IFISC Equity Survey 2025

Summary of results

IFISC Equity Committee

Survey run in October 2025 • 64 responses

1 Key findings

- **Overall climate is good, but not for everyone.** 89% feel respected and valued and 92% feel welcome among peers. Integration *beyond* one's peer group is weaker: a third (33%) feel welcome only sometimes or never.
- **Gender bias is a divided question.** 55% agree there is no gender bias at IFISC, 33% disagree. Non-permanent scientific staff are split evenly (42% vs 42%), and fewer than 3 of the 10 women who responded agree.
- **Women report a less positive experience on almost every indicator**: feeling respected (60% vs 94% for men), satisfaction with career development (30% vs 67%), and having clearly *not* experienced bias in the last three years (30% vs 83%). The group is small (n=10), so the exact numbers are uncertain, but the direction is consistent.
- **Career development, collaboration and mentorship are the weakest aspects of the job.** Half of respondents are satisfied with collaboration opportunities, 38% are not. Satisfaction with career development is 50% among non-permanent scientific staff and very low among administrative and technical staff.
- **Respondents from ethnic minorities are notably less satisfied with career development** than other respondents, and the gap is not explained by their employment status alone. The group is too small to report figures, but the difference is large. It matches comments about language barriers and administrative obstacles for international staff.
- **Caregivers report an experience at least as positive as other respondents.** On almost every question, including participation in meetings and satisfaction with collaboration, respondents with caregiving responsibilities answered as positively as or more positively than others. Their work–life balance was no harder than that of other respondents, although seminar times were mentioned as a difficulty for those with childcare duties. The group is too small to give figures, and the result may partly reflect that caregivers tend to be in more senior positions.
- **Hierarchy shapes participation.** 58% rarely or never lead discussions in meetings, and none of the administrative/technical staff who responded do. Comments describe juniors and support staff feeling their opinions count for less, and harsh criticism in seminars.
- **Harassment and bias are present.** 27% have witnessed harassment at IFISC in the last three years, and 30% are unsure; 9% personally experienced identity-based bias, and a further 12% are not sure.
- **Knowledge of institutional protocols has improved a lot since 2022**: awareness of the CSIC/UIB equity plans rose from 40% to 73%, and of the sexual-harassment protocols from 25% to 75%.
- **Disability is the dimension respondents feel least able to judge**: 42% don't know whether people have equal career opportunities regardless of disability (almost 60% among non-permanent scientific staff), and only 45% agree. Disagreement (12%) is no higher than for ethnicity.
- **Most wanted activities**: a seminar on the CSIC/UIB equity plans and protocols (52%), an awareness seminar with an invited expert (45%), and activities on bias and discrimination (42%).

2 About the survey and how the data are protected

The survey was anonymous and was answered by 64 people in October 2025, an overall participation of about 45%. Among the three main staff groups (permanent and non-permanent scientific staff, and administrative/technical staff), participation was 58% (55–61% within each group).

Because IFISC is a small institute, a few demographic answers can be enough to identify someone. The following rules were applied to every number, table and figure in this report:

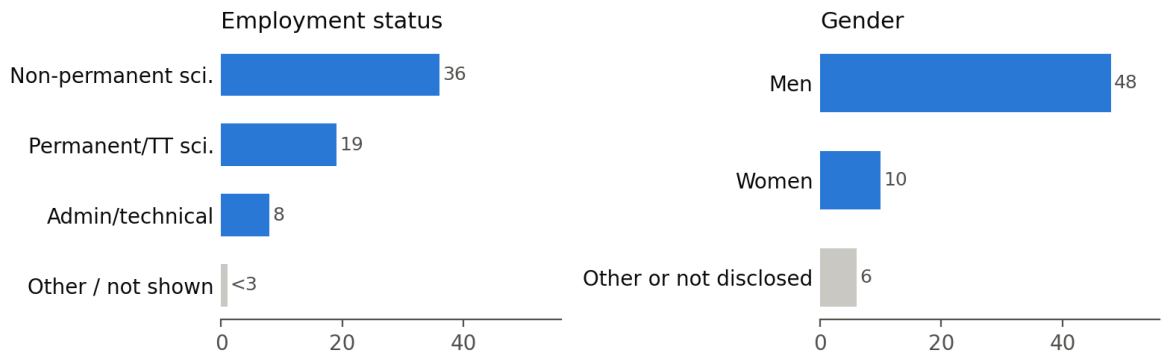
- **Aggregates only.** No individual responses, response timestamps or verbatim comments are reproduced. Free-text answers are summarised as themes, reworded so that individuals cannot be recognised.
- **One characteristic at a time.** Results are broken down by employment status *or* by gender, never by both at once.
- **Minimum group size of 8.** Groups smaller than this are not shown separately: respondents with another employment status, non-binary respondents, and those who preferred not to state their gender. Ethnic minority (6 respondents), disability (3) and caregiver (7) groups are also too small to report separately. These groups were still checked internally for large differences. Notable results (ethnic minority respondents and career development; caregivers) are described in words, without figures.
- **Small counts suppressed.** Any number that corresponds to 1 or 2 people is shown as "<3".
- **Breakdowns simplified.** In the subgroup results, answers are grouped into favourable / unfavourable, so that the exact answers of a few people in a small group cannot be recovered.

