



MINISTERIO  
DE CIENCIA, INNOVACIÓN  
Y UNIVERSIDADES

AGENCIA  
ESTATAL DE  
INVESTIGACIÓN

# EQUALITY ASSESSMENT

## SPANISH STATE RESEARCH AGENCY

MAY 2025



### Document 2 of 3.

Prepared in the context of the work of:

- Evaluation of the I Gender Equality Plan of the AEI (document 1),
- Gender Diagnosis of the AEI (document 2), and the design of the
- II Gender Equality Plan of the AEI (document 3)

*This document has been produced using machine translation systems from the original version in Spanish*

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## EXECUTIVE SUMMARY

In 2018, the Spanish State Research Agency (AEI) became involved in the H2020 SUPERA project, creating the Gender Equality Strategy Group (GEl) with the aim of advancing equality strategies and measures in the context of the European Research Area (ERA). As a result, the AEI carried out a gender diagnosis and prepared the I Gender Equality Plan 2021-2023 for R+D+i financing activities. During 2024, the AEI carried out a thorough analysis of the impact and characteristics of the first plan, also addressing the design of the AEI's second gender equality plan (2025-2027) through a participatory model.

The AEI's gender diagnosis has made it possible to identify new lines of action and to design measures adapted to the reality and organisational culture of the Agency. This diagnosis is based on the analysis of primary data provided by the AEI, complemented by the results of surveys, interviews, focus groups and participatory workshops.

Among the main findings are:

- The AEI workforce is made up of 70.7% women, with an average age of 51.4 years.
- In positions of responsibility, 61.9% are women. There are no significant differences in promotions, although women occupy only 40% of the highest levels.
- There is a wage gap<sup>1</sup> of 4.5% in 2023.
- The general perception of the AEI's commitment to equality is positive, although only 33% would know who to turn to in case of discrimination.
- There are differences in perceptions between cases of discrimination and harassment between men and women.

Other important findings include the positive perception of teleworking by the workforce, with high overall satisfaction with working conditions. However, a lack of awareness of unconscious biases and the need for an inclusive and non-sexist communication manual has been identified. In addition, it has been observed that women feel more hierarchy compared to their male peers.

This report is part of the process of preparing the AEI's II Gender Equality Plan, which seeks to reinforce the positive impact of the actions of the first plan and incorporate new measures in terms of personnel and internal structure of the Agency.

The AEI has also approved the Resolution of the Directorate of the Spanish State Research Agency for the adaptation of the Protocol of action against conduct constituting sexual harassment and harassment based on sex, stating a zero-tolerance policy against harassment and demonstrating its continuous commitment to equality and non-discrimination.

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<sup>1</sup> The gender pay gap is the percentage resulting from dividing two amounts: the difference between men's and women's salaries, divided by men's salaries. The gap will have a positive sign (+ sign) if men's wages are higher, and a negative sign (-sign) if men's wages are lower. The salary includes all the supplements received throughout the year.

# 1 GENERAL INTRODUCTION

In 2018, the Spanish State Research Agency (hereinafter AEI or Agency) became involved in the H2020 SUPERA project<sup>2</sup>. In the context of this project, the AEI created the **Gender Equality Strategy Group** (GEI) with the aim of advancing equality strategies and measures in the context of the European Research Area (ERA).

As a result, the Agency carried out a gender diagnosis and prepared the: ***I Gender Equality Plan 2021-2023 of the Spanish State Research Agency for R+D+i funding activities***, which as its title indicates, was focused on R+D+i funding activities.

During 2024, the AEI has carried out a thorough analysis of the impact and characteristics of the first plan, as well as addressing the design of the second plan (2025-2027) through a participatory model.

Thus, for the second equality plan, the AEI has sought not only to reinforce the positive impact of the actions that have been carried out within the scope of the first, but also to incorporate actions in terms of personnel and internal structure of the Agency that complement its external action.

