Gender-Disaggregated Analysis of the Institute for Neurosciences CSIC-UMH Staff 2025

INSTITUTO DE NEUROCIENCIAS

CSIC
Consejo Superior de Investigaciones Científicas

UNIVERSITAS Miguel Hernández

EXCELENCIA SEVERO OCHOA
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Cover design: Sergio Alejandro Martín Estrada
Editing and layout: Elena Garrido Huarte
Data collection: Bibian García García

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1. Introduction and Objectives

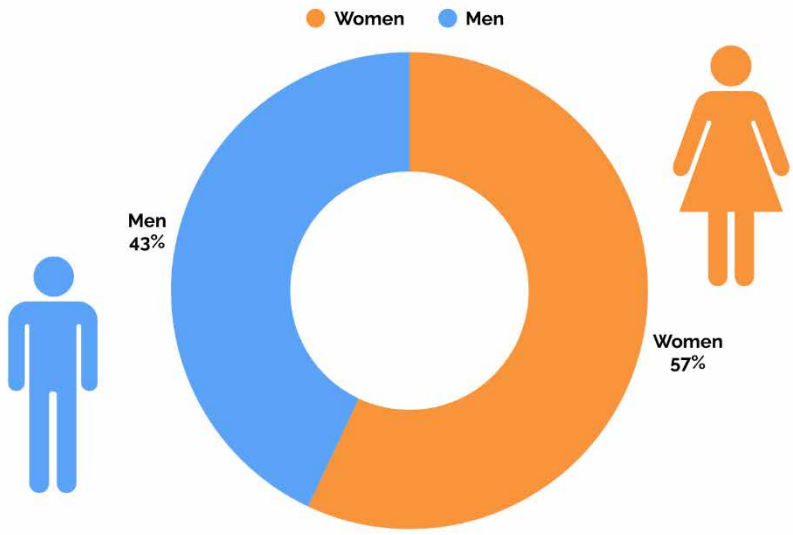
This report analyses the composition of the workforce at the Institute for Neurosciences, a joint centre of the Spanish National Research Council (CSIC) and the Miguel Hernández University of Elche (UMH), over the period 2022–2025 from a gender perspective. It aims to provide a detailed overview of staff distribution, identify potential imbalances, and detect trends across different professional categories.

The analysis enables an assessment of the evolution of the representation of women and men across different roles and levels of responsibility, providing key information to evaluate equality policies and guide future actions to promote gender equity within the Institute.

Framed within the Institute's commitment to equal opportunities, this report serves as a monitoring tool that supports strategic planning, institutional diagnosis, and evidence-based decision-making. Its structure includes the overall composition of the workforce, temporal trends, analysis by professional categories, and the identification of potential gender imbalances.

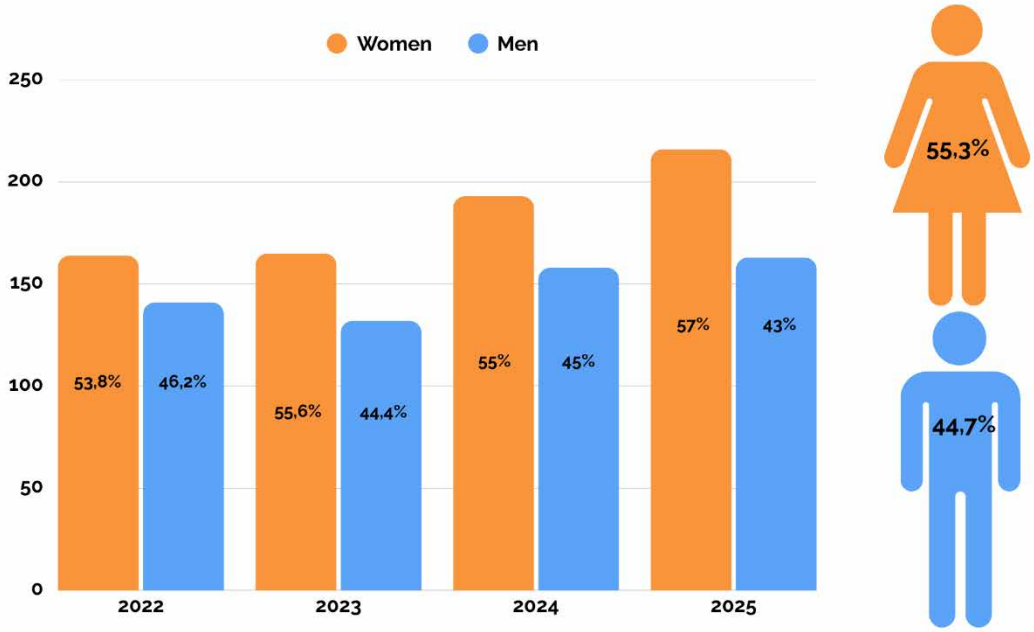
2. Overall Composition and Trends by Gender

