

# Yes**We**Plan!

## *Country Report*

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## *Spain*



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**COUNTRY: SPAIN**

Definition of “Architects and Civil Engineers” for the data collection form: Professionals with a master degree in Architecture or Civil Engineering that are fully licensed to conduct the profession according to the legal requirements of their country.

Data collection methods: Use of knowledge available in the organisation / desk research / (min 5) expert interviews (Indications of source / reference list to be added under Topic 4.)

**1. Basic data**

1.1 Total population:	47.100.396	1.2 ... of which are female:	24.011.006 (51%)
1.3 <b>Licensed</b> (defined here as in “authorised to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Architects:	x	1.4 ...of which are female:	x
1.5 <b>Licensed</b> defined here as in “authorised to conduct the profession” comparison - if the data is not available / the question is not applicable please give an estimation/explanation) Civil Engineers:	x	1.6 ...of which are female:	x
1.7 Registered (defined here as in “registered in a professional body/chamber”) Architects (please give the numbers for 2010 and 2019 for comparison):	<b>2007</b>	<b>2018</b>	<b>2007</b>
	45787	50305	<b>2018</b>
		1.8 ...of which are female:	x 31,5%
1.9 Registered (defined here as in “registered in a professional body/chamber”) <b>Civil Engineers (only public works, not buildings)</b> :	33898 (2016)	1.10 ...of which are female:	5520 (16,3%)
1.11 Self-employed registered Architects (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Architects):	<b>2007</b>	<b>2018</b>	<b>2007</b>
	68%	69,7%	<b>2018</b>
		1.12 ... of which are female:	x 28,1%
1.13 Self-employed registered <b>Civil Engineers</b> (please give the numbers for 2010 and 2019 for comparison - if the data is not available please give an estimation of the ratio between self-employed and employed Civil Engineers):	2010	2019	2010
	x	x	2019
		1.14 ...of which are female:	x x
1.15 Graduates in Architecture	1.16 ...of which are female:	1.17 Graduates in Civil Engineering	1.18 ...of which are female:
2019	<b>1796</b> (draft)	<b>53%</b>	2019
2018	3201	1459	2018
2017	2736	1247	2017
2016	2203	967	2016
2015	1886	920	2015
2014	919	658	2014
2013	2595	1171	2013
2012	2684	1219	2012

2011	3009	1340	2011		
2010	2452	1113	2010		
2009	2723	x	2009		
2008	2609	x	2008		
1.19 Students (starting 2019) in Architecture		1.20 ...of which are female:	1.21 Students (starting 2019) in Civil Engineering		1.22 ...of which are female:
2019	20581	10362	2019		
2018	20834	10420	2018		
2017	20408	10206	2017		
2016	19507	9650	2016		
2015	x	x	2015		
1.23 For Comparison: Registered Medical Doctors		<u>260.588</u>	1.24 ...of which are female:		51,1%
1.25 For Comparison: Registered Lawyers		<u>254.912</u>	1.26 ...of which are female:		44%

