

BWAW 2025 CONCLUSIONS

BPolicies | Policies for Equality: The Transformative Role of Administrations

- The Spanish armed forces are above the NATO average in terms of gender equality. The comparison is positive, thanks in large part to public policies, but there is still a long way to go.
- Public administrations have a fundamental role to play in advancing women's visibility: there is a large female presence, but with few positions of responsibility represented by women.
- The railway sector is very masculinized, but with equality plans, public-private collaboration and Dual Vocational Training, it is possible to increase female participation in the sector.
- It is necessary to promote formal and informal spaces that allow women to be empowered and that they feel that they can participate in political and business life.

BLegal | Legal talent does not understand gender

- The presence of women in STEM careers has decreased in the last two decades. In science careers it has fallen 9 percentage points, almost 3 points in engineering and architecture.
- According to UNESCO, women only represent 33% of people trained in STEM careers.
- The lack of female role models continues to be an obstacle in the technology sector, which makes it essential to make more women visible in leadership and mentoring positions.
- Soft skills gain weight ahead of other skills.

BEducation | Building inclusive education-

- Diversity in learning and working environments improves competitiveness and social development.
- Training must go beyond technical knowledge and integrate values such as equality and inclusion. To this end, it is key to make biases visible, diversify methodologies and adapt educational content.
- Vocational Training is a key tool to promote inclusion and reduce inequalities in access to employment. However, significant challenges remain in VET, especially in terms of gender.
- Digitalization and new technological tools can facilitate access to education and employment, especially for people in more vulnerable situations.

BYoung | Connecting Dreams: The Power of Young Women Entrepreneurs

- Including youth in decision-making is crucial to achieving gender equality.
- It is key to stop judging ourselves and lower our self-demands, unlearn in order to learn, and co-responsibility for everything that entrepreneurship entails. In addition, attitude, references and passion are decisive when approaching a business.
- We have gone from 6 to 10% of startups led by women, but despite this, most continue to be led by men.
- Social networks can be good allies to publicize new entrepreneurial projects, as long as they are used well.

BDigital | Intervention by the Secretary of State for Digitalization and Artificial Intelligence, María González Veracruz

- A 2019 OECD report indicates that it would still be 100 years before real equality between men and women would be achieved. Concluding that decisions must be made today with urgency.
- Equality is not only a social issue, but also an economic one. If 50% of the population lived in equal conditions, GDP growth would be significant, an opportunity wasted.

- In Spain, only 33% of management positions are held by women, evidencing the wage gap. It is key to take a critical and active look at gender biases and for women to run for more positions of responsibility.
- Startups led by women receive 23% less funding than those led by men. In 2024, more than 7,000 companies in Spain managed to advance in their businesses, but only 18% were created by women.

BEntrepreneurship | Equal Entrepreneurship: Fostering Female Leadership

- In Catalonia there are 2,200 startups, and in 35% of them at least one woman is part of the founding team.
- Access to funding remains a challenge for women entrepreneurs, with only 3% of funds going to women-led startups. Some claim that they are discarded in investment rounds for the mere fact of being a woman.
- One of the biggest obstacles to leadership is gender biases. It is essential to educate both men and women to eradicate them.
- Female leadership is cultivated, it is about relationships between people, knowing how to read the other, listening and knowing how to direct them. That is learned with experience.

BCulture | Culture as a great stage to promote equality

- Women still do not represent 50% of the cultural world, and in the film sector they do not reach 30%, a figure that still requires struggle not to go backwards.
- In the private sector, especially in large multinationals, there is still a long way to go, and the transformation will be slow.
- It is essential to recognize that meritocracy does not exist and that change must be built together. In this context, women play a key role in stopping the advance of the far right.
- If culture does not assume the role of rethinking society, it will be difficult for another sector to do so.

BTalent | Emerging Talent Awards: A Step Towards Equality

- Women still face barriers to accessing leadership positions, despite their high academic performance and presence in sectors such as law or science.

- We must stop talking about work-life balance, and start talking about co-responsibility. The glass ceiling is still present in some areas such as research or law firms, the lack of conciliation.
- Education and digitalization are key tools for advancing equality, as well as reformulating labor models to achieve true parity.
- Gender bias must be eradicated from childhood and a culture of respect and equity must be fostered.

BTechnology | Innovation with a gender perspective: Leading Change

- The lack of female role models continues to be an obstacle in the technology sector, which makes it essential to make more women visible in leadership and mentoring positions.
- Education and motivation are key: many women are hesitant about their ability in STEM careers, so it's critical to build trust and equitable access.
- Technology is not only a driver of change and innovation, but also a tool for equality, as long as access, privacy and digital rights are guaranteed.
- It is not essential to have technological training to lead in the sector, but conviction and determination to break barriers.

BInternational | Leadership Across Borders: Examples that Transform

- The presence of women in international events in technology sectors is very scarce. There is only 2.5% female participation in the MWC.
- There is a great limitation when it comes to internationalizing a company when you are a woman and you are looking for financing. The sectors in which women expand are usually those in which men have a lower presence.
- Companies need men and women who dare to take their culture beyond their borders, they need brave people who take on challenges in a globalized environment.
- Many women continue to give up promotions for work-life balance reasons. As a result, we find figures such as that there is only 11% female leadership in international companies.

BSocial I Strengthening equality from the third sector

- Inequality of opportunities increases in rural areas, where, in addition to having a greater family burden, women find it difficult to access technology. This digital divide makes it difficult for women to become entrepreneurs.
- Today, burnout continues to affect women more: this professional burnout affects 42% of women and 35% of men.
- There is a lack of greater presence of women in environments of power where crucial issues such as housing, both public and private, are made and managed. They play a fundamental role in this point.
- The co-responsibility gap increases when a disability is detected in the family unit. The woman is the one who is in charge of care, even abandoning her professional career.

BCorporate I Transforming Corporations Through Female Empowerment

- Gender-diverse teams must exist in companies, both horizontally and vertically.
- Large companies have the challenge of knowing how to explain and make known that all job opportunities are possible for both boys and girls.
- It is necessary to create gender-biased, inclusive and equitable programs so that girls understand that STEM careers, aviation and technology are also for them.
- Work flexibility and new technologies can help the existing problem of work-life balance that women experience.

BScience I Women in Science: Inspiring Generations

- There is a real inequality in the health sciences sector: this comes when a woman wants to bet on a leadership and corporate position, to be a group leader. Here it has to demonstrate more, explain itself more and repeat itself more to be more credible.
- It is necessary to ensure that women can develop their scientific careers without motherhood being an obstacle, allowing them to balance professional and personal life without penalties.

- Tools are needed for women to see STEM careers as a viable option and have the necessary preparation to lead in their respective fields.
- In the health sector, women face greater demands for leadership positions. In addition, medical research has prioritized male parameters, leaving aside differences in diseases according to sex, which must be corrected.

Bunion I The strength of labor rights organizations

- Society continues to be structurally sexist with women facing barriers in access to leadership and wage inequalities.
- Equality plans and anti-harassment protocols are insufficient or poorly implemented, leaving many women unprotected in the workplace.
- To drive change, the presence of women in management positions is essential, especially in traditional sectors, where leadership positions are still held exclusively by men.
- Gender stereotypes that affect women's confidence and their access to leadership opportunities must be broken.