In addition, equality activities have continued to be carried out in the AEI, some of which are not included in the First Plan, briefly highlighting the following:

- Financing of gender-related R+D+i grants.
- Carrying out other activities to support, raise awareness and promote equality as an adaptation of equality and non-discrimination regulations such as those included in Law 14/2011, of 1 June, on Science, Technology and Innovation
- New communication initiatives, collaboration with other centres and institutions of the science system that participate in equality projects.
- Coordination of activities on an ongoing basis from the Strategic Equality Group.
- Approval of the Resolution of the Directorate of the Spanish State Research Agency, for the adaptation of the Protocol of action against conduct constituting sexual harassment and harassment based on sex.

This report is part of the process of preparing the AEI's II Gender Equality Plan, which has included the following steps.

1. Carry out an evaluation of the I Equality Plan to find out its level of implementation and aspects of improvement (document 1).
2. Carry out a gender diagnosis on the internal aspects of the Agency (related to personnel and organisational culture) in order to incorporate new axes into the AEI's II Equality Plan (document 2).
3. Prepare the AEI's II Equality Plan (document 3).

To this end, we have had the professional advice of experts from the company NOTUS S. L.

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<sup>2</sup> SUPERA (Supporting the Promotion of Equality in Research and Academia) is a project funded by the Horizon 2020 framework programme between 2018 and 2021 with the aim of implementing six Equality Plans in 6 institutions in central and southern Europe (4 universities and 2 funding agencies), including the AEI.

This document summarizes the result of the diagnosis of the situation of institutional equality of the AEI.

## 2 OVERALL RESULTS

The I Gender Equality Plan 2021-2023 for R+D+i financing activities gives continuity to the actions regarding R+D+i financing activities, but also addresses the challenges posed by working conditions within the AEI, with the aim of counteracting any situation that may constitute direct or indirect discrimination for its staff.

To this end, a gender diagnosis of the workforce has been carried out, which has made it possible to identify new lines of action and design measures adapted to the reality and organisational culture of the Agency.

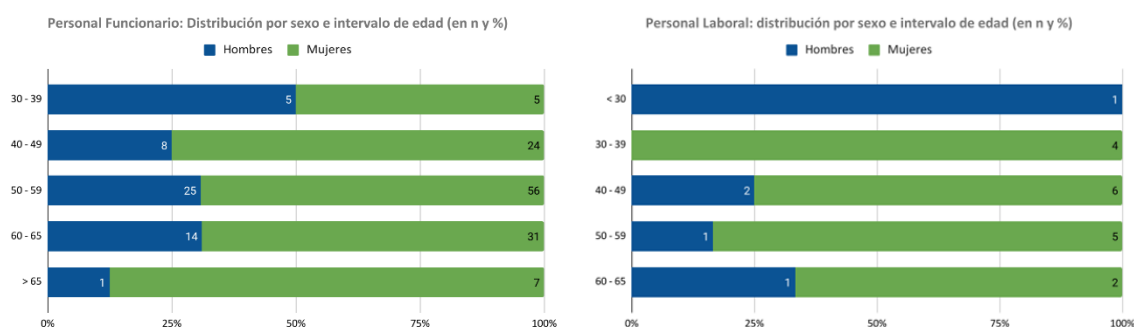
The diagnosis is based on the analysis of primary data provided by the AEI, complemented by the results of the survey carried out on the entire workforce and the interviews, discussion groups and participatory workshops carried out.

The diagnosis presented constitutes a snapshot of the squad, without analysis of evolution, since a similar diagnosis had not been made previously. These data, therefore, constitute a baseline from which to monitor. The main observations found are presented below.

