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ESTATAL DE  
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# EVALUATION I EQUALITY PLAN SPANISH STATE RESEARCH AGENCY FOR R&I FUNDING ACTIVITIES

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## Document 1 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

This document, entitled "Evaluation of the I Gender Equality Plan of the Spanish State Research Agency (AEI)", details the efforts and results obtained from the implementation of the plan in 2021 to its evaluation in 2024. The AEI committed in 2018 to the H2020 SUPERA project, creating the Gender Equality Strategy Group (GEI) to advance equality strategies and measures in the context of the European Research Area (ERA).

The I Gender Equality Plan 2021-2023 focused on R+D+i financing activities, and during 2024 a detailed analysis of its impact and characteristics was carried out. This analysis served as the basis for the design of the II Equality Plan (2025-2027), which seeks not only to reinforce the actions of the first plan, but also to incorporate measures in terms of personnel and internal structure of the Agency.

The general objective of the process of drawing up the II Equality Plan included the evaluation of the I Plan to find out its level of implementation and aspects for improvement, as well as a gender diagnosis of the Agency's internal aspects. This diagnosis made it possible to identify gaps between the design, implementation and results of the first plan, and to establish new measures for the second plan.

Among the activities highlighted during the implementation of the I Plan are the financing of R+D+i grants related to gender, the adaptation of equality regulations, new communication initiatives and collaboration with other centers and institutions of the science system. In addition, the Resolution of the AEI Management for the adaptation of the Protocol of action against conduct constituting sexual harassment and harassment based on sex was approved.

The methodology used for the evaluation of the I Plan combined an evaluative approach and an inquiry approach, using qualitative techniques such as surveys, in-depth interviews, discussion groups and participatory workshops. This process was coordinated from the AEI Support Unit, with the participation of various units and key people.

The results of the evaluation of the I Plan were generally positive, highlighting the partial or total implementation of 12 of the 13 measures proposed. However, limiting factors were identified, such as the lack of specific resources, the absence of clear monitoring mechanisms, and the lack of adequate IT tools. Among the facilitating factors, collaboration with the Ministry of Science, Innovation and Universities was mentioned, as well as the involvement of the Agency's staff.

The document concludes that, although the I Gender Equality Plan of the AEI was oriented only to external financing activity, it proved to be a solid plan with impact. However, opportunities for improvement were identified in setting incentives and encouraging workforce commitment to gender equality.

# 1 GENERAL INTRODUCTION

In 2018, the Spanish State Research Agency (hereinafter AEI or Agency) became involved in the H2020 SUPERA project<sup>1</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 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, such as adaptation of equality regulations, 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 for improvement.
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.
3. To prepare the II Equality Plan of the AEI.

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

This document summarises the evaluation process of the First Gender Equality Plan of the AEI.

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<sup>1</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.

## 1.1 SPECIFIC OBJECTIVES OF THE WORK CARRIED OUT

The evaluation of the I Gender Equality Plan of the AEI and the subsequent diagnosis have made it possible to feed the proposal of the new Plan and design new measures, for which the following specific objectives were established:

With regard to the evaluation of the First Plan:

1. Identify gaps between the design-implementation-results of the first Plan and possible areas for improvement with respect to the measures included in it.

With respect to the new Plan:

2. Strengthen measures aimed at eliminating gender bias in research funds.
3. To guarantee support for the reconciliation of personal, family and work life and co-responsibility in the Agency.
4. Address potential barriers to career development for Agency staff.
5. To contribute to the effective consolidation of the principle of equal treatment and opportunities in the Agency, eradicating any form of direct and indirect discrimination on grounds of sex/gender.
6. Contribute to the eradication of sexism and gender-based violence in the Agency, including sexual and sex/gender-based harassment.
7. Strengthen measures aimed at integrating the gender approach into the Agency's research and areas of action.
8. Strengthen the mechanisms for data collection and monitoring of Equality Plans, with an intersectional perspective.