2.1 Staff Distribution at the Institute for Neurosciences CSIC–UMH by Gender in 2025



In 2025, the Institute's workforce is composed of 57% women and 43% men, reflecting a slight female majority.

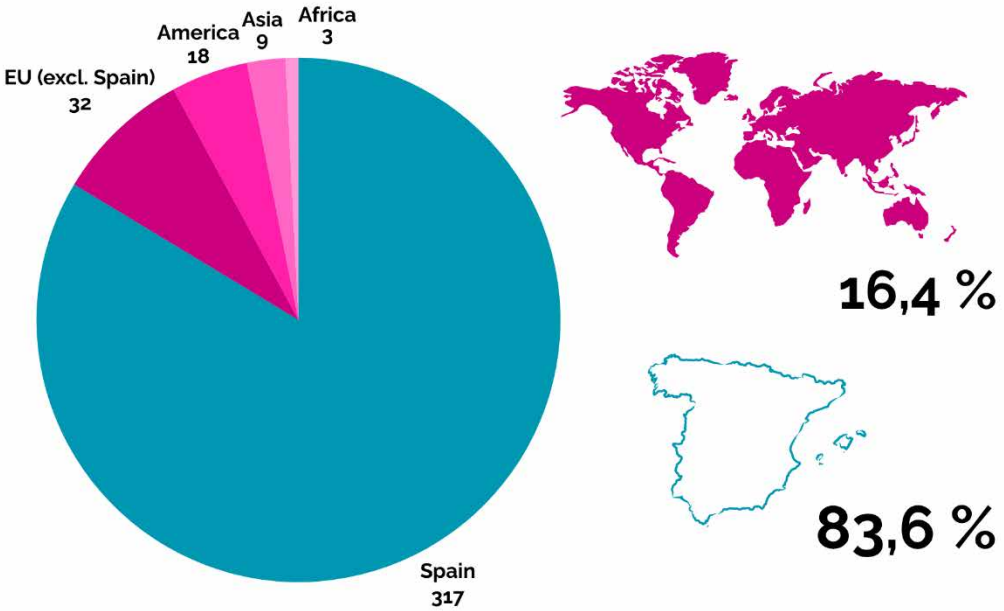
2.2 Evolution of Staff Distribution by Gender at the Institute for Neurosciences CSIC–UMH (2022–2025)



The proportion of women and men in the workforce shows slight variation over the period 2022–2025. Although the distribution remains relatively balanced, a gradual increase in female representation can be observed, rising from approximately 54% in 2022 to 57% in 2025, suggesting a trend towards greater female representation within the overall staff.