Breakdowns by gender are limited to men (n=48) and women (n=10). With only 10 women, one person changes a percentage by 10 points: read these results as a direction, not as precise values.

Use of AI. The first draft of this report (analysis, figures and text) was generated with an AI assistant, Claude Opus 5.5 (Anthropic), from the anonymous survey responses. The Equity Committee used this draft as the basis for its work, and reviewed and revised it.

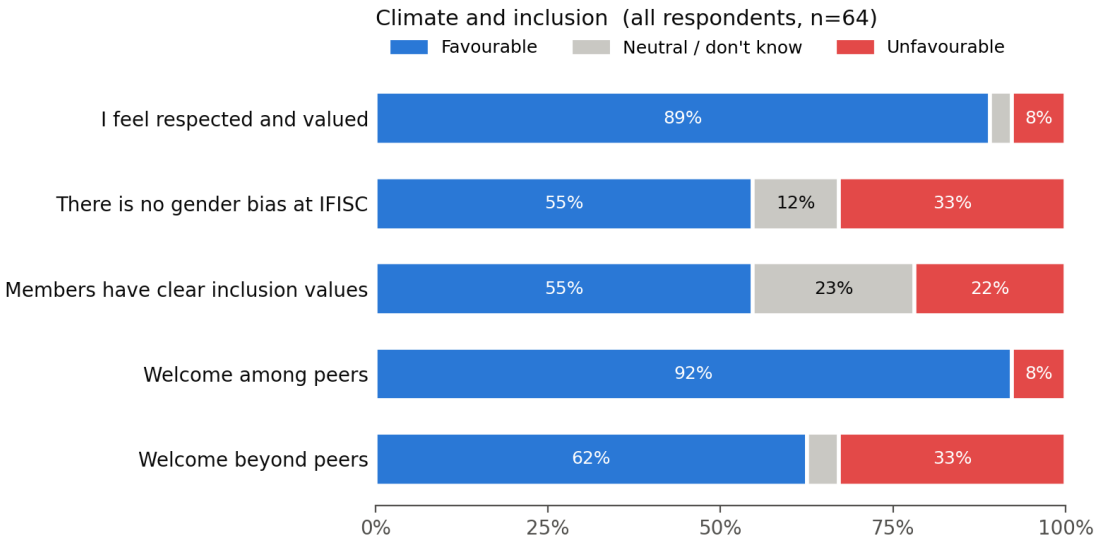
Note on one question. The question on which aspect of identity a bias was related to was mandatory, so some respondents who had *not* experienced bias were forced to pick an option. Its results are not reported.