And in general:

9. To promote a collaborative analysis and design of strategies and specific measures of action.



Figure 1. Representation of the scope of the work carried out for the evaluation of the I Gender Equality Plan of the AEI, and for the design of the II Equality Plan of the AEI.

## 2 METHODOLOGY

### 2.1 METHODOLOGICAL APPROACH

To respond adequately to the objectives, a two-pronged approach has been used:

- an evaluative approach: contributes to generating knowledge about the impact and implementation process of the previous plan, and
- an investigative approach: it sheds light on new areas of action and allows us to know how to better accommodate them in the new plan according to the context of the Agency.

In coherence, an eminently qualitative methodology has been used, based, on the one hand, on appreciative inquiry/evaluation — which has made it possible to know what is working, for whom, where and why (quality criteria / success criteria) — and, on the other, on the principles of collaboration and participation — which have allowed a better adaptation to the reality of the Agency, contributing to its sustainability.

To this end, different techniques have been combined and the participation of all the Agency's staff has been encouraged. The evaluation and diagnostic process has also been based on the extensive theoretical and methodological knowledge developed at European level on the design, implementation and evaluation of equality plans<sup>2</sup>, and has included the steps indicated in Espinosa et al., 2016<sup>3</sup>:

The entire process has been coordinated from the Support Unit of the Spanish State Research Agency, from where actions related to Gender Equality are coordinated. But the participation of other units and people should be highlighted, such as:

- The AEI Strategic Equality Group (hereinafter GEI)
- Management staff of the AEI such as the heads of the divisions, the director, and the members of the Scientific and Technical Committee.
- Trade union representatives.

With all of them, the Monitoring Commission or Negotiating Commission was constituted, which has been validating the different phases of the work carried out.

### AREAS OF EVALUATION OF THE I PLAN

The dimensions or areas that have structured the evaluation of the First Gender Equality Plan of the AEI are:

- a. Design and approval of the Plan
- b. Implementation of the Plan
- c. Results and impact of the Plan

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<sup>2</sup> Taking into account the knowledge generated by projects such as, among others, SUPERA, ACT, GENERA, TARGET, GenderAction+, GenderSMART, or tools such as the GEAR tool and the Horizon Europe Guide for equality plans.

<sup>3</sup> Julia Espinosa, María Bustelo y María Velasco (coords.), 2016. Evaluating Gender Structural Change. Guidelines for Evaluating Gender Equality Action Plans. UCM, Proyecto GENOVATE.

AREAS ON NEW LINES OF ACTION FOR THE II PLAN

In addition to these dimensions of analysis, other areas were added aimed at guiding the diagnosis of new lines of action of the AEI's II Gender Equality Plan, thus guaranteeing the coverage of the Agency's organisational dimension beyond R+D+i activities.

In this sense, the components or areas of analysis have been:

- a. Structure of the AEI, personnel analysis and institutional transformation tools.
- b. Awareness-raising, education and training in gender equality.
- c. Co-responsibility, work-life balance and organisational culture.
- d. Perception of discrimination, gender-based violence and sexual and sexist harassment.

2.2 FIELDWORK AND TECHNIQUES USED

The fieldwork was carried out between the months of February and May 2024, and the techniques used during the process have been:

| Techniques used            | Highlighted data             |
|----------------------------|------------------------------|
| Document and data analysis | -                            |
| Survey                     | 64% of the population        |
| Interviews                 | 10 with 13 participants      |
| Discussion groups          | 2, 10 people                 |
| Participatory workshops    | 4 (12, 14, 15 and 26 people) |

**Documentary and data analysis:** collection and review of the Agency's most relevant documents.

**Survey:** Questionnaire to identify key issues and recurring trends. It allows us to know the perception of the AEI staff regarding the level of implementation and institutionalization of the previous Plan and to identify relevant issues regarding the new areas of action of the second Plan.