ASPECT	Highlighted data
<b>DISTRIBUTION OF THE WORKFORCE</b>	<p>Overall, 70.7% women</p> <ul style="list-style-type: none"> <li>Of the working persons: 77.3% (85.7 for temporary labor personnel)</li> <li>Of civil servants: 69.39%</li> </ul> <p>Mean age 51.4 years (54.8 females)</p> <p>Homogeneous distribution in the units, except:</p> <ul style="list-style-type: none"> <li>Administrative division, more feminized (80%).</li> <li>Economic management, less feminized (36%)</li> </ul> <p>There are no significant differences by group</p> <p>In positions of responsibility, 61.9% of women</p> <p>15.2% of women and 3.6% of men report having a disability, chronic disease or long-term health problem.</p>
<b>ACCESS AND CAREER DEVELOPMENT</b>	<p>Parity in Personnel Selection Committees</p> <p>Training in equality is not required</p> <p>There are no significant differences in the promotions, the perception is positive although more transparency is demanded</p> <p>Women occupy only 40% of the levels 30</p> <p>Significant gap in training (they think it is sufficient: 100% men, 57% women)</p>
<b>WORKING CONDITIONS</b>	<p>25% of the workforce has people in their charge</p> <p>Acceptance of work-life balance measures: 33.3% men, 22.3% women.</p> <p>Positive perception of AEI engagement, including teleworking</p> <p>Sick leave in 2023: 11% in women, 21% in men</p> <p>Wage gap: +4.5 in 2023;</p> <p>High workload and disconnection are the main problems indicated in conciliation and rest (no significant differences by sex/gender but differences have been found between foster care and knowledge of work-life balance measures by sex/gender)</p> <p>High degree of satisfaction with the general working conditions.</p>
<b>COMMITMENT TO EQUALITY</b>	<p>Positive perception</p> <p>There is no manual for inclusive and non-sexist communication.</p> <p>Difference in gender perception by hierarchy, great integration in teams but women feel the hierarchy more.</p> <p>Lack of information on what to do in case of discrimination</p> <p>Lack of awareness of unconscious biases</p> <p>They believe that there are no situations of harassment: 67% of men, 43% of women</p>

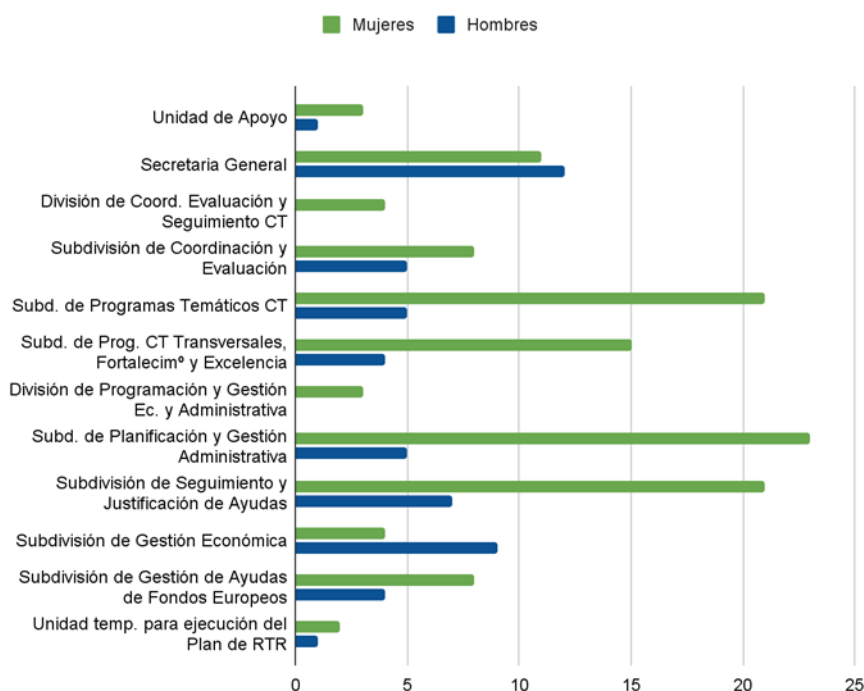
### 3 DISTRIBUTION OF STAFF IN THE AEI

- Workforce more feminised than the AGE average (70.7% women and 29.3% men). 15.2% of women and 3.6% of men report having a disability, chronic disease or long-term health problem. There is no information on other possible criteria of discrimination except age: the average of the AEI is 51.4 years, with female civil servants having the highest average (54.8 years).
- Women are 69.9% of civil servants and 77.3% of contract staff and, within this, 85.7% of temporary staff (quota).