3. Staff Distribution by Geographical Origin

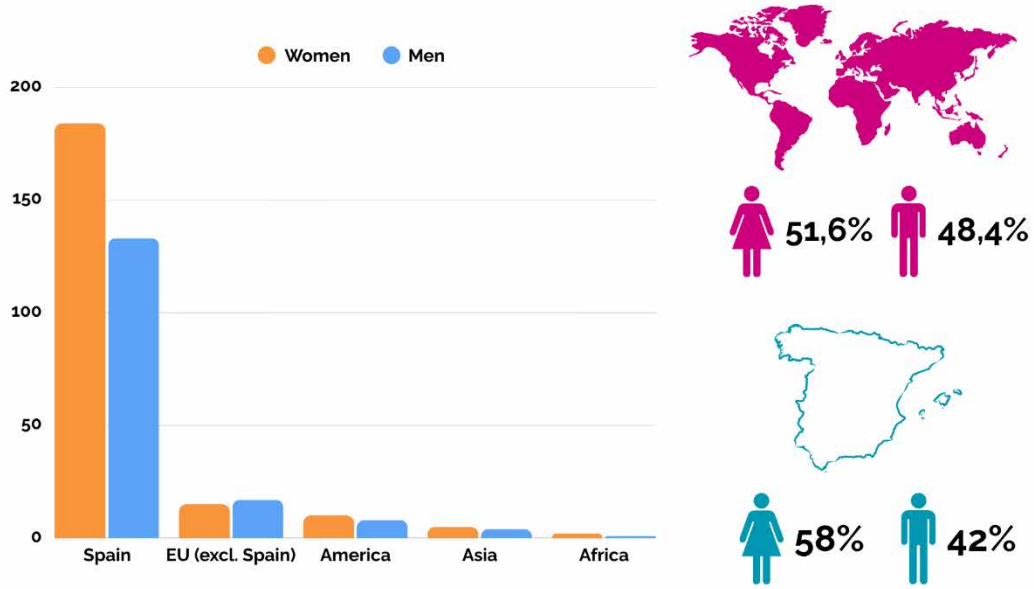
3.1 Overall Staff Distribution by Geographical Origin in 2025



The Institute for Neurosciences workforce is predominantly Spanish (83.6%), while international staff account for 16.4% of the total. Within the latter group, staff from the European Union (excluding Spain) are the most represented, followed by those from

the Americas, Asia, and, to a lesser extent, Africa, reflecting moderate geographical diversity with a higher presence of European profiles.

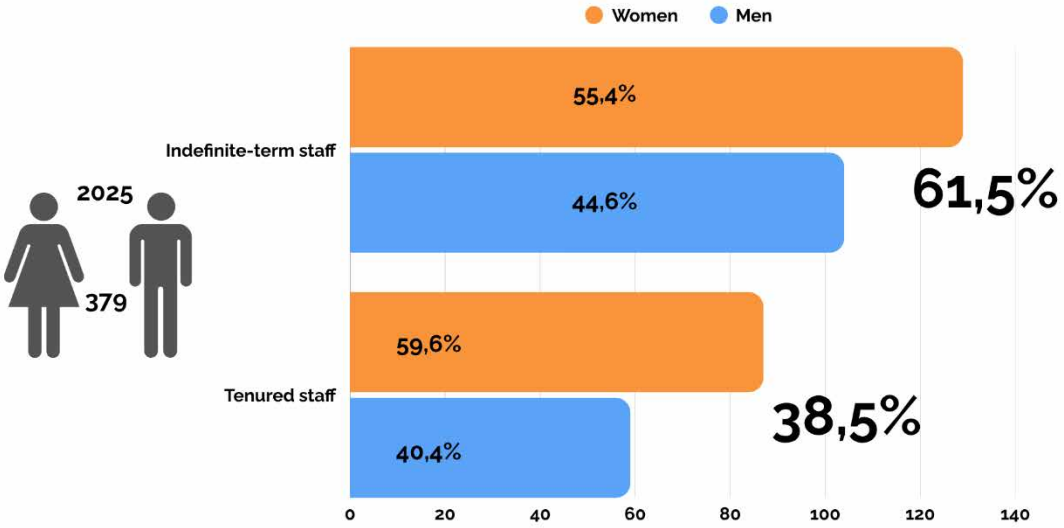
3.2 Overall Staff Distribution by Geographical Origin and Gender in 2025



The gender distribution within each geographical group shows notable differences. While there is a higher proportion of women among staff with Spanish nationality, the distribution between women and men among international staff is nearly balanced.