- A total of 127 responses (64% of the total population) were obtained.
- A weighting was carried out to correct for sex/gender biases, as slightly more women than men answered with respect to the real population.
- After weighting, the sampling error is 5.22% and the confidence level<sup>4</sup> of the responses is 95%, so the survey can be considered representative.

**In-depth interviews:** individual or group interviews in a flexible conversation key to obtain qualitative information and to be able to delve into the perceptions and different views of the key people on the topic in question.

A total of 10 interviews have been conducted with 13 participants, and the profiles have included:

- decision-making staff (including the Director of the Agency),
- staff of the Strategic Equality Group,
- representative of the team for the preparation of the first Plan,
- key people from the different areas of the Agency (General Secretariat and divisions),

<sup>4</sup> The confidence level refers to the probability that the sample accurately reflects the population (the standard is 95%).



- external staff, specifically, scientific collaborators, gender experts and key people in the science and research environment.

**Discussion groups:** 2 discussion groups have been held in which 10 people from the different levels and scientific-technical areas of the Agency participated, in a flexible conversation key, to delve qualitatively into the most relevant issues arising from the survey.

**Participatory workshops:** 4 workshops have been held,

- the first for the evaluation of the Plan, with members of the Strategic Equality Group (12 people);
- the second and third with the Plan Negotiation/Monitoring Committee (GEI + unions and other key people, 14 people participated in the first and 15 in the second), aimed at diagnosing and defining needs and objectives.
- The fourth was a workshop open to all the Agency's staff (in which 26 people participated), to share all the information collected so far and promote the collective generation of proposals and specific actions of the Plan through collaborative dynamics.

### 3 BACKGROUND AND SUMMARY OF THE I EQUILITY PLAN

The Spanish State Research Agency (AEI) established the Strategic Group on Gender Equality in November 2018 to advance the equality strategies committed to in the Roadmap for the development of the ERA in Spain 2016-2020.

In 2019, the AEI carried out its first gender equality diagnosis focused on its funding activities.

#### 3.1 Areas of action

In January 2021, the GEI prepared the I Gender Equality Plan 2021-2023 of the Spanish State Research Agency for R+D+i funding activities, in which the following areas of action are identified, differentiating between:

*Basic:*

1. **Structures and mechanisms for gender equality:** strengthen the structure of the AEI for a sustainable equality policy.
2. **Awareness-raising, training and organisational culture:** increasing awareness and training on gender equality.

*Financed activity:*

3. **Distribution of resources:** ensure that funding is managed on an equal footing.
4. **Scientific evaluation and monitoring:** incorporate equality criteria in scientific evaluation.
5. **Impact on the research career:** implementing measures that promote a balanced progression of women and men

#### 3.2 Previous Work on Equality

The AEI had already developed various actions in the field of equality, all of which are now integrated into this I Gender Equality Plan, to be part of a more structured work that allows for greater impact and enables the evaluation and monitoring of the results



### 3.3 Objectives and Measures 2021-2023

The plan prioritises six areas of work with specific objectives and measures:

1. Improve the analysis and dissemination of sex-disaggregated data.
2. Strengthen the equality structures of the AEI.
3. Improve training in gender equality.
4. Promote the integration of the gender perspective in R+D+i projects.
5. Coordinate the implementation of equality criteria in the calls.
6. Integrate the gender perspective in evaluation and in scientific and technical monitoring.
7. Identify factors that affect the success rate of women and men as principal investigators

### 3.4 Implementation Planning

The Strategic Equality Group will be responsible for monitoring implementation and reporting to the Agency's Management. Timelines and resources have been established for each measure, with monitoring indicators to assess progress

### 3.5 Additional Details

The document also mentions the importance of:

- **Reduce the inequality and underrepresentation of women** in leadership and positions of high responsibility in the R+D+i system.
- **To alleviate the consequences of interruptions in research activity** due to maternity and care, through the appropriate assessment of periods of calculation of curricular merits.
- **To promote the balanced presence of men and women** in the decision-making bodies and processes related to the evaluation and financing of R+D+i activities.
- **Promote more inclusive content with respect to the gender perspective** in scientific-technical proposals, strengthening the processes of evaluation and monitoring of projects.
- **Consolidate an organisational culture that is sensitive to gender equality** and not tolerant of discrimination and harassment based on gender, identity or sexual orientation

## 4 EVALUATION RESULTS

| ASPECT OF THE EVALUATION | Highlighted data   |
|--------------------------|--|
| OVERALL ASSESSMENT       | POSITIVE   |
| LIMITING FACTORS         | Lack of specific resources<br>Absence of clear monitoring mechanisms<br>Lack of adequate IT tools<br>Absence of dissemination measures |
| FACILITATION FACTORS     | Collaboration with the MICIU<br>Involvement of staff and scientific collaborators<br>Inertia of previously implemented actions         |
| RESULTS                  | Implementation, at least partially, of 12 of the 13 measures<br>Positive impact on organizational culture                              |
| CHALLENGES               | Introducing transformative measures  |

### 4.1 OVERALL ASSESSMENT

The general assessment regarding the design, implementation and impact of the I Gender Equality Plan of the AEI is positive.

Although this I Gender Equality Plan of the AEI was oriented only to the external financing activity of the agency, it has shown that a plan with few axes and a limited number of actions can be a solid plan with impact, which guarantees a good implementation and sustainability of the planned measures. In this sense, the plan can be considered generally successful. It should be noted, in any case, that one of the shortcomings pointed out by most of the participants is precisely the absence of areas of action aimed at the Agency's own staff.

The First Gender Equality Plan of the AEI was aligned with the main policies and plans — both national and European — related to gender equality in the field of R+D+i in force at the time of its approval.

However, there is room for improvement in the establishment of incentives for the design of the next plan.

It should be noted that the GEI does voluntary work and no recognition mechanisms or specific incentives for participation in work on an equal footing are incorporated.

There is also an opportunity for improvement in promoting the commitment of the workforce to gender equality, since several people recognized during the fieldwork that either they did not know about the I Gender Equality Plan, or knowing that it existed they had never looked at it.

### 4.2 LIMITING FACTORS

Lack of resources and workload have been identified as the main limiting factors, linked to voluntarism.

It has been highlighted by several people that not having established clear follow-up mechanisms has limited implementation, as no problems or possible solutions have been identified to update the measures. This is also linked to the lack of computer tools that allow a better exploitation of data.

Other factors pointed out are: the lack of indicators in the plan beyond the quantitative; the lack of communication and dissemination of the plan that has prevented its appropriation; the lack of

capitalization of knowledge due to staff turnover (mainly retirements) and lack of assignment of specific functions, which in addition to the general impact affects very specific issues.

#### 4.3 FACILITATION FACTORS

The support of the Ministry of Science, Innovation and Universities and, specifically, the role of the SUPERA project team as well as the continuous collaboration with the Women and Science Unit (hereinafter UMyC) as one of the main facilitating factors during design and implementation has been highlighted by the Agency's staff.

The involvement of the workforce and the involvement of the GEI have also been mentioned on several occasions, sometimes linked to voluntarism.

The involvement of scientific collaborators is also relevant.

It should be noted that the Agency had already been implementing some measures before the plan came into force.

#### 4.4 RESULTS AND IMPACT

The results of the plan are presented distinguishing between the level of execution and the level of achievement or results of the actions based on the proposed indicators<sup>5</sup>.