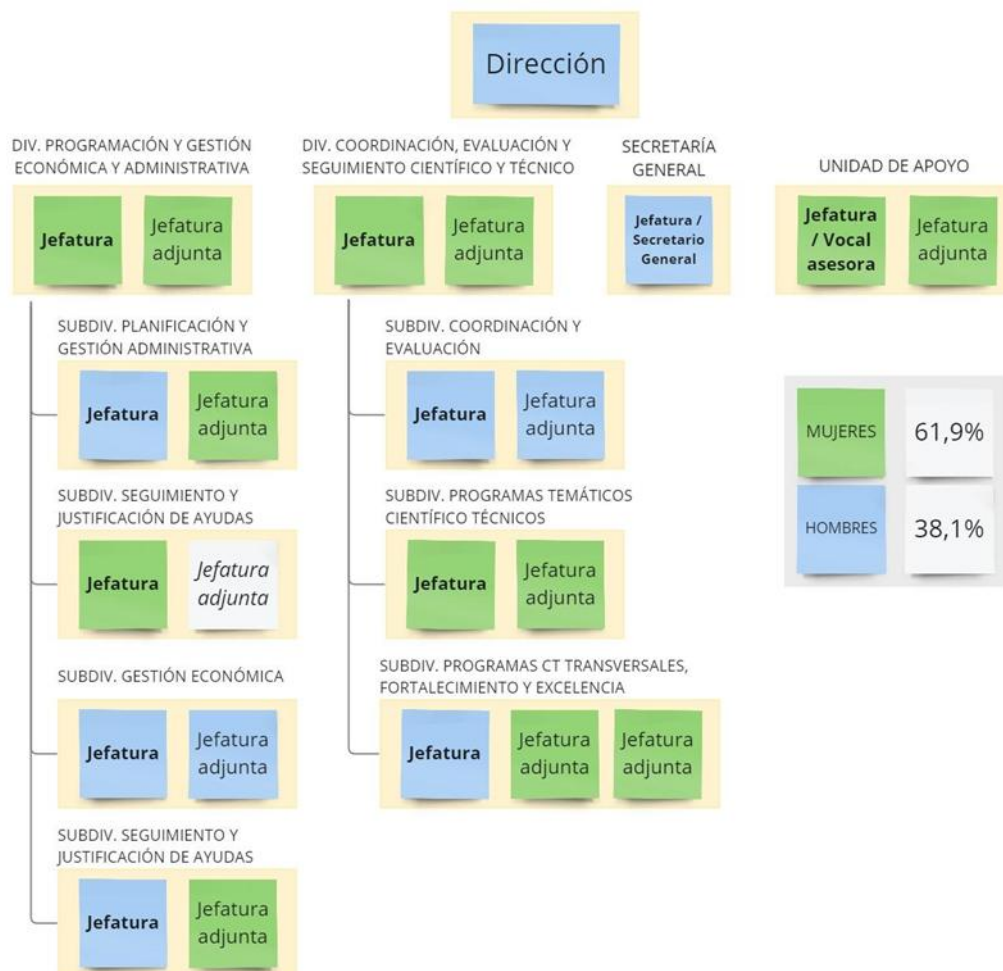
- The distribution by sex in divisions/subdivisions is proportional to the Agency's average, with some deviations: the divisions linked to administrative management are particularly feminised (more than 80% of women), and the subdivision of economic management is particularly masculinised (64.3% of men), which reveals patterns of a certain horizontal segregation.

