

COSME

Committee on the situation
of women in economics

Newsletter 2023: Letter from José Ignacio Conde-Ruiz, COSME President in 2023



Welcome to the 11th edition of our Newsletter. This edition contains very interesting material on some recent advances in gender economics and a summary of COSME's main activities during this year. Before going into detail, I would like to thank Judit Vall Castello and Xulia González Cerdeira for their efforts in putting together this excellent Newsletter.

As usual, this has been a very exciting year for COSME. On May 25 and 26, 2023 we held the *XV Gender Economics Workshop* at the Fundación Ramón Areces which hosted brilliant researchers from all over the world. We were fortunate to have Ghazala Azmat (Sciences Po) and Manuel Bagues (University of Warwick) as keynote speakers. Manuel's lecture was entitled "*What effects does the presence of women in academia have? Evidence from a natural experiment*" and Ghazala's "*Leadership and Aspirations*". The workshop was sponsored by the Ramón Areces

Foundation and FEDEA. The main content of both conferences is part of this Newsletter, which I will summarize below.

I am pleased to announce that the call for participation in the XV Gender Economics Workshop is now open. The workshop will take place on May 27-28, 2024, and we will have Nuria Rodriguez-Planas (City University of New York) and Christina Felfe (University of Konstanz) as our main speakers. COSME encourages you to submit your papers using the following link (<https://genderworkshop.com/en/cosme-workshop-en/>).

It is a pleasure to end the year presenting the 11th edition of our Newsletter. This time in the Newsletter you will find a summary, prepared by Judit Vall-Castello, of the two plenary sessions of the Workshop. Both conferences analyzed the glass ceilings suffered by women where, despite the progress made, they highlight that there is still much room for improvement. Manuel focused on the academic world, where the percentage of women professors in economics departments barely reaches 25%, which is a clear sign of how much there is still room for improvement. Ghazala spoke of the lack of representation of women in managerial positions in the private sector and in the most qualified professions.

This Newsletter also includes the results of the research project on the work climate among the members of the *Spanish Economic Association*, carried out by Maria Cubel, Laura Hospido and Judit Vall Castelló, (similar to the one conducted by the *American Economic Association*). Although I strongly recommend you to read the full summary of this research, allow me to highlight a couple of impactful and depressing results. Firstly, 41% of women in the Spanish survey (and 48% in the U.S. sample) have been personally discriminated against on the basis of sex, whilst only 4% of men in both surveys have experienced this type of discrimination. Secondly, a woman is twice as likely to have felt discriminated against them in a promotion decision than a man. And thirdly, 54% (43%) of the women who responded to the Spanish (American) survey have been exposed to uncomfortable situation such as flirtatious comments, direct or indirect sexist comments/jokes.

In 2024 Judit Vall-Castello will replace me as president of COSME. I would like to thank her for her support and outstanding work as vice-president this year. Jan Stuhler will be the new Vice President. Carolina Villegas Sanchez and Cecila Garcia Peñalosa will finish their term this year. I would like to thank them and the other members of the Executive Committee, Elena Del Rey, Xulia González, Maia Güell, Luigi Minale, Jan Stuhler and Daniel Montolio, for their commitment, energy and time dedicated to COSME.

As my term as president of COSME comes to an end, I leave with a bittersweet feeling. On one hand, I take with me an incredible experience thanks to all the people with whom I have been able to interact all these years and from whom I have learned a lot. But, on the other hand, I leave

with the concern of seeing how much progress still needs to be made in equal opportunities between men and women. The evidence provided by academic research, in many cases presented in COSME workshops, or the worrying and unfair results of the work climate survey summarized in the Newsletter, make us see that, despite the progress made, we are still far from the ideal. For all these reasons, the purpose of COSME becomes even more important in the future.

Best regards,

José Ignacio Conde-Ruiz, President of COSME in 2023.