##### LEVEL OF EXECUTION

Of the 13 measures, only 1 is considered not to have been implemented.

| MEASURE  | EXECUTION  |
|--|--|
| 1.1. Publish a report after the main decisions on the granting of aid with data disaggregated by sex of the financing actions, analysing indicators of success, distribution by thematic areas, score profiles, age, among other indicators.                   | Partially executed, with the possibility of improvement.     |
| 1.2. To analyse the application and distribution by sex of the measures to alleviate interruptions in research activity, in the assessment of curricular merits and other requirements associated with them.   | Partially executed, with the possibility of improvement.     |
| 2.1. Adapt the composition and functions of the GEI-AEI to the activities in the field of equality: those contemplated in this IPdI of the financing activities, and those derived from the PDI of the AGE, until the Equality Unit of the AEI is constituted. | Executed, with limited results / possibility of improvement. |
| 2.2. Progress in the constitution of an Equality Unit in the AEI, which integrates all activities in the field of equality.  | Executed, with limited results.                              |
| 3.1. To provide an annual training course for AEI staff on equality in the management of calls for grants.   | Executed, with clear results.                                |
| 3.2. Design actions and dissemination material aimed at raising awareness and training the members of the panels of the thematic areas of the AEI, the technical commissions and the evaluators on gender equality and gender bias in evaluation.              | Executed, with clear results.                                |
| 4.1. Prepare help material for research staff on the integration of a gender perspective in the approach, methodology and expected impact of the project.  | Partially executed, with the possibility of improvement.     |
| 4.2. Analyse the applications for research projects that declare and describe, in the application application, the gender perspective in the proposed research.  | Partially executed, without optimal results.                 |

<sup>5</sup> We remind you that the Plan's indicator system does not include process or impact indicators, so we do not have sufficient tools to assess the impact beyond the available data and the perceptions of the people interviewed.

| MEASURE  | EXECUTION  |
|--|--|
| 5.1. Extend and adapt the application of the gender equality criteria established in the basic orders to the different calls managed by the AEI.   | Executed, with limited results / possibility of improvement.   |
| 5.2. Develop more precise instructions to improve gender balance in the selection of evaluators, both face-to-face and remotely.   | Partially executed, without optimal results.   |
| 6.1. Include descriptors and sections on gender perspective in the models of the evaluation and monitoring reports.  | Executed, with the possibility of improvement.   |
| 6.2. Design self-training activities on the integration of the gender perspective, for people who are going to carry out tasks of evaluation and monitoring of AEI grants.   | Executed, with limited results / possibility of improvement.   |
| 7.1. Carry out an analysis, with a gender perspective, of the different success rate of women and men as PIs of projects, in the different thematic areas, in order to identify possible causes and implement the appropriate corrective measures. | Not executed in AEI. It collaborates with the CSIC and UMyC to provide data and prepare its own reports. |

### LEVEL OF ACHIEVEMENT

We present the achievement of results based on the indicators for each of the lines of action and proposed measures, including an initial reflection on the main weaknesses and strengths identified by the GHG for each axis.

## AXIS 1. EQUALITY STRUCTURES AND MECHANISMS

### Objective 1. Improve the analysis, monitoring and dissemination of sex-disaggregated data

| Measure   | Indicator   | Achievement / Results   |
|---|---|---|
| 1.1. Publish a report after the main decisions to grant aid with sex-disaggregated data on the financing actions, analysing success indicators, distribution by thematic areas, scoring profiles, age, among other indicators | Number of calls for applications that have a report               | The AEI has 21 calls ( <a href="#">Description of State Plan 2021-2023 calls</a> ), of which <b>7 have a report (28%)</b> .   |
| 1.2. To analyse the application and distribution by sex of the measures to alleviate interruptions in research activity, in the assessment of curricular merits and other requirements associated with them                   | Number and type of authorised measures.<br>Gender<br>Distribution | The authorized measures for which data are available are of the type of <b>extension of the eligibility period</b> , applicable to calls for Human Resources and Knowledge Generation Project). In total, it has been applied 725 times in 2021 ( <b>295 men and 430 women</b> ) and 506 times in 2022 ( <b>187 men and 319 women</b> ) |