4. Composition and Trends by Gender and Contract Type

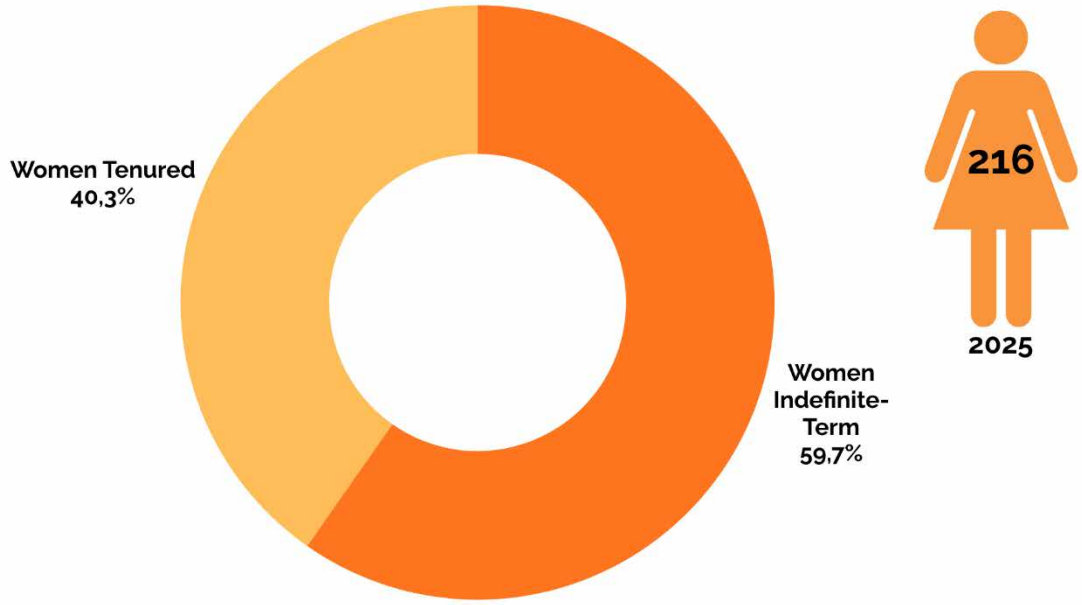
4.1 Staff Distribution at the Institute for Neurosciences CSIC–UMH by Gender and Contract Type in 2025



The distribution of staff by contract type shows a higher proportion of indefinite-term staff (61.5%) compared to tenured or career staff (38.5%). In both categories, women

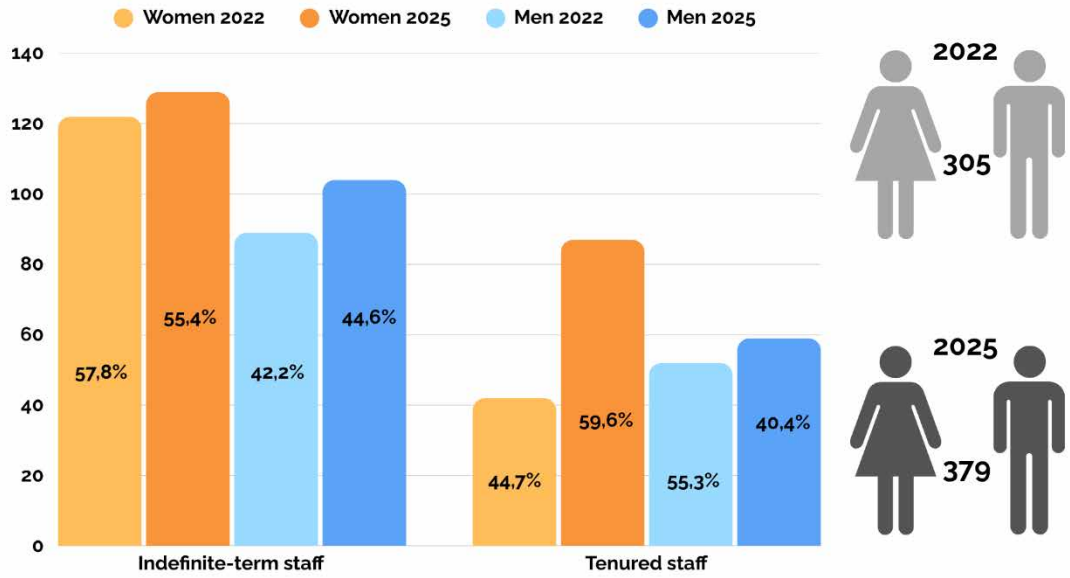
constitute the majority, with the female predominance slightly more pronounced among tenured staff.