3 Who responded



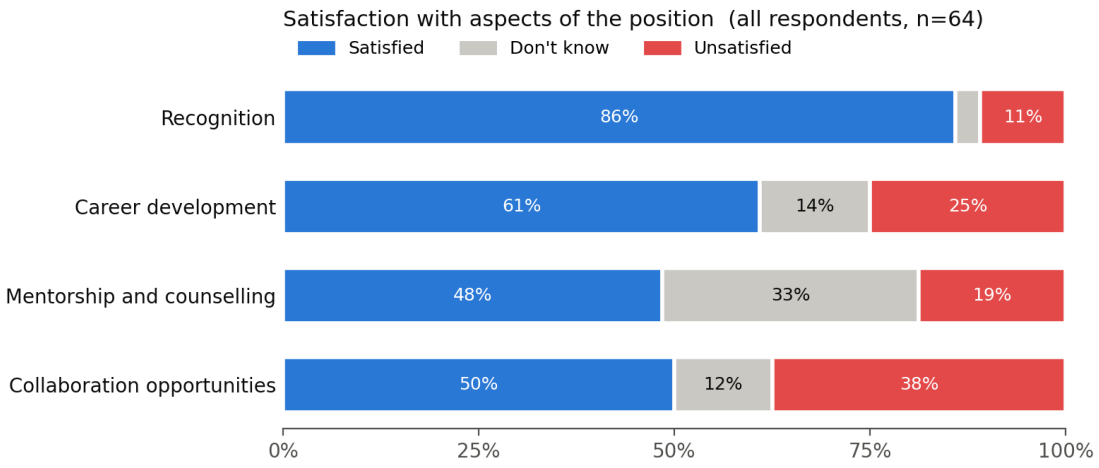
Overall participation was about 45%, and 58% among permanent and non-permanent scientific staff and administrative/technical staff. Most respondents are non-permanent scientific staff (56%), followed by permanent or tenure-track scientific staff (30%) and administrative or technical support staff (13%). Three in four respondents are men (75%), 16% are women, and 9% are non-binary or preferred not to say. About 9% belong to an ethnic minority at IFISC, 11% are caregivers, and fewer than 5% report a disability that interferes with their work.

4 Climate and inclusion



- Almost everyone feels respected (89%) and welcome among peers (92%).
- Integration beyond one's own group is clearly weaker (62% always/often). This gap is largest for non-permanent scientific staff (56%) and for women (50%).
- Views on gender bias and on whether members have clear inclusion values are split, with many "don't know" answers (23% on inclusion values).

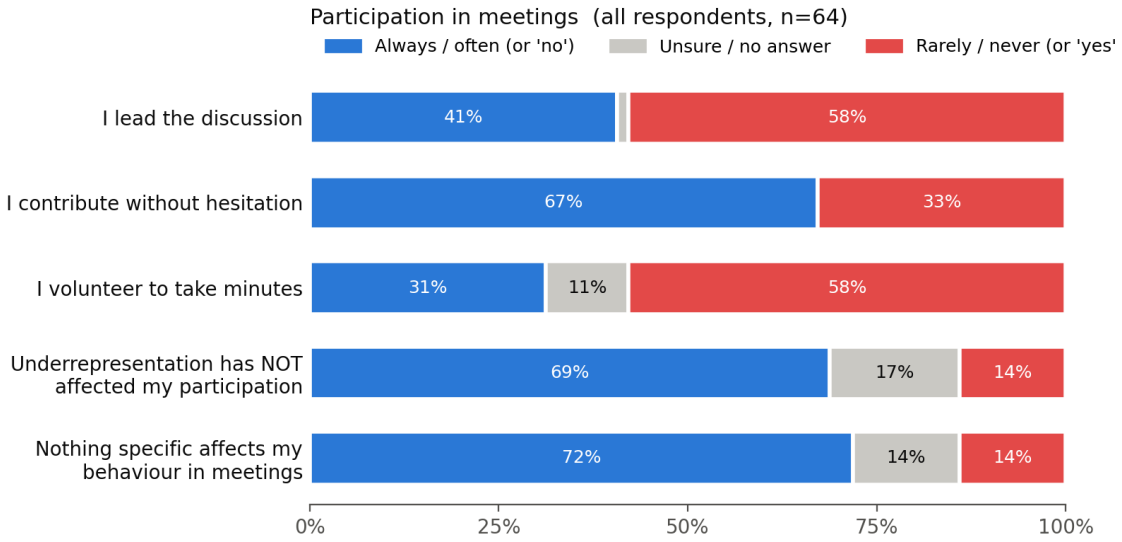
5 Job satisfaction and career



Recognition from colleagues is rated well (86% satisfied). The other aspects are weaker:

- **Collaboration opportunities**: 50% satisfied, 38% unsatisfied, the lowest of the four.
- **Career development**: 95% satisfied among permanent staff, 50% among non-permanent scientific staff, and most administrative/technical staff are unsatisfied (62%). Respondents from ethnic minorities are also notably less satisfied with career development than others, a gap that is not explained by their employment status (the group is too small to give figures).
- **Mentorship**: one third answer “don’t know”, which suggests that many people have no mentoring at all.