Distribución de personal funcionario por sexo y unidades



- There are no significant differences by classification group, with a slight majority of women in group A and a slight majority of men in group C, breaking the phenomenon of the "mud floor" present in the rest of the AGE. Analysing by level, 60.9% of people in levels 29 and 30 are women, reduced to 54.6% if we look only at level 30 (more than 16 points difference with the average).

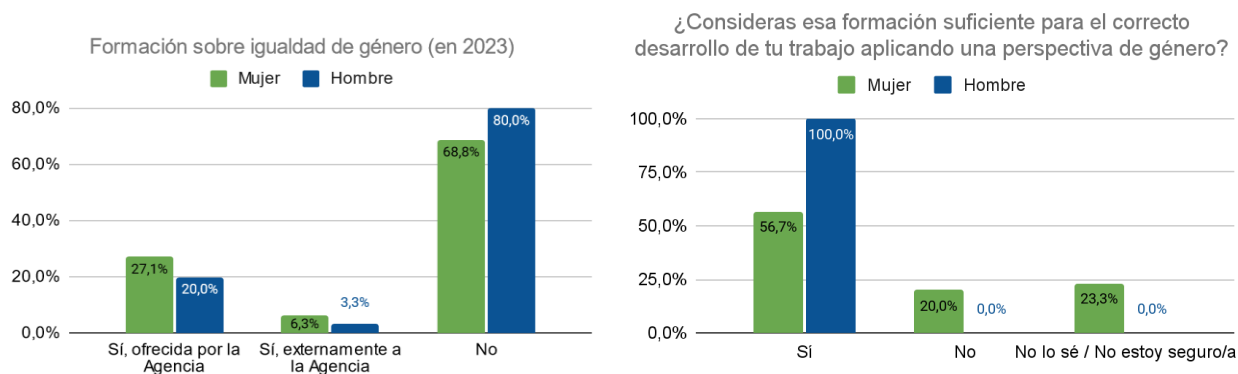
- Of the total number of women in the Agency, 9.2% are in a decision-making position, compared to 13.8% of men. Division and subdivision heads (including deputy heads) are divided between 61.9% women and 38.1% men. The data point to the possible existence of a glass ceiling, since these percentages do not correspond to the Agency's totals, although this effect is less acute than in the rest of the AGE.



## 4 ACCESS AND CAREER DEVELOPMENT

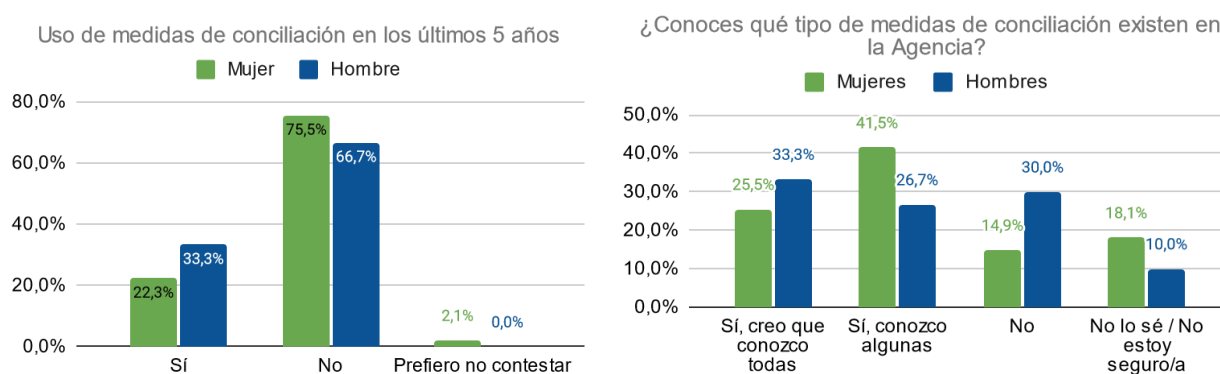
- Compliance with the parity criterion in selection committees, although the data are not systematized.
- Announcements for positions or promotion: progress is being made in the use of inclusive language; they do not include affirmative action measures for gender; They do not require training in equality, but some emphasize the specific score due to its transversal nature.
- There are no significant differences in promotions, although there are significant differences in the perception of the criteria of equality and transparency: although in general the perception is positive, women express more doubts and demand more transparency.
- Women occupy 58.82% of the total number of freely appointed positions. If we count only those at level 30, the percentage drops to 40%. This reinforces the idea of a possible glass ceiling or the existence of biases.

