

# Homosociality, implicit bias in recruitment of female leaders, and women's networks in Spanish academia

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## Methodology

Objective 1. To identify values and practices in evaluation committees

Analysis of the composition of ANECA / CNEAI evaluation committees

Objective 2. To address gender biases on men and women trajectories

Online survey to researchers in academia, excellence centre of research and R&D enterprises

Objective 3. To compare gender biases on departments and research environment

10 case studies in diverse environments (Arts & humanities, health, STEM... academia and research centers...)

Objective 4. To evaluate strategies for identifying and promoting talent, particularly how mentoring is making in the process

10 focus group with mentors to identify excellence in their scientific cultures

- Financial crisis has impacted in the R&D workforce because of a lack of promotion, job positions and hiring processes
- Only one of 10 job positions was launched in 2011
- As male retirement is greater, gender gap is balancing last years
- But, male & female researchers hold impoverished labour conditions: insecurity, pay gap and time/productivity pressure
  - 1 of each 3 women holds a temporary contract
- Job-to-job and international mobility emerge as a result of research policy, lack of job opportunities and self-management career model
- Female proportion in A Grade: 21% public university, 25% research centres (CSIC) and 43% private university

## Personal lives

Motherhood and work-life balance remain a handicap to women. But, the national evaluation agency maintains that blind process is objective (but , is it fair?)

Women researchers display lower percentage of having children than men and less number of children (1 of each 4 women are childless). Marriage: 1 of each 3 researchers are married to a researcher, half of female researchers are dual career couple

34% of researchers have interrupted their careers at least once; 26% are women

## Self-perception

Men and women enumerate approximately same number of academic merits, but women report lower salaries than men

Women show lower participation in scientific and academic networks (10%) than men (24%)

Spanish researchers display satisfaction regarding normative in hiring and promotion process (accessibility, transparency, etc.), but women also show critical opinions

What excellence means?: articles (67%), projects (42%), books and chapters of books (22%), grants (22%), **teaching (21%)**, heading research and administrative boards (20%) and professional activity performance (19%)

- Poor labour conditions in academic capitalism equally affect men and women, it suggests a re-configuration of academia: what is important to evaluate (not just items) and healthy competitiveness (not accelerated competitiveness)
- Diverse situations of men and women in research environments recommend gender sensitive evaluation criteria in making decision processes
- Increasing participation of women in academia (as senior researchers, mentors, evaluators, etc.) is not a guarantee to attract more women but recognition and social justice
- We need to enlarge female influential networks and female companionship to promote structural changes and new scientific culture
- Law and regulations have created positive frames, however, investment and leadership are fundamental to generate social changes in research institutions

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