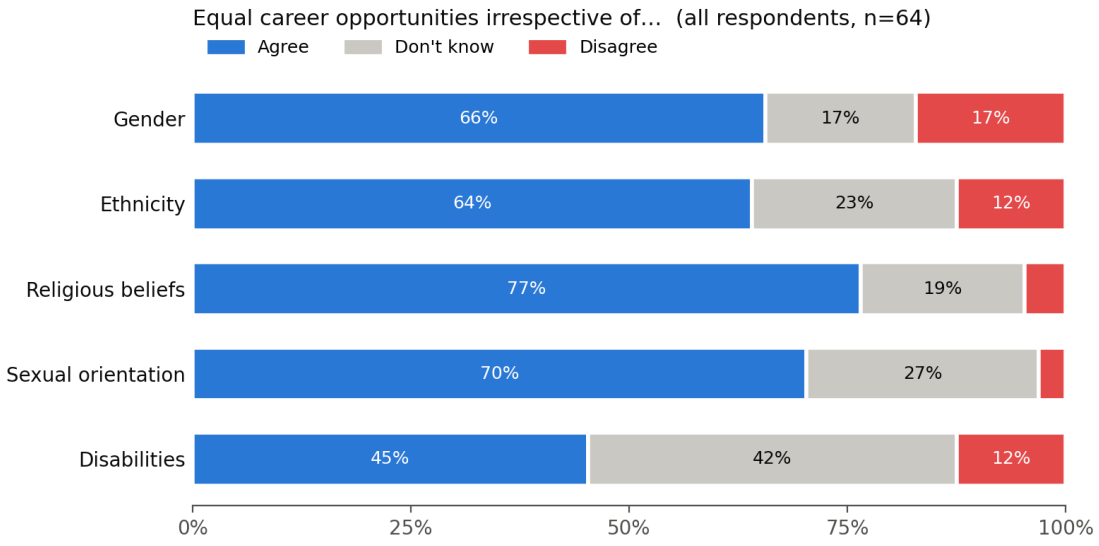
6 Participation in meetings



More than half of respondents rarely or never lead discussions (58%) and a third hesitate to contribute (33%). Permanent staff lead and contribute much more often than non-permanent and

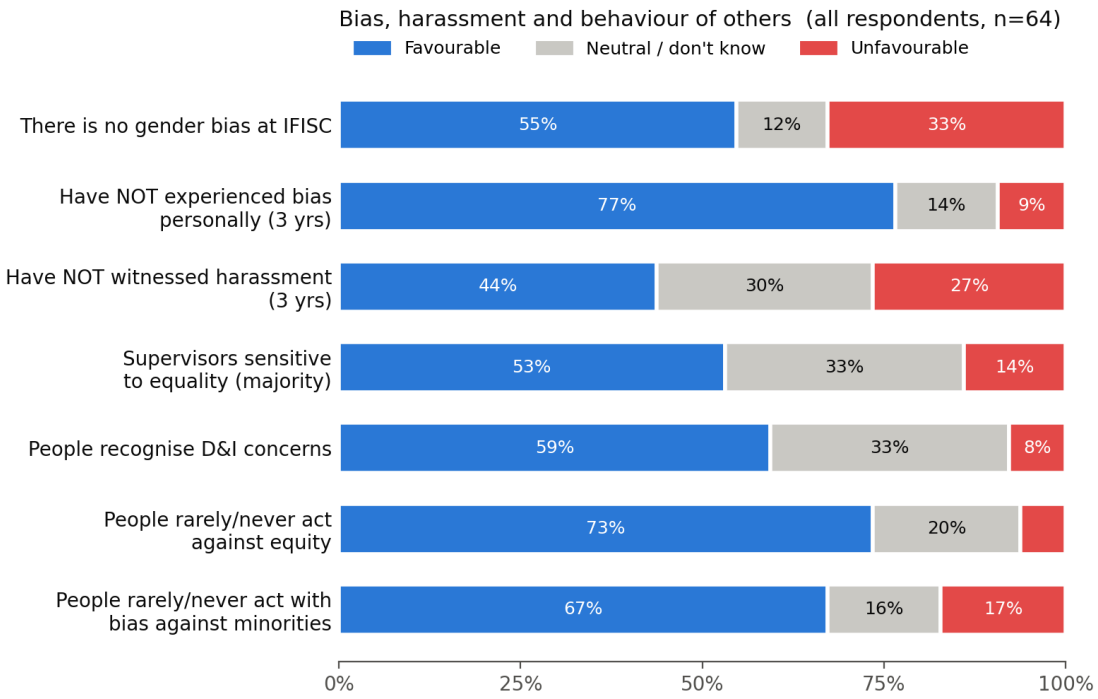
support staff. 14% say that feeling underrepresented or different has affected their participation, rising to 22% among non-permanent scientific staff and 30% among women.

