

EVALUATION OF THIRD GENDER EQUALITY PLAN												
ACTION	SPECIFIC OBJECTIVE	MEASURES	EXPECTED START DATE	RESPONSABLE BODY	PERFORMANCE INDICATORS					IMPACT INDICATORS		
ACTION I. Instrumental measures for organisational transformation	I.1 Advancing and deepening knowledge of the actual situation at the CSIC	1. Advance and deepen knowledge of the actual situation at the CSIC through Equality Plan evaluations.	2022	DSG for Human Resources and CSIC Delegate Committee for Equality.	1. Conducting the evaluation	YES	X		NO		1. Degree of dissemination of evaluation results.	They are disseminated on the CSIC website and on the intranet, as well as through corporate mail addressed to institutes and centres and their equality committees.
		2. Inclusion of a section on gender equality in the staff survey on working conditions (HRS4R).	2023	HRS4R Working Group and Delegate Committee for Equality.	1. % of participants, disaggregated by sex, in the survey.				-		1. Measures proposed as conclusions of the survey results.	-
		3. CSIC Gender Equality Accreditation.	Annual calls for applications, published in September.	Presidency of the CSIC, on a proposal from the Delegate Committee for Equality	1. Publication and dissemination of the Equality Accreditation award and the measures required to achieve it.	YES	X		NO		1. Number of applications submitted.	6
					2. Updating the repository of good practices.	YES	X		NO		2. Consultation of the repository of good practices.	The necessary adjustments are being made on the intranet to make this indicator available in future evaluations. The equality section of the intranet has been visited by 3,035 people.
	I.2 Strengthening structures to promote gender equality	4. Standardised strengthening, enhancing and visibility of equality structures in the CSIC.	2022	DSG for Human Resources	1. Number of existing Equality Committees.	59						
					2. Updating the Instructions on the organisation and functioning of these Committees, as well as the list of Committees.	YES	X		NO			The last update of the list of Equality Committees dates from May 9, 2023.
					3. Number of meetings/annual meetings of the same.	0						
		5. Updating the gender equality section on the CSIC intranet.	2022	DSG for Human Resources, Delegate Committee for Equality and Women & Science Committee.	1. Page update.	YES	X		NO		1. Number of page views.	3.035
										2. Number of incoming proposals and participation via the corresponding emails: comisiondelegadadeigualdad@csic.es and cmyc@csic.es .	CDI: 109 communications. CMYC: 60 communications.	

I.3 Mainstreaming gender equality in organisational structures	6. Updating and adapting the current CSIC Protocol for Prevention and Intervention .	2023	Resources for Human Resources	1. Updating and publication of the Protocol for Prevention and Intervention against sexual and gender-based harassment at the CSIC.	YES		NO	X	1. Number of times the protocol has been activated	3	
				2. Number of times the protocol has been activated and statistics on the resolution of complaints					2. Statistics on the resolution of complaints.	3	
	7. Inclusion of standard gender equality clauses in CSIC contract specifications..	Conditional upon the approval of these criteria by the State Attorney	Infrastructures and	1. Inclusion of the above-mentioned standard clauses by the CSIC.	YES	X	NO		1. Number of contracts tendered per year.		- Clause for the promotion of equality in contracts financed by European funds (ERDF): approx 139 dossiers. - Clarification on the breakdown of wage costs according to category and gender (in service contracts): 103 files approx.
	8. Achieve a balanced presence of women and men on committees, boards, collegiate bodies of a technical nature as well as in negotiation and participation bodies..	2022	DSG for Human Resources	1. Trends on the ratio of women/men in collegiate bodies.	YES	X	NO		1. Steady annual improvement in the percentage of technical and negotiation bodies with a balanced composition of men and women.		This information is set out in Annex II. Time trends will be reflected in successive editions of the evaluation.
				2. Ratio of women/men in participation and staff representation bodies.	YES	X	NO				
	9. Promote a greater presence of women in the leadership of ICUs.	2022/2023	The whole organisation.	1. Trends in the ratio of women to men in ICU directorates	YES	X	NO		1. Annual progression in the number of women taking up management positions, taking into account the number of ICU managerial board renewals.		The temporal evolution will be reflected in successive editions of the evaluation.
10. Review and, where appropriate, develop IT applications for personnel management that allow for the collection of sex-disaggregated information.	2022	Resources + DSG for Human Resources	1. Number of IT applications reviewed versus total.	YES	X	NO				The applications managed by both the SGARH and the SGAI have been reviewed and it has been verified that they allow the collection of information in a disaggregated manner. However, others have been identified which need to be modified	
2.1 Awareness raising and information	1. Staff awareness campaign to mark the launch of the Third CSIC Gender Equality Plan.	2022	Resources and Delegates	1. Number of campaigns carried out and dissemination actions of the Third Plan.				Publication on CSIC website and intranet. Dissemination via e-mail to ICUS and its equality committees, and on CSIC website news section.	1. Number of people reached by the campaign.		All staff
	2. Edition of CSIC forms to incorporate gender inclusive language.	2022	The whole organisation.	1. % of forms that use gender-inclusive language.	YES	X	NO				Work has begun on this.