### Objective 2. Strengthen and consolidate the AEI structures in charge of implementing effective equality measures between women and men, in a sustainable manner over time

| Measure   | Indicator                                | Achievement / Results   |
|---|--|---|
| 2.1. Adapt the composition and functions of the GEI to equality activities: those contemplated in this plan of financing activities, and those derived from the staff of the General State Administration, until the AEI Equality Unit is constituted | New composition and functions of the GEI | Functions adapted, but not formally established in any document.<br>New composition by voluntary rotation of personnel, not by establishment of criteria.   |
| 2.2. Progress in the constitution of an Equality Unit in the AEI, which integrates all activities in the field of equality  | Evidence of progression/steps taken      | Application for a place attached to the Support Unit (approved).<br>Statutory modification at the meeting of the Governing Council in May 2023 but not formally approved.<br>Change in coordination, being carried out in the Support Unit under the Directorate. |

## AXIS 2. AWARENESS-RAISING, TRAINING AND ORGANISATIONAL CULTURE

### Objective 3. Improve specific training in gender equality aimed at the scientific-technical management of AEI calls

| Measure  | Indicator  | Achievement/results   |
|--|--|---|
| 3.1. Provide an annual training course for AEI staff on equality in the management of calls for aid  | No. of sessions/year;<br>No. of attendees/course;<br>Assessment results submitted to the IEG | Basic Equality Course 18h, 6 modules, 1 edition / year. Present:<br>- 2021: <b>12M-3H</b> ,<br>- 2022 : <b>21M-6H</b> ,<br>- 2023 12M-8H<br>Course evaluation: 2022 a 4.23 and 2023 a 4.32 (out of 5).  |
| 3.2. Design actions and dissemination material aimed at raising awareness and training the members of the panels of the AEI's thematic areas, the technical commissions and the evaluators on equality and gender bias in evaluation | Summary of actions carried out and materials produced and distributed                        | 6 Self-training modules published on the web and Youtube<br>Additional material available on the web and intranet<br>Participation in events / campaigns<br>Promotion and participation of staff in other training actions of the Ministry of Science, Innovation and Universities and other agents such as INAP. |

### Objective 4. Promote the improvement of the integration of the gender perspective in the R+D+i projects submitted to the AEI calls

| Measure  | Indicator  | Achievement / Results   |
|--|--|---|
| 4.1. Prepare help material for research staff on the integration of a gender perspective in the approach, methodology and expected impact of the project | Number of calls that incorporate the UMyC grade and other materials for applicants / total | The Agency has developed its own help material in collaboration with the UMyC available on the website.<br>A note on gender mainstreaming is sent to evaluators.<br>Without systematized data on the number of calls that incorporate the note in the call itself.<br>Dissemination of other material through the Science in Equality section of the AEI website. |
| 4.2. Analyze project applications that declare and describe, in the application application, the gender perspective in the proposed research             | % of applications declaring and describing the PDG in the proposal                         | 2021 (4 calls) - <b>29%</b><br>2022 (4 calls) - <b>38%</b><br>2023 (4 calls) - <b>29%</b><br>Average of 32%   |