## 2. Narrative descriptions / Facts

<p>2.1 How are the professions of Architects and Civil Engineers regulated and organised (content of legal framework, legal scope of professional services, requirements for access to and conduct of the profession, membership in Chambers/professional bodies, possible forms of conducting the professions, Chamber/professional body organisation, official equality policy in professional body)?</p>	<p>In Spain, 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:</p> <ul style="list-style-type: none"> <li>a) Projecting and directing building works of all kinds;</li> <li>b) Elaborating urban planning instruments of all kinds and development of their execution projects;</li> <li>c) 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.</li> </ul> <p>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, defining its various facilities and interior finishes. They also produce the necessary documentation in all the phases, they direct the work on site and they issue all kinds of certifications, for all kinds of construction and urban planning works.</p> <p>In Spain, 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) in Spain, Technical Architects are professionals who do not design buildings, but do participate in the management of construction and urbanization works, though it is a different profession and with no signature capacity.</p> <p><i>[We understand that, in the field of building, this research focuses only on the tasks performed by (Spanish) architects: projecting, directing work and certifying building works.]</i></p> <p>In Spain, architects acquire professional competences through the study of Architecture career (its study grants professional competencies). These studies have been organized by means of various study plans, always having a nominal duration of six years, including the 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 an Final Degree Project (30ECTS ) within the adaptation known as Bologna 1 in 2010. And 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 Final Degree Thesis) and a Master in Architecture (60 ECTS, including Final Master Thesis), which can only be accessed from that grade, a plan currently performing.</p> <p>In Spain, Architects' Chamber membership is mandatory in order to work as an architect. Each territory (province, autonomy) has a Chamber of Architects, which in turn is decentralized into Demarcations to bring management closer to society. In addition, the Higher Council of Chambers of Architects of Spain (CSCAE, in Spanish) represents all the Chambers of Architects. The Chambers of Architects were created</p>
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	<p>in 1929 and the Higher Council (CSCAE) in 1931. Since 2017, in the CSCAE there is a working group on Gender Equality and a tab on the website 'A de ArquitectA'</p> <p><i>[Finally, it should be noted that in Spain we can only find graduated architects who, due to having finished their studies (master level), enjoy professional competences. That it is to say, being graduated is equivalent to enjoying a license or being licensed. Registered architects depend on applying membership to Architects' Chamber (registration is compulsory to develop the profession as such).]</i></p>
<p>2.2 What is the content of the legal framework on which gender equality is based in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?</p>	<p>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 United Nations in 1979 or European Union Treaty of Amsterdam in 1999.</p> <p>Since then, Spain has legislated in favour of this equality among women and men in different territories. Nowadays, all over the country, it is regulated by Organic Law 3/2007, March 22<sup>nd</sup>, 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 it is compulsory. Again, different territories have developed this law indifferent aspect, in particular, regarding to gender violence.</p> <p>Finally, the present government has declare it as a priority goal and it has re-established the Ministry for Equality.</p>
<p>2.3 Official pay gap (in general)</p>	<p>According to World Economic Forum 2017 Global Gender Gap report, wage equality for similar work in Spain is 0.51 (female wages/male wages). According to Spanish Institute of Statistics (INE in Spanish), this ratio is 0.79 in 2018 (gross medium income 2161€ for men and 1708€ for women, in general)</p>
<p>2.4 Content of transparency rules regarding payment/income (in general)?</p>	<p>In Spain, minimum wage is 950€. In general, salaries are regulated by collective agreement in each company or institution. Administration is completely accountable. Regarding Architecture, Spanish Chambers of Architects have a guide for honorarium but it is not compulsory (nowadays, architects work for less money). Payment, regarding architects, is regulated by private contracts.</p>
<p>2.5 Maternal leave (defined here as the right to (paid) absence from employment shortly before and after giving birth) / Parental leave (defined here as the right to (paid or unpaid) absence from employment of a parent with certain securities in regard to social and/or labour legislation) / Care leave (defined here as the right to (paid or unpaid) absence from employment in case of care obligations such as sick children): What is the content of the legal framework in the country? Are there any special regulations in professional laws for Architects and Civil Engineers?</p>	<p>Paid maternal leave was first established in Spain in 1931 (six weeks before childbirth and six weeks after it). Legal framework was interrupted by Civil War (1936-1939) and Franco's dictatorship (1939-1975). In 1976, it was reviewed and paid maternal leave was increased in two weeks more (14 weeks in total) for the mother. In 1989, it was reviewed again and paid maternal leave arrived until present 16 weeks (6 weeks after childbirth are compulsory for the mother). If multiple birth or adoption, leave is increased in two weeks for each child. Nowadays, after compulsory six weeks, mothers can decide whether continuing it or sharing with partner (until 10 weeks). Regarding to fathers, only in 2007 (Organic Law 3/2007 for Effective Equality among Women and Men) men got 13 consecutive days of paid paternal leave, in parallel to that of the mother, to support balance between personal and professional life. In 2017, this paternal leave was increased until 4 weeks, in 2018 until 5 weeks, in 2019 until 8 weeks (first 2 weeks are compulsory and they have to coincide with maternal leave; the rest 6 weeks can be enjoyed any moment in baby's first year). From January 1, 2020, fathers will enjoy 12 week of paid paternal leave. First 6 weeks are compulsory and they have to coincide with compulsory 6 weeks of maternal leave. If both parents enjoy resting weeks, they will get one week more each one. Since 2011, care leave is only regulated in case of children with serious illnesses like cancer. Normal situations normally get only 2-3 days of paid leave. Daily incidences are not regulated or organized. There are no professional special regulations in any case.</p>
<p>2.6 How many % of preschool children have potentially access to childcare services and what kind of preschool childcare services are available and how are they organised (overview providers, form, duration, costs, etc)?</p>	<p>Compulsory Education in Spain goes from 6 to 16 years old and public schooling is universal and free. From 0 to 6, education is voluntary. Anyway, from 3-6 it is public and free and any child in this age segment whose parents look for place finds 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 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 years old children go to private kindergartens. According to Early Childhood Education and Care in Europe 2019 edition, in 2016-17, 33.9% children under 3 years old attended self-financing private settings. Regarding to this payment, families get some tax reduction in yearly Tax Declaration. According to NGO Save the Children, 806167 children under 3 years do not access to schooling, mainly for financial reasons, and they are looked after by their parents; on the contrary, 461391 children under 3 years old get access to a school</p>

