

Research project:
The Impact of Social Change
on Higher Education Staff
Professional Life and Work
(SEJ2006-01876)



In Spain women are:

- 54% of all higher education students
- 59% of all graduate students
- 51% of all doctoral students
- 49% of all students with qualifying level
- 47% of all students that finishing PhD

However...

The increasing number of women in academic and scientific careers has not determined a clear improvement of gender equity at teaching, research or management levels.

Only 13.7%
of all full professors
are women and...

Only one third
of all teaching and
research staff.

Only four of the 15...

...spanish Universities, belonging to 8 different autonomous regions, considered in this study have developed specific policy regarding this issue:

- University of Barcelona
- University Complutense of Madrid
- University of Santiago de Compostela
- University Carlos III

University of La Laguna and Las Palmas have a Centre for Women Studies, and practically all the rest of the studied Universities offer courses or develop research on this issue, however, we could not find information about any formal policy regarding gender equity.

Beyond the numbers' game...

We have found an astonishing lack of studies about the causes and consequences of this discrimination, and the personal and professional experiences of women in their process of constructing their identity as teachers, researchers and managers in a context of apparent equality and hide away inequality.

Scientific women life histories (e.g. Rosalind Franklin and Barbara McClintock) enable us to more deeply explore the meaning of women irremovable determination to pursue the set up objectives, the discipline, the work rigour and the intellectual qualities of excellence in adverse conditions.

Our expectation is to bring new light on these issues in the 12 women professional life histories we are developing.

Concluding remarks:

In the last years we have identified an important quantitative and qualitative jump in the involvement of women in higher education institutions and research centres. However their work is still to be fully recognised and the extra difficulty brought about by their gender clearly needs to become smoother. In Spain, the path to gender equity has been opened but at present time it clearly is a dirt track.

Towards Gender Equity in Spanish Universities

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A long and unpaved road



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