7 Equal opportunities



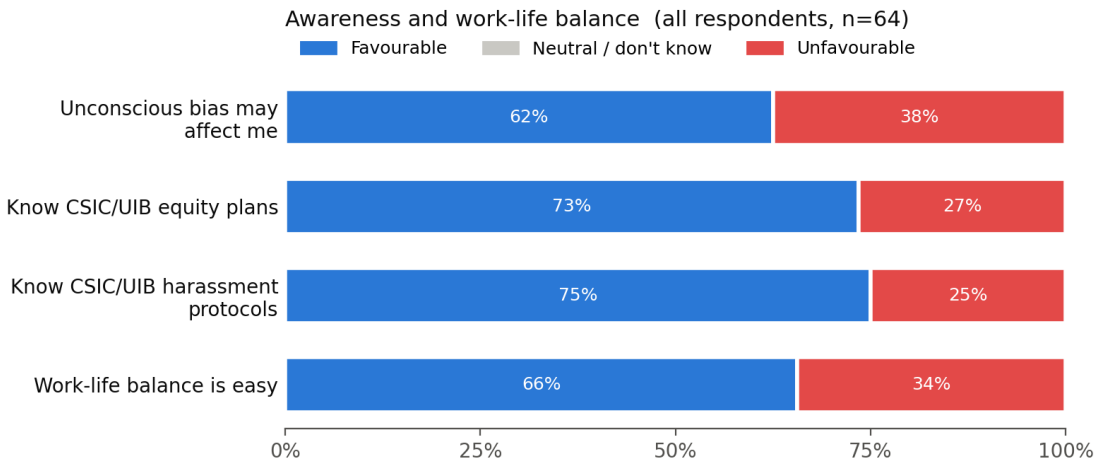
Most respondents believe career opportunities are equal regardless of religion (77%), sexual orientation (70%), gender (66%) and ethnicity (64%). Disability stands out because of uncertainty rather than disagreement: 42% don't know, far more than for any other dimension, while disagreement (12%) is similar to that for ethnicity. This may reflect that disability is often invisible, so colleagues have little basis for an opinion. Permanent staff are consistently more positive than non-permanent staff (e.g. gender: 89% vs 50%; disability: 84% vs 19%).

8 Bias, harassment and the behaviour of others



- Opinions on whether there is gender bias at IFISC are divided: 55% agree that there is none, 33% disagree and 12% don't know. Non-permanent scientific staff are evenly split (42% vs 42%), whereas most permanent staff see no gender bias (74%). Half of the women disagree.
- 9% personally experienced bias or unfair treatment based on identity in the last three years, and 12% are not sure. Among women, only 30% answered a clear "no".
- 27% have *witnessed* harassment at IFISC or IFISC activities in the last three years; 30% are not sure. Comments show that many people are unsure what counts as harassment.
- Most think colleagues rarely act against equity (73%) or with bias against minorities (67%); 17% think bias against minorities happens at least sometimes.

