IS IT REAL GENDER EQUALITY IN UNIVERSITY?

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The problem of gender equality in the University has been studied for many years.

The major findings and trends put forward by these studies can be summarized as follows:

• The number of women in scientific research remains a minority.
• In Europe, their proportion is growing faster than that of men the same goes for the proportion of women among scientists and engineers.
• The highest shares of female researchers in the Business Enterprise Sector are in the fields of the agricultural and medical sciences and the lowest shares in engineering and technology.
• The under-representation of women is even more striking in the field of science and engineering.
It is a fact that at European level, national and also for Granada, the number of females university teachers is significantly lower than the number of males university teachers since many years ago.

To try to change this trend, Spain has adopted a gender specific actions whose results are gradually noticing. E.g., the new national accreditation system for the professorate has resulted in the University of Granada, it means that a significant increase in the number of female Lecturer over the previous system of evaluation in all fields of science, the proportion of females being accredited in both chairs is 36% for females professors and 46% for females lecturer, which is closer to the proportions of students at this university than before (see Rueda et al. 2010)
The Equality Unit between women and men at the University of Granada is created in order to promote respect and equal rights and opportunities of women and men within the institution. One of its functions is to perform studies and diagnoses of inequalities between women and men in the three sectors of the university: teaching staff, administrative and service staff and students.

In 2010 a study gender unprecedented which displays the position of women in the University of Granada. This study confirmed the existence of a gender gap in this university.

This paper presents the results of a second study of gender made in 2012 and shows the evolution of the representation of women in the past two years.
METHODOLOGY

The methodology used for the research has been the study census, so that the results are applicable to the whole study population, and no errors due to sampling. Neither is there lack of response errors or coverage, because the University of Granada has a date census of all its components.

The study is merely descriptive, aiming to describe the current status of the various university groups, without entering to analyze the causes of this situation. To do so, it is has been carried out a basic descriptive statistics including contingency tables, statistical graphics and some usual gender indicators in the literature related to this type of study. Specifically indices are listed:

• **Gender gap**: the difference in rates or percentages female and male in the category of a variable.

• **Feminization index**: the ratio of the number of women and the number of men.
GENDER DISTRIBUTION OF TEACHING STAFF AND RESEARCHER

Global data of the teaching staff, we can see in the graph below: (red color is used for women and green color is used for men)

Gender gap: -28.62%

Feminization index: 0.55

These data show a clear disparity in the total teaching staff.
GENDER DISTRIBUTION OF TEACHING STAFF AND RESEARCHER

Data disaggregated by type of contract are:

- **Tenured professors**
  - Gender gap: -30.92%
  - Feminization index: 0.53

- **Other professors**
  - Gender gap: -23.16%
  - Feminization index: 0.63

This graph shows that this disparity is higher for tenured professors (of older and salary).
This graph shows that as age increases, inequality in favor of men is higher, but for new teachers, there is no a big difference.
GENDER DISTRIBUTION OF TEACHING STAFF AND RESEARCHER

Data disaggregated by category

Gender gap: -49.02%
Feminization index: 0.34

Gender gap: -55.84%
Feminization index: 0.28

Gender gap: -17.46%
Feminization index: 0.70

Gender gap: -21.54%
Feminization index: 0.64
GENDER DISTRIBUTION OF TEACHING STAFF AND RESEARCHER

Full professors disaggregated by fields

- **Humanities**: 25.84% women, 74.16% men
- **Social Sciences and Law**: 21.43% women, 78.57% men
- **Sciences**: 22.98% women, 77.02% men
- **Health**: 22.58% women, 77.42% men
- **Engineering and Architecture**: 12.73% women, 87.27% men
Gender gap: 4.7%
Feminization index: 1.1

The feminization index takes the value 1.1 and this shows greater representation of women, but is close to equality.
GENDER DISTRIBUTION OF ADMINISTRATION STAFF AND SERVICES

Data disaggregated by category

The highest representation of women is repeated in all categories
GENDER DISTRIBUTION OF STUDENTS

The total number of female students enrolled in the 2011-2012 academic year is higher than the number of male students, being the feminization index with a value of 1.33. However there are significant differences across faculties and schools: schools with health studies in the area have a greater representation of women while technical schools have a higher representation of men.
CONCLUSIONS

It is a fact that at University of Granada it is not real the gender equality: the number of females university teachers is significantly lower than the number of males university teachers since many years ago. For administration and services staff however there is a slight increase women representation. However there is a tendency to equality for staff with minus aged, so it is expected that as the years pass they will tend to achieve greater equality.

The students, however in general terms there is little difference between men and women, although this difference varies greatly between different qualifications: there are degrees which are mostly of men and others which representation is mostly of women.
Thanks for your attention