

YesWePlan!

Country Situation Report

SPAIN



Erasmus+

This project has been financially supported by the European Commission. The responsibility for the content of this publication (communication) is borne solely by the author. The Commission is not liable for any further use of the information contained therein.



1. BASIC DATA					
Total population	47.100.396		... of which are female	51,00%	
Number of Architects*	50.305		...of which are female	31,50%	
Number of Civil Engineers*	33.898		...of which are female	16,3%	
Graduates in Architecture	2019	1796 ⁸⁾	...of which are female	2019	53,00%
	2018	3.201		2018	45,58%
	2017	2.736		2017	45,58%
	2016	2.203		2016	43,89%
	2015	1.886		2015	48,78%
	2014	919		2014	71,60%
	2013	2.595		2013	45,13%
	2012	2.648		2012	45,42%
	2011	3.009		2011	44,53%
	2010	2.452		2010	45,39%
	2009	2.723		2009	-
	2008	2.609		2008	-
	2007	-		2007	-
Graduates in Civil Engineering	2019	-	...of which are female	2019	-
	2018	-		2018	-
	2017	-		2017	-
	2016	-		2016	-
	2015	-		2015	-
	2014	-		2014	-
	2013	-		2013	-
	2012	-		2012	-
	2011	-		2011	-
	2010	-		2010	-
	2009	-		2009	-
	2008	-		2008	-
	2007	-		2007	-
Students in Architecture	2019	20.581	...of which are female	2019	50,35%
	2018	20.834		2018	50,01%
	2017	20.408		2017	50,01%
	2016	19.507		2016	49,47%
	2015	-		2015	-
Students in Civil Engineering	2019	-	...of which are female	2019	-
	2018	-		2018	-
	2017	-		2017	-
	2016	-		2016	-
	2015	-		2015	-
For Comparison: Number of medical doctors	260.588		...of which are female	51,1%	
For Comparison: Number of Lawyers	254.912		...of which are female	44,00%	

* Architects and Civil Engineers are defined as professionals with a master degree in Architecture or Civil Engineering that are authorised to conduct the profession according to the legal requirements of their country.

8) Draft number



2. FACTS

2.1 The professions of Architects and Civil Engineers: Regulation and Organisation

The Law 38/1999 of 5 November on Edification Regulation defines the legal framework and the activities Architects perform, being therefore a regulated profession with specific professional competences. According to this regulation, an Architect in Spain has professional competences addressed to:

- Projecting and directing building works of all kinds
- Elaborating urban planning instruments of all kinds and development of their execution projects
- Other works such as the appraisal of land and buildings, demolition of buildings, conservation of buildings and monuments or interior and exterior decoration of buildings.

Therefore, Architects are the professionals who are in charge of studying and/or planning the site, planning the building or group of buildings, calculating its structure and defining its various facilities and interior finishes. They also produce the necessary documentation in all the phases, direct the work on site and issue all kinds of certifications, for construction and urban planning works.

In the field of building and urbanism, Architects also carry out the actions and tasks partly associated to European Civil Engineering. And in collaboration with Architects (only), Technical Architects are professionals who do not design buildings, but do participate in the management of construction and urbanization works although it is a different profession and with no signature capacity.

Architects acquire their professional competences through academic education with a nominal duration of six years, including a Final Degree Project. In 1999 the Bologna Declaration established the European Higher Education Area which, in Architecture, implied the transformation of the study plan to a new five-year degree in Architecture (300 ECTS) and the completion of a Final Degree Project (30 ECTS) within the adaptation known as Bologna 1 in 2010. The following adaptation, known as Bologna 2 in 2014, established the transformation of the studies to a Degree in Fundamentals of Architecture (5 years, 300 ECTS, including a Final Degree Thesis) and a Master in Architecture (60 ECTS, including a Final Master Thesis), which can only be accessed from that grade, a plan currently performing.