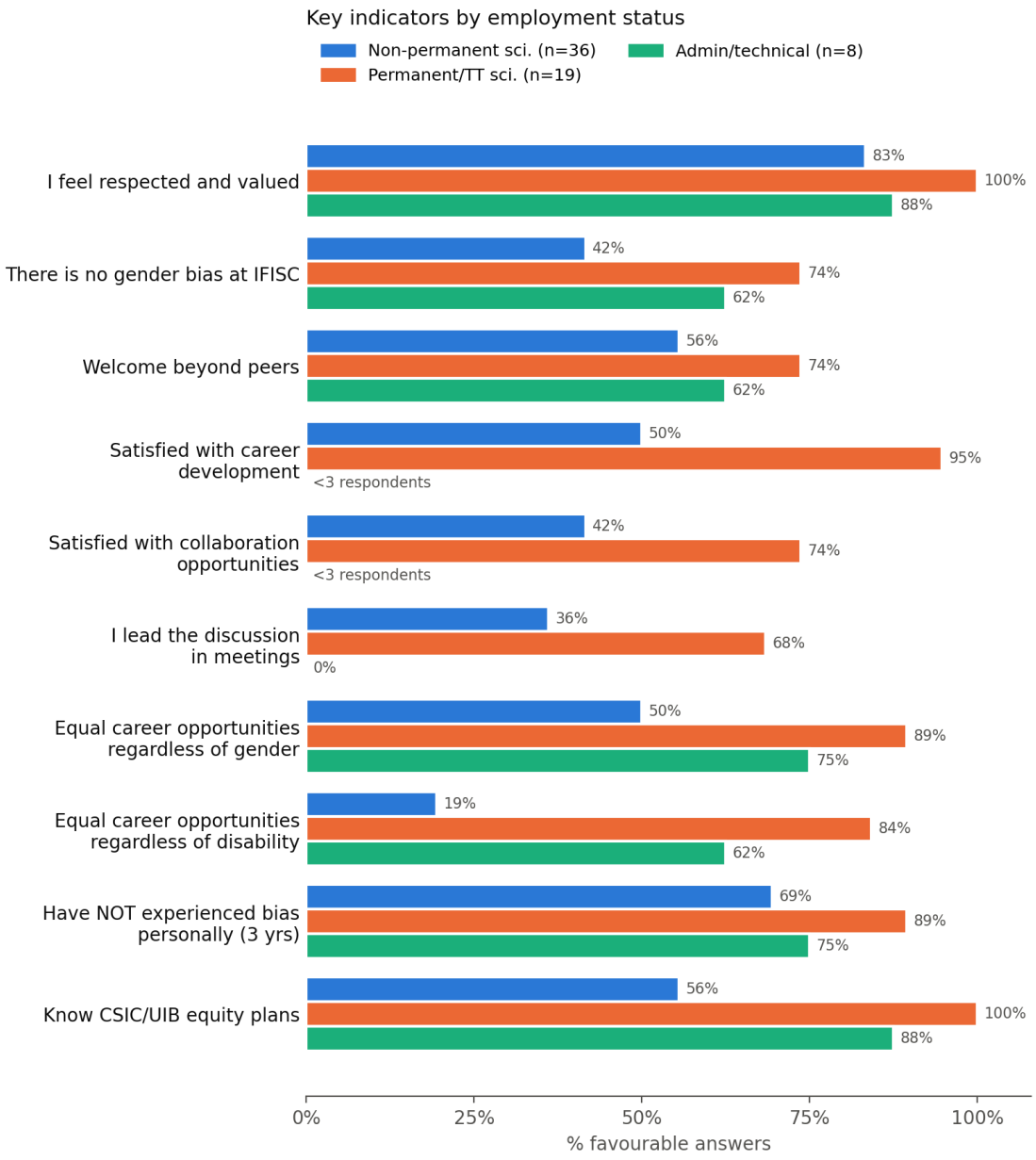
9 Awareness and work–life balance



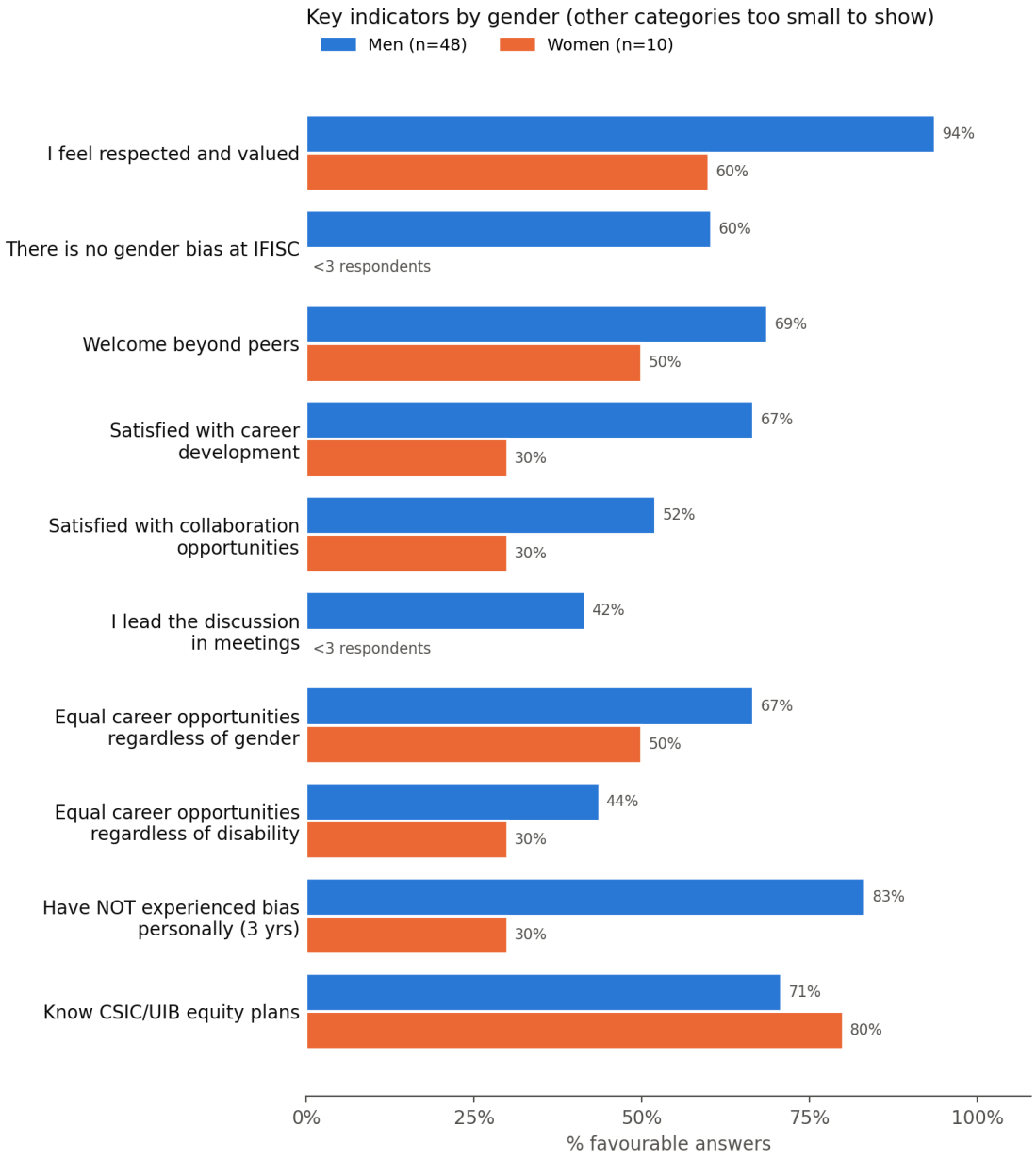
62% think unconscious bias may affect their own professional decisions. Around three in four know that CSIC/UIB have equity plans (73%) and harassment protocols (75%), but few have actually read them (20% and 11%). Awareness is lowest among non-permanent scientific staff (56% and 61%). One third (34%) find it difficult to balance work and personal life.

10 Comparison by group

The figures below show the share of favourable answers to ten key questions in each group.



Permanent staff are the most positive group on almost every indicator. Non-permanent scientific staff are the least positive on gender bias, equal opportunities and awareness of protocols; administrative and technical staff on career development, collaboration and participation in meetings.



Women are less positive than men on nine of the ten indicators. The largest gaps concern feeling respected, career development, experiences of bias and leading discussions in meetings.

11 Changes since the 2022 survey

The 2022 questionnaire (62 responses) focused on gender equity. Only two of its questions were asked again with the same wording in 2025: whether respondents know that CSIC and UIB have equity plans and sexual-harassment protocols.

Awareness of both has clearly improved. Knowledge of the CSIC/UIB equity plans rose from 40% to 73%, and of the sexual-harassment protocols from 25% to 75%.

For other indicators, the data do not allow us to identify changes or trends.

12 Activities respondents would welcome