### AXIS 3. SCIENTIFIC AND TECHNICAL EVALUATION AND MONITORING

#### Objective 5. Coordinate the proper implementation of the equality criteria established in the basic orders

| Measure   | Indicator  | Achievement / Results   |
|---|--|---|
| 5.1. Extend and adapt the application of the gender equality criteria established in the basic orders to the different calls managed by the AEI | No. of calls including all gender/total criteria | There is no data tracking/systematization tool. According to the GHG monitoring report, the following are applied:<br>1. Interruptions in eligibility: in all calls that have an eligibility period.<br>2. Interruptions in curricular evaluation: all calls where there is curricular evaluation with the exception of Predoctoral Evaluation.<br>3. Interruptions in the execution of aid: HR calls that require hiring.<br>4. Assessment of the gender dimension in research.<br><b>- There are no calls that include ALL the criteria. All include at least one criterion, except for 3 that do not include any</b> |
| 5.2. Develop more precise instructions to improve gender balance in the selection of evaluators, both face-to-face and remotely                 | % of evaluators by scientific area               | Database of 42,669 people, 34.9% women:<br>- Life Sciences: 61.4% H / <b>37.6% M</b><br>- Mathematical sciences, computer science, physics, and chemistry: 74.5% H / <b>25.1% M</b><br>- Social/human sciences: 57.2% H / <b>42.1% M</b>  |

#### Objective 6. Integrate the gender perspective systematically in the evaluation and scientific and technical monitoring of aid

| Measure   | Indicator  | Achievement / Results  |
|---|--|--|
| 6.1. Include descriptors and sections on gender perspective in the models of evaluation and monitoring reports  | Agreed gender descriptors<br>List of evaluation and monitoring reporting templates that include gender aspects | Descriptors included:<br>- <b>Integration of gender analysis into research</b> (objectives, methodology, results, applications and impact)<br>- <b>Gender equality in the execution of the project</b> (team composition, distribution of tasks, signing of publications, actions to avoid bias in selection)<br>- <b>Staff indicators</b> in calls Number of men and women in research team and work team, relationship with the institution, level/type of staff |
| 6.2. Design self-training activities on the integration of the gender perspective, for people who are going to carry out tasks of evaluation and monitoring of AEI grants | Number of people who carry out self-training tasks before participating as experts                             | From January 2023, scientific collaborators are required to complete at least one of the 6 self-training modules<br><b>In 2023, 47 people out of about 280 reported having completed at least one of the modules</b> (without sex-disaggregated data).   |



Objective 7. Identify the potential factors underlying the different success rate of women and men as project principal investigators (PIs)

| Measure   | Indicator   | Achievement / Results  |
|---|---|--|
| 7.1. Carry out an analysis, with a gender perspective, of the different success rate of women and men as PIs of projects, in the different thematic areas, in order to identify possible causes and implement the appropriate corrective measures | Analysis report on the different success rate of women and men as PIs of projects and recommendations presented to the GEI-AEI and the MCIN Equality Unit | <b>The analysis has not been carried out</b> at the AEI.<br>The CSIC carries out this partial analysis for its staff.<br>Partial data are published in the report Científicas en Cifras prepared by the Ministry of Science, Innovation and Universities |

## 5 UNEXPECTED RESULTS AND CHALLENGES

The main unexpected result, mentioned by several of the interviewees, has to do with the impact on the organizational culture. In a newly created agency, with very few resources, none for equality, it was not thought that there had to be an approved equality plan. From there, it has been moved to the fact that the Equality Plan is part of the organizational culture of the Spanish State Research Agency, highlighting the level of awareness of the AEI staff regarding equality activities.

As for the challenges, although sustainability is usually a factor mentioned in this regard in all studies and analyses of equality plans at European level, here it is not considered particularly difficult, quite the opposite. In this sense, the main challenge may be rather not to remain in a stable space of minimums, but to introduce new, more innovative measures with a greater capacity to transform the science and innovation ecosystem in our country, for which the Agency can play a central role.

Other challenges mentioned in the interviews are:

- improve monitoring tools,
- to achieve significant and impactful progress in the field of gender mainstreaming in research,
- achieve efficient implementation with the workload and resources that exist,
- to overcome the resistance of the research staff, linked to the excess of bureaucracy and questions that are requested,
- Improve internal communication.
- strengthen alliances and coordination mechanisms with other institutions and with the main beneficiary institutions,
- ensure that 100% of the Agency's staff are gender-trained,
- achieve true gender mainstreaming, starting at the operational level and
- overcome some resistance, especially those that have to do with the denial of biases.

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## 7 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.