All graduated Architects with a master level in Architecture enjoy professional competences. Thus, being graduated in Spain is equivalent to being licensed. But registration and membership in the Architects' Chamber is mandatory in order to conduct the profession. Each territory (province, autonomy) has a regional Chamber of Architects, which in turn is decentralized into Demarcations to bring management closer to society. The Higher Council of Chambers of Architects of Spain (CSCAE) is the umbrella organisation of the regional chambers. The Chambers of Architects were created in 1929 and the Higher Council (CSCAE) in 1931. Since 2017, the CSCAE has a working group on Gender Equality and a tab on the website 'A de ArquitectA'.



2.2 Legal framework of Gender Equality

Article 14 of the Spanish Constitution proclaims the right to equality and non-discrimination based on sex. In addition, article 9.2 establishes the obligation of the public institutions to promote the conditions so that the equality of the individual and of the groups in which it is integrated to be real and effective. Spain has also confirmed international Declarations as those by the United Nations in 1979 or the European Union Treaty of Amsterdam in 1999.

Since then, Spain has legislated in favour of this equality among women and men in different territories. Nowadays it is regulated by the Organic Law 3/2007, 22 March, for Effective Equality among Women and Men. This Law establishes the framework for Equality Policies in the country for all social and working spheres and is compulsory. Different territories have developed this law in different aspects, in particular, regarding to gender violence. The present government has declared it as a priority goal and re-established the Ministry for Equality.

2.3 Official pay gap

According to the World Economic Forum 2017 Global Gender Gap Report, the ratio for wage equality for similar work in Spain is 0,51 (female wages/male wages). According to the Spanish Institute of Statistics (INE), the ratio was 0,79 in 2018 (gross medium income 2.161 EUR for men and 1.708 EUR for women in general)

2.4 Income transparency

The minimum wage in Spain is 950 EUR. In general, salaries are regulated by collective agreement in each company or institution. Administration is completely accountable. Regarding Architecture, the Spanish Chambers of Architects have a guide for honorarium, but which is not compulsory (nowadays, Architects work for less money). The payment for Architects is regulated by private contracts.

2.5 Maternal, Parental and Care leave

Paid maternal leave was first established in Spain in 1931 (six weeks before childbirth and six weeks after). The legal framework was interrupted by the Civil War (1936-1939) and Franco's dictatorship (1939-1975). In 1976, it was revised and paid maternal leave was increased by two weeks (14 weeks in total) for the mother. In 1989, it was revised once more and until present, paid maternal leave was increased to 16 weeks (from which six weeks after childbirth are compulsory for the mother). In the case of multiple birth or adoption, the leave is increased by two weeks for each child.

Nowadays, after the compulsory six weeks, mothers can decide whether continuing it or sharing with their partner (up to 10 weeks). Paternal leave was not regulated until 2007 (Organic Law 3/2007 for Effective Equality among Women and Men), where men got 13 consecutive days of paid paternal leave, in parallel to that of the mother, to support the



balance between personal and professional life. In 2017, paternal leave was increased to 4 weeks, in 2018 to 5 weeks, in 2019 to 8 weeks (first 2 weeks are compulsory and they have to coincide with maternal leave; the remaining 6 weeks can be taken at any period in the baby's first year). From 1 January 2020, fathers will have 12 weeks of paid paternal leave. The first 6 weeks are compulsory and they have to coincide with the compulsory 6 weeks of maternal leave. If both parents decide to take the remaining weeks, each parent will get one additional week.

Since 2011, care leave is only regulated in case of children with serious illnesses (such as cancer, etc.). In less serious cases, paid leave usually is only possible for 2-3 days. Daily incidences are not regulated or organized. There are no professional special regulations in any case.

2.6 Childcare services

Compulsory Education in Spain goes from 6 to 16 years old and public schooling is universal and free. From the age of 0 to 6, education is voluntary. From the age of 3-6 it is public and free and any child in this age segment whose parents look for a place finds a public school near home. From 0 to 3 years old, finding public school depends on the territory (Madrid and Navarra have public and free schools for each child under 3) and based on the family income (some municipal schools in Barcelona and Valencia facilitate this kind of schooling for low-income families). Nevertheless, an important percentage of under 3 year old children go to private kindergartens. According to the Early Childhood Education and Care in Europe 2019 edition, in 2016/17, 33.9% of children under 3 years old attended self-financed private settings. For these costs a tax reduction in the yearly Tax Declaration applies.