- The AEI offers a Basic Gender Equality Course that accounts for 3% of the total training hours offered. The main obstacle to accessing training is lack of time.
- 100% of men and 56.7% of women who were trained in gender in 2023 consider that this training is sufficient. There is a significant gap in content: men are much less trained in sexual harassment than women.



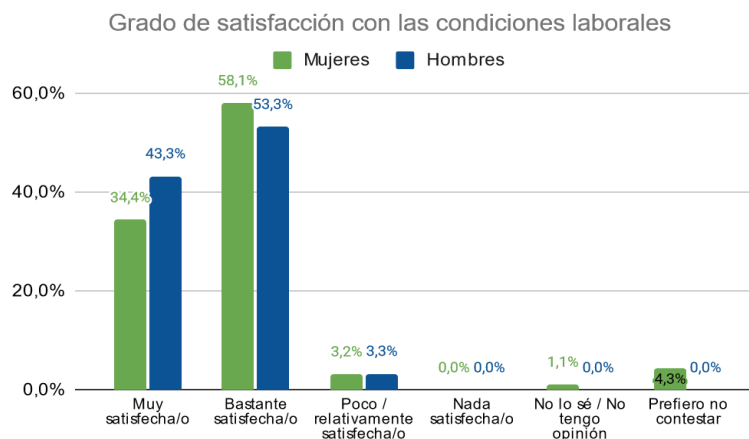
## 5 WORKING CONDITIONS

- 100% of the workforce is full-time, with no significant differences between those who take advantage of flexible working hours (12.07% of them, 10.71% of them).
- A quarter of the workforce declares that they have a dependent person (minors, the elderly or those with disabilities). Men have taken advantage of conciliation measures somewhat more than women (33.3% compared to 22.3%). It is relevant that only a third of men and a quarter of women declare that they are aware of all the available work-life balance measures.



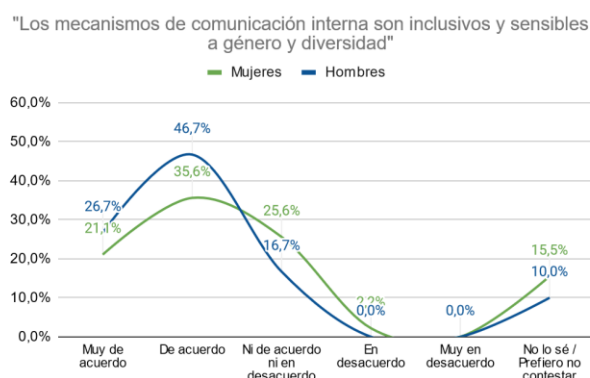
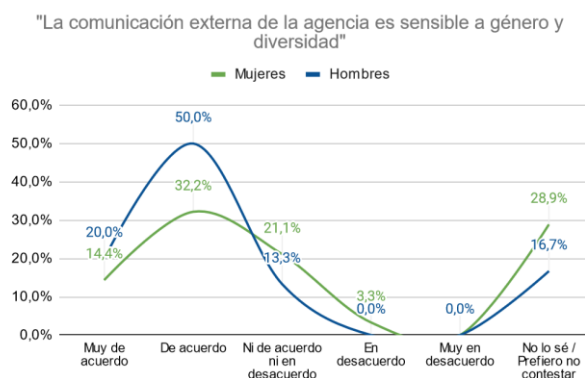
- There is a very positive perception by all staff about the AEI's commitment to measures such as teleworking. The vast majority of the workforce makes use of this modality.
- In 2023, women have taken fewer sick leaves than their male counterparts (10.71% of them compared to 20.69% of men).
- The high workload and lack of disconnection are highlighted as two of the main problems that impact the lives of the workforce and their ability to reconcile and rest (without significant differences by sex/gender).
- In the Agency in 2023 there was a wage gap of +4.57% (lower than that of the AGE and the MCIN).