3.1 Access to employment and attracting talent	1. Guarantee a gender-balanced representation in the different positions forming the selection panels.	2022	Presidents and VP for Scientific Research	<p>1. Number of women/men in the composition of selecting panels</p> <p>2. Number of women/men in the composition of selecting panels exercising the presidency or secretariat</p> <p>3. Number of women/men holding the substitute presidency of selection bodies.</p> <p>4. Number of women/men in the secretariat holding selection bodies.</p> <p>5. Number of women/men serving as alternate secretariat of selection bodies.</p> <p>6. Studies of selection-board composition performed by the Women & Science Committee.</p>	<p>The composition of the selection bodies is equal, in terms of both free access and internal promotion,</p> <p>37% open access and 71% of the internal promotion of the tenured presidents were women.</p> <p>66% in open access and 30% in internal promotion of substitute presidencies were held by women.</p> <p>63% in open access and 29% in internal promotion of the incumbent secretariats were exercised by women.</p> <p>34% in open access and 30% in internal promotion of the substitute secretariats were exercised by women.</p> <p>In 2022, two studies on the composition of courts in internal promotion of scientific scales were initiated.</p>	I. Time-course trend of the measure.	This information is set out in Annex II.
	2. Facilitate access to training for staff on leave due to birth, adoption, temporary disability due to pregnancy, situations related to gender violence or other situations of vulnerability.	Year 2022.	Director for Human Resources	1. Number of women and men who have made use of the measure in its different modalities.	29 people have been given priority for maternity/paternity situations and have taken courses,	I. Time-course trend of the measure.	The temporal evolution will be reflected in successive editions of the evaluation.
	3. Raise awareness of gender-equality culture among the members of the selection panels in order to avoid unintentional bias in merit assessment.	2022	Director for Scientific Technological Research	1. Distribution of informative resources on possible unintentional bias to all persons involved in selection panels prior to the start of the process.	YES X NO	I. Time-course trend of the success rate of women in selection processes.	Information on equality performance standards was distributed to the courts, emphasizing the need to avoid unintended gender bias.