4.2 Distribution of Female Staff by Contract Type in 2025



The distribution of female staff by contract type shows that 59.7% of women at the Institute for Neurosciences hold indefinite-term positions, while 40.3% occupy tenured or permanent positions.

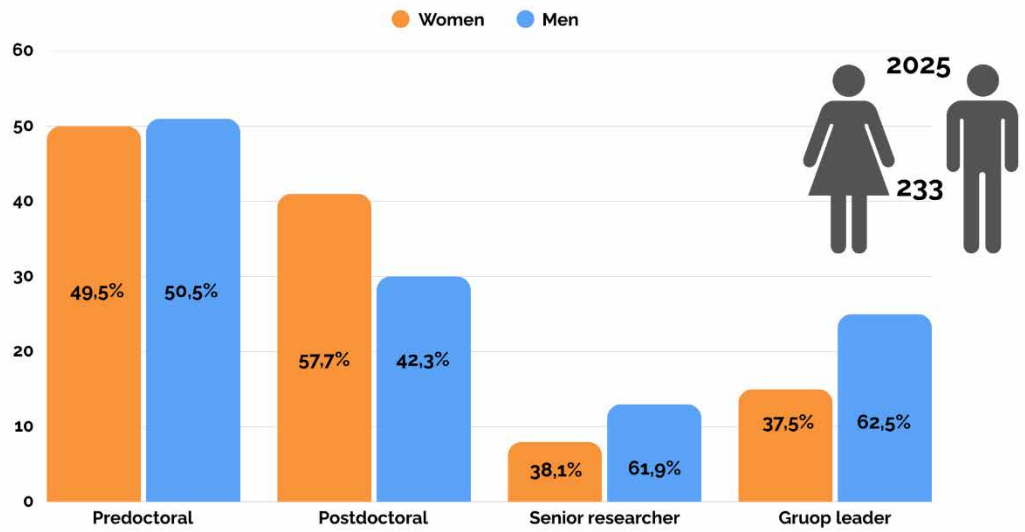
4.3 Trends in Staff Distribution by Contract Type and Gender (2022–2025)



Trends in Staff Distribution by Gender and Contract Type over the Period 2022–2025. Over these four years, a distinct pattern emerges: the proportion of women in tenured or permanent positions increases notably, while the distribution of men remains relatively stable.