- Men have greater access to the productivity supplement (less than 5 percentage points difference). Among those who do have access, the total amount is distributed proportionally to the presence in the Agency of men and women.
- In general, there is a high degree of satisfaction with the working conditions at the Agency.

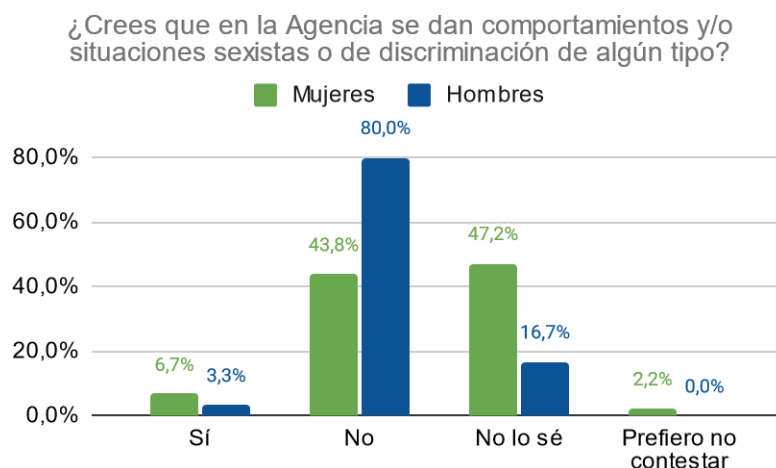


## 6 COMMITMENT TO EQUALITY AND NON-DISCRIMINATION IN THE AEI

- The commitment to equality is mentioned in some, but not all, of the key documents.
- Men have a better assessment of the communication models in the Agency, although in general the perception is positive.

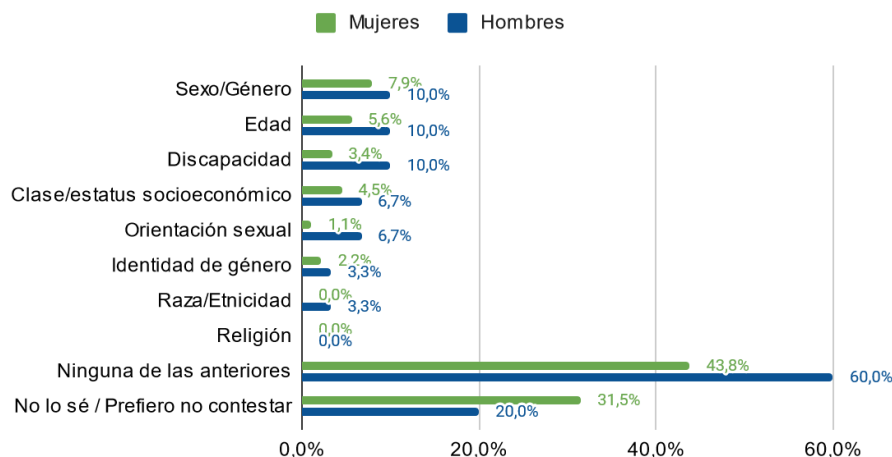


- There is no manual of its own on inclusive and non-sexist communication and improvements have been detected in this regard in different documents.
- There are **differences in the perception** of leadership: men feel more the support, trust and accessibility of their bosses, they feel more about hierarchy. The vast majority (without differences) feel integrated into their work teams, but they agree to a lesser extent with the statement that workloads are distributed equally.
- Positive perception of the Agency's commitment to equality, but **only 33% would know who to turn to in the event of discrimination**.



