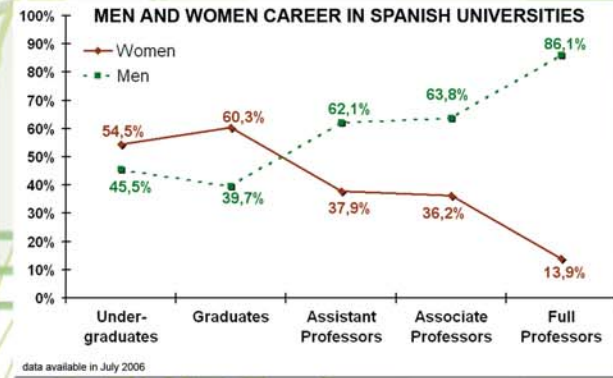
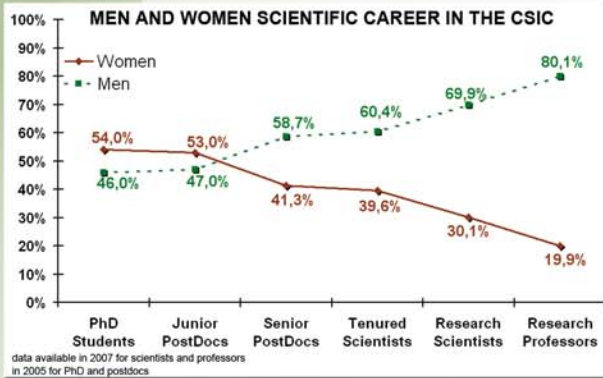


SITUATION

The ETAN and WIR reports highlight the low proportion of women in the decision-making positions in science and underscore the grim aspects of the role that women are allowed to play in Academy and Industry.

Women and Men are equally capable to contribute to intellectual excellence, in science and in technology.

The majority (60%) of graduates from Universities in Spain are women, as well as those getting the best grades.



Research centers, universities and industry have to implement an Action Plan to detect discrimination by gender in the processes of admission and promotion and to promote the conciliation of work-life and family and personal life of men and women.

"There is little difference between men and women, only those aspects related to their biological function. The roles of men and women within the family and society should be almost identical, since the intellectual aptitudes are similar. Thus, the clear discrimination in favour of men is not based on a different aptitude for work but on a different attitude in relation to power."

Rolf Tarrach (CSIC President, 2000-2003)

FOUNDERS OF AMIT

Together to promote the full incorporation of women to research, science and academic management

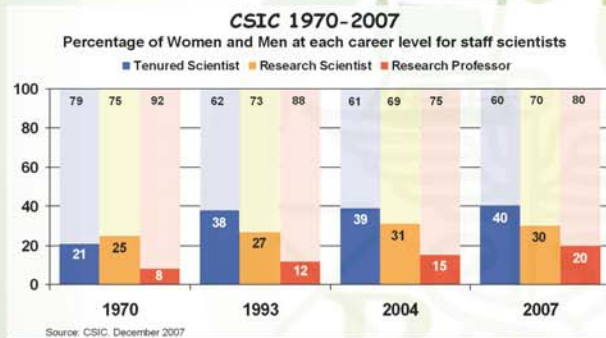


Flora de Pablo, CSIC. ISCIII
First President of AMIT

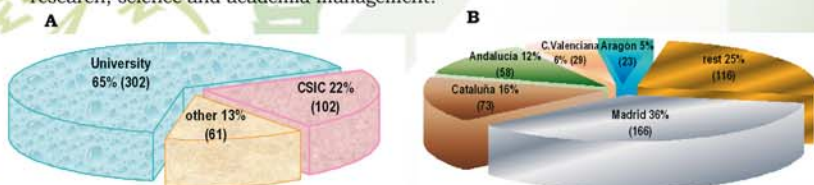


Carmen Vela
President of INGENASA
and President of AMIT.
Participant in the work group of the ETAN and WIR reports.

We defend equal opportunities in research activities, in professional promotion and in the participation in decision-making processes because it is a right not a concession.



In December of 2001, a group of women of different disciplines, from the University, the Spanish Research Council and Industry, started the Spanish ASSOCIATION OF WOMEN RESEARCHERS AND TECHNOLOGISTS. It is a non-excluding association, which tries to be the voice, the place for discussion and support network for all women researchers who believe that we have to work together to promote full incorporation of women into research, science and academia management.



Membership of AMIT (465 associates) : 57% Experimental and Health Sciences
32% Humanities, Social Sciences and Law
6% Engineering and Architecture
5% Management and others

A) Percentage and number in parenthesis of associates by type of institution
B) Percentage and number in parenthesis of associates in the main geographical regions

The systematic barriers, progressive discouragement and discrimination stereotypes for women in general in society, are also the main cause for which women occupy a secondary role in Research and Science.

OBJECTIVES AND STRATEGIES

To promote equal opportunity policies in the careers of women researchers and technologists in all areas, Natural and Social Sciences, Material Sciences and Humanities, both in public and private institutions.

To make more visible the professional activities of women researchers and to denounce situations of discrimination and the mechanisms leading to them.

To elaborate recommendations and collaborate with the administrative bodies, national and international institutions to promote the progress of women in science implementing positive actions which will correct the disequilibrium between the two sexes in research.

To organize meetings, seminars and initiatives that help us to be aware that the "Glass Ceiling" exists but can be broken.

To demand compliance with European laws and recommendations in Equity matters.

Biomedicine

Maria Blasco
National Research Cancer Center (CNIO)
EMBO Medal Young Scientist



Physics

Pilar López Sancho, CSIC
Secretary General of AMIT

Mª Josefa Yzuel, Professor
Autonomous University of Barcelona (right)



Natural Sciences

Teresa Telleria
Botanical Gardens, CSIC



Humanities

Eulalia Pérez Sedeño
Institute of Philosophy, CSIC
Director General of the FECYT
Founder of AMIT

In Spain there are few women investigators and university professors who can serve as positive role models for those beginning in Science. Most are even reluctant to denounce the existence of sexism in their environment.