According to NGO Save the Children, 806.167 children under 3 years do not have access to schooling, mainly out of financial reasons, and are looked after by their parents; on the contrary, 461.391 children under 3 years old get access to a school place, normally a private school service. In Madrid, public kindergarten costs between 65 EUR and 197 EUR, including lunch service. Private kindergarten in Spain, including lunch, costs around 350 EUR per month, though it may vary depending on the Community.

2.7 Public supporting measures for women in technical professions

Since 2007, the Organic Law 3/2007 for 'Effective Equality among Women and Men' provides a framework to improve the situation of women in general. After this Law, each Community has legislated in favour to incorporate gender perspective to their procedures and nowadays it is gaining interest from administration and institutions. In the recent government, it has been re-established as the Ministry for Equality. In Architecture, the Higher Council of Chambers of Architects tries to support a shift in equality. Universities and Schools of Architecture are trying to promote women and trying to increase the number of female students. However, there is no kind of specific and/or relevant award or programme to make women in the profession more visible in Spain.



2.8 Gender equality programmes in Education

There are some programmes to increase the number of women in STEM professions. Architecture is supposed to be one of them though many reclaim the STEM definition to include it properly. The impact of these programmes is small.

2.9 Working hours

The 1978 Spanish Constitution established the framework where rights around work were defined. In 1980, the Workers' Statute has been the first of different Laws trying to regulate rights and obligations of workers, the most recent of them in 8 March 2019. There is no general regulation for flexible working time. Workers can choose part-time working time: In 2019, 7% of male workers were part-time and 31% of female workers were part-time. In some cases, part-time work means precarious work and contract, hiding unpaid long hours.

3. EXPERT OPINIONS

3.1 History of professional Gender Equality

In 1910, women were given the right to free access to general studies at University. Nonetheless, the first School of Architecture in Madrid dates from 1874, the first woman to study Architecture was Matilde Ucelay Maórtua, who achieved to be the first woman to graduate as an Architect in Spain in 1936, on 15 July, three days before the Civil War broke out.

Matilde Ucelay, who had formerly studied at the Institute-School (school belonging to ILE, Institución Libre de Enseñanza), entered the Madrid School of Architecture in 1931, together with two colleagues, Lali Úrcula – who did not finish her degree - and Cristina Gonzalo, who graduated in 1940 – Cristina Gonzalo was also one of the first women with a PhD in Architecture in Spain, in 1967. That same year, Rita Fernández-Queimadelos, the first Galician woman to study Architecture, also attended the Madrid School of Architecture. In the following two decades, only five more women studied there: Cruz López Muller, Juana Ontañón, Margarita Mendizábal, María Eugenia Pérez Clemente and Elena Arregui. In the 1960s, the numbers increased, although they remained low. Among them, in 1968 Pilar Amorós, the first Architect in the province of Alicante (Comunitat Valenciana), got her degree as an Architect.

In Barcelona, despite the fact that the School of Architecture existed since 1875, the first woman to get her degree by this School in Barcelona was Margarita Bender Rubira in 1962 - validation of studies - although the first to study the complete degree and graduate there was Mercedes Serra Barenys, who ended her studies in 1964. Between 1964 and 1975, 73 Architects graduated at Barcelona School of Architecture. Among these 73 Architects, Concepción Valero from Castelló obtained her degree in 1969 in Barcelona.

This quick overview shows clearly that the date on which the first woman in Spain got her degree as an Architect is later than in the context of reference and that, probably, the Spanish Civil War and its post-war period generally hindered possible access to work and commissions.



Registered female Architects in the provinces of the Valencian Community (where UPV is) could only study Architecture in Valencia since 1966-67 academic year, whose first promotion graduated in 1971. Before that date, studying was only possible in Madrid, in Barcelona or in Seville, in this latest one since 1958.

The first female Architects to obtain their degree at Valencia School were Pilar De Insausti and Cristina Grau in 1972. Both began their studies outside the city, but graduated in Valencia. In 1971 five Architects obtained their degree from this school, but none of them female. In 1972, two female Architects out of 16; in 1977 zero out of 17. Between 1971 and 1980, 36 female Architects graduated from a total of 584 degrees in Valencia, which shows that for almost ten years, only 6.16% of graduates in Valencia were female Architects. Observing the number of registered Architects in the Chamber of Architects of the Valencian Community, it becomes clear that until 1982, female Architects summed up to 74 Architects among 3.000 collegiate (2.46%). Nowadays, these figures have changed reaching up to 31.5% of registered female Architects in Spain, which still – is not enough.