and Professional
Development

	4. Ensure that pregnant women have their selection process adapted for duly justified reasons related to their pregnancy.	2022	5 for Human Resou	1. Number of cases where this measure has had to be implemented.	Two adaptations were made in the selection process for civil servants.			I. Time-course trend of the measure.	The temporal evolution will be reflected in successive editions of the evaluation.	
3.2 Career development	5. Include childcare and child-rearing expenses in the CSIC Social Action Plan.	Conditional on agreement with trade union organisations	5 for Human Resou	1. Inclusion of the measure in the Social Action Plan, subject to agreement with the trade union organisations.	YES		NO	X	I. Number of allowances awarded.	This aid was included in the Social Action Plan 2022 draft, but was not finally approved for budgetary reasons.
	6. Promote the training of female public employees in STEM (Science, Technology, Engineering and Mathematics) fields.	2022	and Post-graduate	1. Number and percentage of female public employees undertaking STEM training in CSIC training actions.	130 courses, conducted by 1,632 employees			I. Trends in the percentage of female workers undertaking STEM training.	The temporal evolution will be reflected in successive editions of the evaluation.	
				2. Análisis de los participantes en el programa CAMINO de mentoría, desagregados por sexo.	Mentores/as: 29 mujeres y 25 hombres. Mentorizados/as: 35 mujeres y 19 hombres.					
	7. Positively assess training in equality in all the posts advertised in the competitive calls.	2022	5 for Human Resou	1. Number of competitive calls in which this provision is included.	All			I. Time-course trend of the measure.	It is valued in all posts called.	
	8. Analyse and disseminate success rates in competitive calls.	2022	urces and Women	1. Preparation of the corresponding statistics.	YES	X	NO		I. Time-course trend of the measure.	This information is set out in Annex II.
3.3 Measures aimed at achieving equal pay for women and men	9. Analyse the adjusted gender pay gap at the CSIC and develop, if necessary, an action plan to correct the gender-related pay gap.	2022	urces and Women	1. Analysis of the pay gap at the CSIC carried out according to the new methodology.	YES		NO	X	This information is set out in Annex II.	
				2. Statistical analysis of the five-year and six-year periods of research staff	YES	X	NO			
3.4 Working conditions, occupational health, safety and risk prevention	10. Strengthen gender mainstreaming in CSIC-staff health monitoring.	2022	5 for Human Resou	1. Measure taken in this regard.					Work has begun on this. They are made explicit in the Evaluation.	
	11. Risk Assessment and Preventive Planning Proposal.	2022	5 for Human Resou	1. Adoption of the above-mentioned measure	YES	X	NO		Work has begun on this. They are made explicit in the Evaluation.	
	12. Information and training on gender in risk prevention.	2022	5 for Human Resou	1. Adoption of the above-mentioned measure.	YES	X	NO		Work has begun on this. They are made explicit in the Evaluation.	
	13. Prevention of situations of special vulnerability in specific installations such as ships, farms, observatories (in general isolated work areas that involve coexistence beyond the strict working day	2023	5 for Human Resou	1. Number and type of training activities developed.				Work has begun on this. They are made explicit in the Evaluation.		
2. Adoption of specific measures on ships and work stations such as gender segregation of cabins/rooms.				YES		NO	X			

ACTION 4. Co-responsibility and work-life balance	1. Update and disseminate the Guide on work-life balance in the National State Administration.	2022	DSG for Human Resources	1. Publication of the Guide and its successive updates on the CSIC website's equality section.	YES	X	NO		1. Number of visualisations/downloads.	The necessary adjustments are being made on the intranet to make this indicator available in future evaluations. The equality section of the intranet has been visited by 3,035 people.
	2. Include a section with questions on staff satisfaction and work-life balance needs in the HRS4R staff survey on working conditions.	2023	DSG for Human Resources	1. Inclusion of the work-life balance section in the survey and its implementation.	YES		NO	X	1. Respondents' rating on this issue (HRS4R).	The survey is pending.
	3. Give preference to CSIC staff with dependent family members with respect to holidays and leave for private matters.	2022	DSG for Human Resources	1. Inclusion of the measure in the CSIC working calendar.	YES	X (Currently only included for descendants)	NO		1. Respondents' rating on this issue (HRS4R).	The survey is pending.
	4. Record sex-aggregated breakdown of special leave (maternity / paternity / childcare...).	2022	DSG for Human Resources	1. Number of persons requesting each of the work-life balance and care leaves of	YES	X	NO		1. Analysing yearly developments	This information is set out in Annex II.
	5. Reflect all existing work-life balance measures on the CSIC work calendar.	2022	DSG for Human Resources	1. Inclusion of these measures in the CSIC working calendar.	YES	X	NO		1. Assessment of the survey in this area.	The survey is far from complete.
ACTION 5. Violence against women	1. Training on violence against women and proper treatment of the victim.	2022	DSG for Human Resources	1. Number of courses and training hours on equality and violence against women	187h/ 8 courses				1. Number of people trained in gender-based violence, disaggregated by sex. 2. Degree of satisfaction with the training received (survey).	295 (49 specifically in the prevention of sexual and sex-based harassment). 4,3 out 5.
	2. Dissemination of the mobility procedure for female public employees in the General State Administration who are victims of gender-based violence and of the inter-administrative mobility agreement for female public employees who are victims of gender-based violence.	2022	DSG for Human Resources	1. Publication on the CSIC intranet of the above-mentioned Protocol and Agreement, as well as the mobility guide once approved.	YES	X	NO		1. Number of consultations/downloads.	The necessary adjustments are being made on the intranet to make this indicator available in future evaluations. The equality section of the intranet has been visited by 3,035 people.
	3. Specific awareness-raising actions on commemorative days to raise awareness of violence against women.	2022	DSG for Human Resources, Delegate Committee for Equality and Women & Science Committee	1. Number of awareness-raising actions carried out.	Dissemination of a joint communiqué of the Commission and WCC on the occasion of the 25N				1. Target audience of the above actions.	All staff
	4. Incorporation in the CSIC's Social Action Plan of an allowance for sexual harassment or harassment on grounds of sex in the workplace.	2022	DSG for Human Resources	1. Inclusion of the allowance in the CSIC's Social Action Plan.	YES	X	NO		1. Number of persons benefiting from the above-mentioned allowance.	10 women benefited from this aid.
	5. Incorporation in the CSIC welcome handbook of information on the application of the Protocol for Prevention and Intervention against sexual and gender-based harassment in the CSIC.	2022	DSG for Human Resources	1. Inclusion in the CSIC Welcome Handbook.	YES	X	NO			