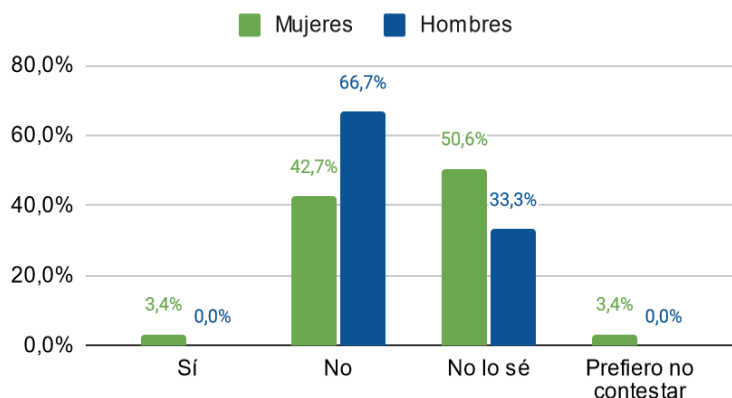
- The workforce seems to have a relatively low level of awareness of how unconscious stereotypes and biases can affect their work.
- The majority perception is that there are no categories that may be causing discrimination, but among those who marked one, sex/gender stands out, followed by age and disability. There are two vulnerable profiles in terms of vulnerability in terms of intersectionality women with disabilities, chronic illness or long-term health problems, the other is women with slightly older age.

#### Percepción sobre categorías que pueden estar siendo causa de discriminación



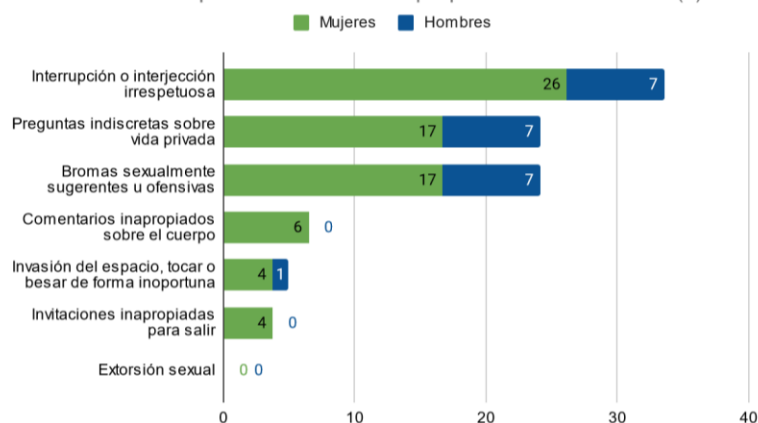
- The AEI does not have a data collection system on the incidence and action against harassment, but it has just approved its first protocol against sexual and gender-based harassment.
- More than **75% of staff consider a Harassment Protocol necessary**. There are significant differences in the perception of the existence of situations constituting harassment: 66.7% of men believe that there are none, compared to 42.7% of women (who mostly answer that they do not know).

¿Crees que en la Agencia se dan situaciones constitutivas de acoso sexual o por razón de sexo o género?



- There are differences in the reported incidence of situations that could constitute harassment, which do not affect men, but do affect some women: comments about the body or inappropriate invitations to go out.

Incidencia comparada de situaciones que podrían constituir acoso (n)



- Only 31.5% of women (compared to 60% of men) would know where to go in case of harassment.

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## 8 ACRONYMS

AEI Spanish State Research Agency

CSIC Spanish National Research Council

ERA European Research Area

GEI Strategic Equality Group

SUPERA Supporting the Promotion of Equality in Research and Academia

UMyC Women and Science Unit, a unit under the Ministry of Science, Innovation and Universities.