3.2 Societal obstacles preventing comprehensive Gender Equality

As already mentioned, the Spanish Constitution states that women and men are equal and that the Government must be non-religious. However, structural discrimination against women is still present in Spanish society, in numerous forms. Many people in Spain, even now, accept traditional gender role distribution between women and men, particularly among those close to right wing parties ideals (although not only).

As in other countries, institutional Catholic Church position is against abortion and abortion laws and still demands different gender roles for women and men, although this position has changed through time. From 2019 data, 68.1% of the population is catholic, 27.5% are atheists and 2.7% profess other religions.

3.3 Challenges for female Architects and Civil Engineers

According to the Higher Council 2018 report, in Spain 54.7% of female Architects have suffered some kind of discrimination due to their gender and 12.2% of female Architects have experienced psychological harassment for gender reason. The same report mentions 17% of female Architects have suffered mobbing in working place, although this report makes no difference among working place types. In our opinion, gender discrimination has evolved from suffering (not always) unfortunate jokes in the workplace to more refined ways of ignoring women's work such as frequent all-male panels or disregard for the presence of women Architects taking part in award juries.

3.4 Pay gap: Reasons and future tendencies

In our opinion, a change to avoid the existing gender pay gap needs to challenge social consideration for care work. Women in all social levels usually take care of dependent ones (children, elderly, ill persons, etc.) and, as the Spanish sociologist M. Angeles Duran states in her book 'The invisible wealth of care' from 2018, this is unpaid working time. This unpaid



work makes it difficult for women to access full-time work as men do, also in the profession of Architects. Nevertheless, the pay gap in the profession is around 0.84 (average annual income for men, 28.641 EUR and 24.184 EUR for women), being the private sector where more salary differences can be found.

3.5 Parental leave in practice

According to the Higher Council 2018 report, 27.8% of professionals have to organise their work to take care of mainly children. Female Architects often choose a part-time contract or to work as self-employed or freelancer. Since 1 January 2020, fathers have compulsory parental leave (6 weeks) which has to coincide with the compulsory 6 weeks of maternal leave of the mother. They both can extend their maternal leave (until 10 weeks more) and paternal leave (until 6 weeks more) with no need to be at the same time. After that, reconcile care and work depends on where one lives, on the personal situation and the general income.

3.6 Care leave in practice

Explained in 2.5 and 3.5

3.7 Importance of supporting networks

Family support is part of the Spanish culture. Relatives interact easily and frequently. When grandparents are able and live close, they usually take care of their grandchildren.

3.8 Working hours in practice

According to the Higher Council 2018 report, 69.7% of Architects work on their own (autonomous), 14.1% work for others and 11.5% combine both situations. In order to reconcile work and care, 83.4% of Architects have flexible arriving and departure hours, 59.7% have flexible timetables in general, 46% telework, and 37% choose part-time work. The Coronavirus crisis has extended telework and videoconferences among professionals.

3.9 Access to the profession for Newcomers

After the 2008 crisis, unemployment among under 25 year olds neared 60% (2012T4). Many recent graduates in Architecture decided to go to work abroad. In a 2015 survey among students, 45% of those who responded, said they expected to work in another country, and 48.1% expected to open his/her own office abroad. According to the Higher Council 2017 preliminary survey report, nowadays, among registered Architects under 30 years old, 51.8% work on their own and 63.6% have a medium income of 17.273 EUR.

3.10 Solidarity in practice

Solidarity is common in Spain. There are no specific surveys or studies on this topic.



3.11 Future developments of professional Gender Equality

Gender equality in the profession is improving, but not enough. Female Architects deserve equal opportunities, equal incomes, equal recognition and equal respect as serious professionals. We tend to focus on opportunities and income (still unbalanced) but recognition and respect are still very, very far away. This is easily shown by just looking at the list of awarded Architects, in particular, in Spain.