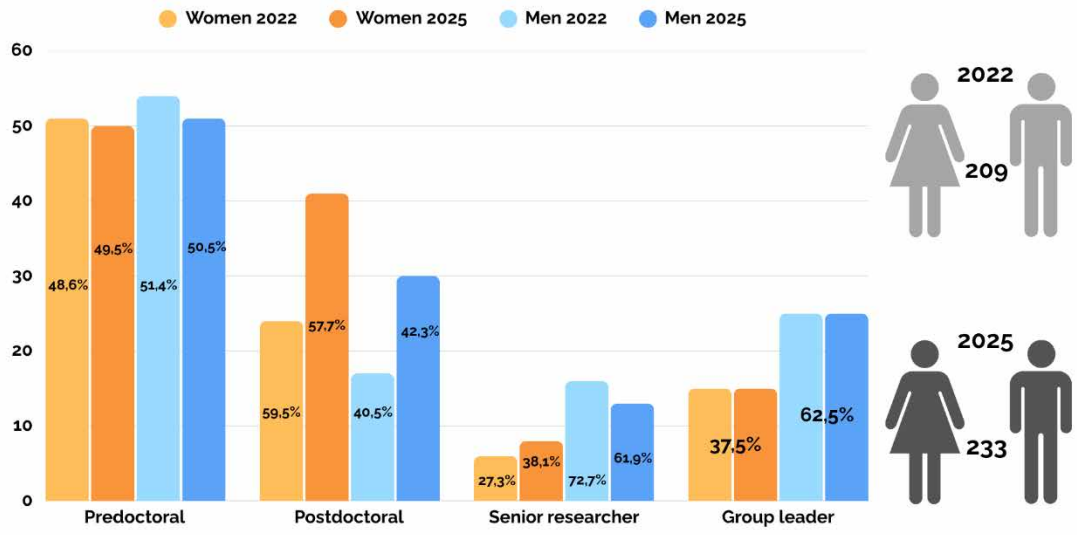
5. Composition and Trends by Gender of Research Staff

5.1 Distribution of Research Staff by Gender and Category in 2025



The distribution of research staff by gender and category in 2025 shows a balanced composition in the early stages of the research career, with a slight female majority at the postdoctoral level. However, in positions of greater responsibility, such as senior researcher and group leader roles, female representation is lower, revealing a progressive decline as career advancement increases.

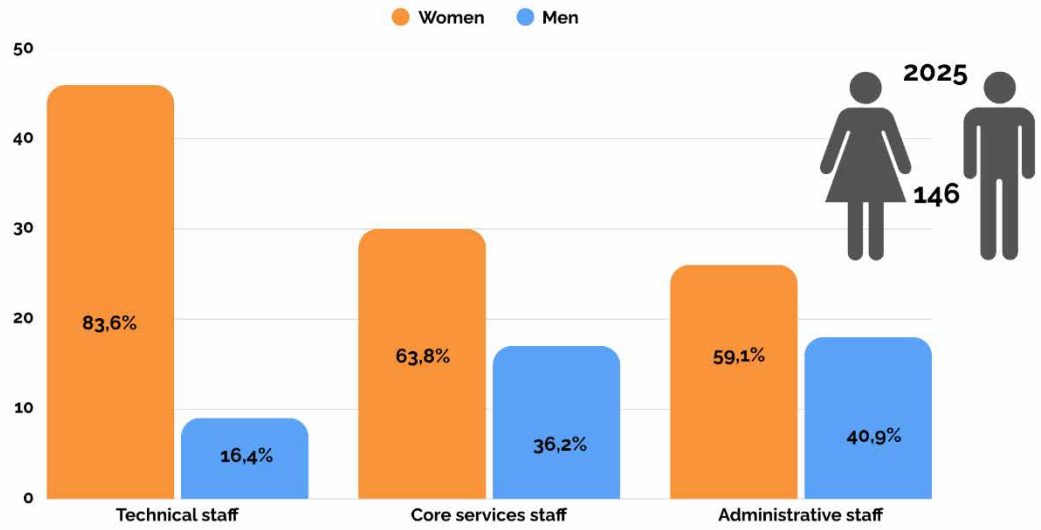
5.2 Trends in Research Staff by Gender and Category (2022–2025)



The comparison between 2022 and 2025 shows that the distribution of research staff by gender remains relatively stable in the early stages of the scientific career, with near parity in predoctoral positions and a higher representation of women in postdoctoral roles. In positions of greater responsibility, an increase in female representation is observed at the senior researcher level, while the proportion

