBIC AND SEXUAL VIOLENCE

Promote and guarantee equal, inclusive and safe work environments, free from sexist behaviour and GVB including sexual harassment.



Ensure appropriate institutional mechanisms to handle cases and implement effective measures for victims that guarantee zero-tolerance and non-repetition.