	<p>place, normally a private school service. In Madrid, public kindergarten cost between 65 and 197€, including lunch service. Private kindergarten in Spain, including lunch, costs around 350€ per month, though it may vary depending on the Community.</p>
<p>2.7 Are there any public supporting measures for women in technical professions (such as special awards, programmes, mentoring schemes, (obligatory) quota systems, bonus points for women in case of procurement procedures etc.) in place (please describe)?</p>	<p>Since 2007, 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 recent government, it has been re-established Ministry for Equality. In Architecture, Higher Council of Chambers of Architects try to support a shift in equality. Universities and Schools of Architecture are trying to promote their women and trying to increase the number of them. However, we cannot find any kind of specific and/or relevant award or programme to make visible women in the profession in Spain.</p>
<p>2.8 Are there any gender equality programmes /programmes to increase the number of women in technical professions in place in vocational education/in schools (please describe)?</p>	<p>There are some programs to increase the number of women in STEM professions. Architecture is supposed to be one of them though many reclaim STEAM definition to include it properly. The impact of these programs is small.</p>
<p>2.9 How are working hours regulated? Are there any legal regulations for flexible working times (flexitime/home office etc.)? How is the percentage of male/female part-time workers (in general / if data is available: in the professions)?</p>	<p>1978 Spanish Constitution establishes the framework where rights around work are defined. 1980 Workers' Statute has been the first of different Laws trying to regulate rights and obligations of workers, latest of them in 2019 March, 8. 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. Sometimes, part-time work means precarious work and contract, hiding unpaid long hours.</p>