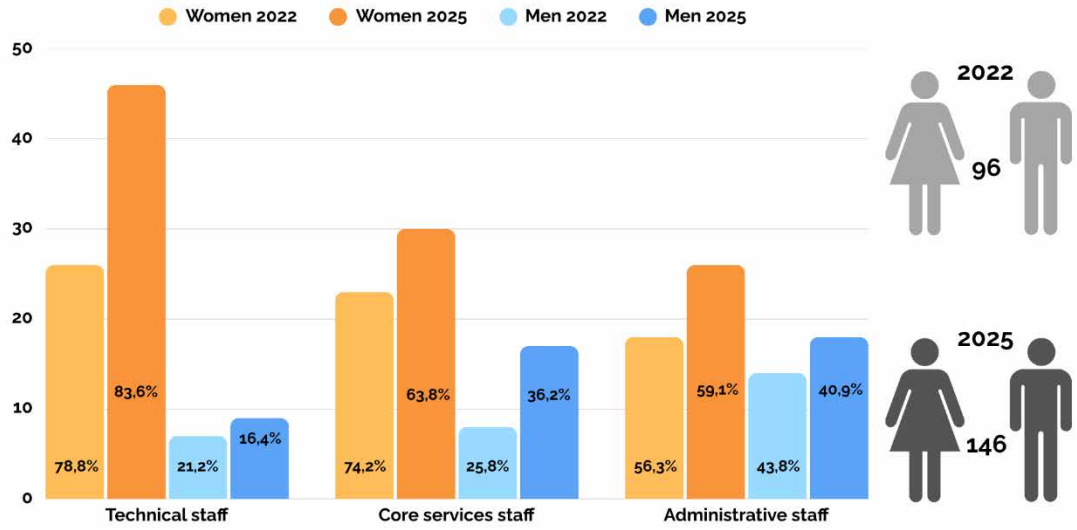
remains unchanged in group leadership. Overall, these results indicate a slight improvement in the representation of women at advanced levels, though disparities persist in the most senior positions.

5.3 Distribution of Research Support Staff by Gender and Category in 2025



These data reflect the gender composition across the Institute for Neurosciences' different research support roles. The distribution of research support staff by gender and category in 2025 shows a clear female majority among technical staff (83.6%) and core services staff (63.8%), as well as a slight majority in administrative staff (59.1%).

5.4 Trends in Research Support Staff by Gender and Category (2022–2025)



The evolution of research support staff by gender and category between 2022 and 2025 shows differing trends across areas. Among technical staff, already predominantly female, a further increase in women's representation is observed. In contrast, core services show a decrease in the proportion of women towards a more

balanced distribution, while in administration, the composition remains relatively stable. Overall, these results reflect a heterogeneous evolution in gender distribution across the different research support areas.

6. Conclusions

The analysis of the staff composition at the Institute for Neurosciences CSIC–UMH over the period 2022–2025 reveals an overall structure that is relatively balanced from a gender perspective, with a slight female majority that has increased moderately over the period analyzed.

Overall, the gender distribution remains stable, although relevant differences emerge when analyzing specific variables such as contract type, professional category, or area of activity. In this regard, distinct patterns can be identified depending on the level of responsibility and the type of position held.

In the research staff, the data show a balanced composition in the early stages of the scientific career and a higher representation of women at the postdoctoral level. However, this trend does not persist in positions of greater responsibility, where female representation is lower. Although an improvement is observed at the senior researcher level, the distribution in leadership positions remains unchanged, indicating the persistence of disparities at the highest levels of responsibility.

Regarding contract type, a higher proportion of indefinite-term staff is observed than of tenured or career staff. However, a notable increase in female representation in permanent positions is observed over the period analyzed, suggesting a shift in the employment structure from a gender perspective.

On the other hand, the analysis of research support staff shows a female majority across the different categories, particularly in the technical area. However, the evolution between 2022 and 2025 shows heterogeneous patterns across areas, with trends towards greater feminization in some cases and a more balanced distribution in others.

Overall, the results show that although the Institute presents a broadly balanced gender balance, differences persist by professional category and level of responsibility.

This report, therefore, serves as a diagnostic tool to identify areas requiring attention and to guide the development of future actions to promote equal opportunities at the Institute for Neurosciences.