		6. Translation into English of the CSIC Protocol for Prevention and Intervention against sexual and gender-based harassment.	2022	CS for Human Resou	1. Translation of the above-mentioned protocol	YES	X	NO		1. Number of complaints filed by non-Spanish staff members.	0
ACTION 6. Special Protection Situations and Intersectionality	6.1 Assessing the situation of staff with disabilities and functional diversity at the CSIC, from a gender perspective	1. Carry out a gender-sensitive survey of the current situation of public employees with disabilities at the CSIC, and propose measures, if necessary.	2022/2023	CS for Human Resou	1. Conducting the survey.	YES		NO	X	1. Evaluation received.	-
					2. Measures proposed as conclusions of the survey results			-	-		
		2. Include a section on disability in training courses that include an equality module (20-hour-long courses).	2022	CS for Human Resou	1. Number of courses in which the section on disability has been included			0		1. Evaluation received.	-
	6.2 Taking measures to eradicate other inequalities.	3. Include multiple or intersectional discrimination.	2023	CS for Human Resou	1. Implementation of the actions indicated in this measure.	YES		NO	X	1. Number of downloads of the diagnostic study	-
4. Diagnose the current situation of the LGTBI collective at the CSIC within the HRS4R framework.		2023	HRS4R Working Gro	1. Preparation and dissemination of a diagnostic study on the situation of the LGTBI collective and especially LGBTI women at the CSIC.	YES		NO	X	-		
ACTION 7. Gender mainstreaming in research.	7.1 Promote women's participation and equality in research and innovation	1. Training project managers in gender mainstreaming in research content.	2022	Courses and Women	1. Number of courses delivered on incorporating gender analysis in research and innovation.			2		1. Number of course attendees.	32
					2. Dissemination on the CSIC intranet of manuals and other documents	86	YES	X	NO		
	2. Publication of results of women's participation in research and innovation projects.	2022	VPS for&TR	1. Ratio of women/men in research projects by research area.	This information is set out in Annex II.			1. Improvement of the ratio of women/men in research projects by research area.	The temporal evolution will be reflected in successive editions of the evaluation.		
				2. Ratio of women/men acting as principal investigator in research projects.	This information is set out in Annex II.			2. Improvement of the ratio of women/men acting as principal researcher in research projects.	The temporal evolution will be reflected in successive editions of the evaluation.		
					3. Ratio of women to men in research teams applying for patents.	This information is set out in Annex II.			3. Improvement of the ratio of women to men in research teams applying for patents.	The temporal evolution will be reflected in successive editions of the evaluation.	

				4. Ratio of women to men in evaluation Committees.	This information is set out in Annex II.			4. Improvement of the ratio.	The temporal evolution will be reflected in successive editions of the evaluation.	
				5. Sex-disaggregated data for theses and master's theses (both for doctoral students and for supervision/supervision).	This information is set out in Annex II.			5. Improvement of the ratio.	The temporal evolution will be reflected in successive editions of the evaluation.	
	7.2 Ensure inclusion of sex/gender perspective in research content	3. Analysis of scientific production and projects that include gender in the research content.	2022	VP for S&TR	1. Inclusion of these variables in the justification of projects to enable statistics to be compiled.	YES		NO	X	-
					2. Number of projects including gender in the research content disaggregated by CSIC knowledge areas.	YES		NO	X	1. % of projects that include gender in the contents disaggregated by CSIC knowledge areas. -