### 3. Narrative descriptions / Expert opinions

<p>3.1 Please describe briefly the history of professional gender equality in your country</p>	<p>As for the Spanish case, in 1910, women had begun to access freely to general studies at University. Nonetheless, first School of Architecture in Madrid dates from 1874, although the first woman to study Architecture there was Matilde Ucelay Maórtua, who achieved to be the first to woman to graduate as architect in Spain in 1936, on July 15th, 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 graduated in 1940 -Cristina Gonzalo was also one of the first PhD in Architecture in Spain, in 1967. That same year, Rita Fernández-Queimadelos, the first Galician woman to study Architecture, also attended to Madrid School of Architecture. In the following two decades, only five more women studied there; they were 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 architect.</p> <p>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.</p> <p>This quick overview puts on the table that the date on which the first woman in Spain got her degree as architect is later than in the context of reference and that, probably, the Spanish Civil War and its postwar period generally hindered possible access to work and commissions.</p> <p>Registered women 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, as already said, they could have studied in Madrid, in Barcelona or in Seville, in this latest one since 1958.</p> <p>The first women 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 this School, in 1971 five architects finished, none of them female. In 1972, two female architects out of 16; 1977, zero of 17... Between 1971 and 1980, 36 women architects graduated from a total of 584 degrees in Valencia, that is, for almost ten years, only 6.16% of graduates in Valencia were women architects. If we observe the number of registered architects in the Chamber of</p>
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	Architects of the Valencian Community, we watch that until 1982, women architects summed up to 74 architects among 3000 collegiate (2.46%). Nowadays, these figures have changed arriving up to 31.5% of registered women architects in Spain. Not enough yet.
3.2 Are there any political, social, religious, economical etc. frameworks or groups that have tried (or are still trying) to prevent comprehensive gender equality or make it more difficult?	As already mentioned, the Spanish Constitution says that women and men are equal and that the Government must be non-religious. However, people in Spain divides into two parts: those who have economic power (have control of money) and those who work for money (these have no real control over money, regardless of the amount of their income). Those who have economic control (power) generally belong to right-wing parties and in Spain, after Franco dictatorship, these parties are Catholic, many of them anti-feminist and xenophobic to different degrees. These parties, when in government, do not facilitate women's access to their constitutional rights, one of them being gender equality. Today, there is a legal party in Spain, which is against the legislation and regulation of gender violence. This party (and others) have limited the cases to access abortion in public hospitals, etc. From 2019 data, we get 68,1% of population is catholic, 27,5% are atheist and 2,7% profess other religions.
3.3 Regarding gender equality; are there special challenges that female Architects and Civil Engineers have to face (such as sexual harassment, health and working conditions, bullying at the building site, client or employer discrimination, image, etc.)?	According to Higher Council 2018 report, in Spain 54.7% of women architects have suffered some kind of discrimination due to their gender and 12.2% of women architects have experienced psychological harassment for gender reason. The same report mentions 17% of women architects have suffered mobbing in working place though 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 In regard to the official pay gap, please describe reasons and future tendencies especially regarding the field of Architecture and Civil Engineering:	In our opinion, a change to avoid 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 Spanish sociologist M. Angeles Duran states in her 2018 book 'The invisible wealth of care', this is unpaid working time. This unpaid work makes it difficult for women to access full-time work as men do, also in this profession (architects). Nevertheless, the pay gap in the profession is around 0.84 (average annual income for men, 28641€ and 24184€ for women), being the private sector where more salary differences can be found.
3.5 How long do women/men actually stay at home after childbirth in general/in the professions of Architects and Civil Engineers? How is parental leave (see 2.6) actually accepted? Are there differences between women/men? If yes, what are the reasons?	According to Higher Council 2018 report, 27.8% of professionals have to organize their work to take care of mainly children. Women architects often choose partial time contract or work on their own. Since January 1st 2020, fathers have compulsory parental leave (6 weeks) which have to coincide with compulsory 6 week of maternal leave of partner-mother. They both can extend their maternal leave (until 10 week 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, personal situation and general income. It is never easy.
3.6 is there a difference regarding consumption of care leave between women /men? If yes, what are the reasons?	Explained in 2.5 and 3.5
3.7 How important are relatives and social environment for women in general/female Architects and Civil Engineers in the care of their children?	Family support is part of Spanish culture. Relatives interact easily and frequently. When grandparents are able and live near, they usually take care of their grandchildren.
3.8 How are working hours practiced? What are the experiences in solutions of flexible working times?	According to 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; 37% choose part time work. Coronavirus crisis has extended telework and videoconferences among professionals

<p>3.9 How difficult is the access to the profession for newcomers in practice (working conditions and hours, other aspects)?</p>	<p>After 2008 crisis, unemployment among under 25 years old neared 60% (2012T4). Many recent graduates in Architecture decided to go to work abroad. In a 2015 survey among students, 45% of the ones who responded it said they expected to work in another country and 48.1% expected to open his/her own office abroad. According to 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 17273€.</p>
<p>3.10 What is the experience regarding solidarity among female Architects and Civil Engineers?</p>	<p>Solidarity is usual in Spain. There are no specific survey or studies on this topic</p>
<p>3.11 How do you generally assess (future) developments regarding (professional) gender equality?</p>	<p>Gender equality in the profession is improving but not enough. Women 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. We only need to see any list of awarded architects, in particular, in Spain.</p>
<p>3.12 Is there anything else you would like to add or further specify?</p>	<p>Xxx</p>
<p><b>Indications of source / reference list:</b></p>	
<p>Please map important institutions in your country in regard to gender equality in general / in regard to the profession of Architects and Civil Engineers</p>	<p>           Ministry of Equality            Vicepresidencia y Conselleria de Igualdad y Políticas Inclusivas Comunidad Valenciana            Woman's Institute in Madrid            Higher Council of Chamber of Architects in Spain            Chamber of Architects of Valencia            INE Instituto Nacional de Estadística            Schools of Architecture of Spain         </p>