



MINISTERIO  
DE CIENCIA  
E INNOVACIÓN



CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS  
GENERAL SECRETARIAT

DEPUTY GENERAL SECRETARIAT  
OF HUMAN RESOURCES

EQUALITY COMMISSION

## **CSIC'S THIRD GENDER EQUALITY PLAN**

### **SPANISH NATIONAL RESEARCH COUNCIL STATE AGENCY**

#### **ANNEX II**

**2022**

**September 20th, 2023**

## **APPENDIX I** **BREAKDOWN OF SELECTION CRITERIA USED**

### **By STAFF CATEGORY**

	<b>Staff category</b>	<b>Type of stability</b>
<b>Civil servant</b>	Civil servant	
<b>Permanent contract</b>	Contract	Permanent
<b>Temporary Contract</b>	Contract	Indefinite Indefinite temporary Interim Temporary

### **By STAFF CATEGORY / TIPO DE ACTIVITY**

<b>Civil Servants</b>	<b>Body/Categories</b>
<b>Research</b>	UNIVERSITY MALE AND FEMALE PROFESSORS B. SCIENTIFIC STAFF HOLDING PUBLIC RESEARCH BODIES C. SCIENTIFIC RESEARCH STAFF OF PUBLIC RESEARCH BODIES C. RESEARCH FACULTY OF PUBLIC RESEARCH BODIES C.
<b>Support</b>	CHEMISTRY PROFESSORS OF CUSTOMS LABORATORY B. LABORATORY ANALYSTS OF AA.BB. OF THE MINISTRY OF AGRICULTURE, FISHERIES AND FOOD C. RESEARCH ASSISTANTS IN PUBLIC RESEARCH BODIES C. LABORATORY ASSISTANTS OF AUTONOMOUS BODIES OF THE MINISTRY OF AGRICULTURE, FISHERIES AND FOOD C. RESEARCH ASSISTANTS OF PUBLIC RESEARCH BODIES C. SPECIALIST TECHNICIANS FROM PUBLIC RESEARCH AGENCIES C. SPECIALIZED SENIOR TECHNICIANS FROM PUBLIC RESEARCH AGENCIES C.
<b>Management</b>	<i>Remaining de Bodies or Categories (70 remaining)</i>

<b>Civil Servants</b>	<b>Category / Group / Professional speciality</b>
<b>Research</b>	<p><b><u>WITH PROFESSIONAL CATEGORY</u></b> DOCTOR CONTRACTED RESEARCHER DISTINGUISHED RESEARCHER RESEARCHER IN TRAINING M/F RESEARCHER M/F DOCTOR IN PRE-DOCTORAL STAFF RESEARCH STAFF IN TRAINING HIGHER QUALIFIED DOCTOR'S DEGREE</p> <p><b><u>WITHOUT PROFESSIONAL CATEGORY</u></b> M3 GROUP WITH A RESEARCH SPECIALTY</p>
<b>Support</b>	<p><b><u>WITH PROFESSIONAL CATEGORY</u></b> TECHNICAL AND PROFESSIONAL ASSISTANT SAILOR TECHNICAL AND PROFESSIONAL ACTIVITIES OFFICER FIRST BRIDGE OFFICER SECOND BRIDGE OFFICER SENIOR TECHNICIAN TECHNICAL AND PROFESSIONAL ACTIVITIES SENIOR TECHNICIAN FOR SPECIFIC ACTIVITIES UNDERGRADUATE UNDERGRADUATE OF TECHNICAL AND PROFESSIONAL ACTIVITIES BACHELOR'S DEGREE ON TECHNICAL AND PROFESSIONAL ACTIVITIES</p>



	<p>BACHELOR'S DEGREE BACHELOR'S DEGREES</p> <p><b><u>WITHOUT PROFESSIONAL CATEGORY</u></b> OTHER PROFESSIONAL GROUPS AND SPECIALTIES NOT CATEGORIZED UNDER "RESEARCH" OR "MANAGEMENT"</p>
<b>Management</b>	<p><b><u>WITH PROFESSIONAL CATEGORY</u></b> ADMINISTRATIVE ACCOUNTING ADMINISTRATIVE LIBRARY ASSISTANT KITCHEN ASSISTANT MANAGEMENT AND COMMON SERVICES ASSISTANT WAITER CAPTAIN CHEF WARRANT OFFICER CLEANROOM PROCESSES METALLIZATION SPECIALIST CHIEF ENGINEER CHIEF OCCUPATIONAL HEALTH AND PREVENTION SERVICE (a reg.) MANAGEMENT OFFICER AND COMMON SERVICES FIRST OFFICER MACHINE SECOND MACHINE OFFICER CLEAN ROOM SUPPLIES MANAGEMENT AND CONTROL TECHNICIAN SENIOR COMMON MANAGEMENT AND SERVICES TECHNICIAN ENGRAVING PROCESSES CLEANROOM TECHNOLOGIST MEDIUM DEGREE ON COMMON MANAGEMENT AND SERVICES HIGHER DEGREE IN MANAGEMENT AND COMMON SERVICES HIGHER DEGREE</p> <p><b><u>WITHOUT PROFESSIONAL CATEGORY</u></b> GROUPS 1G, 2G, 3G, 4G and other groups whose professional speciality be "EVALUATION, TRANSFERENCE AND DISSEMINATION OF R+D+I" and "ADMINISTRATIVE SERVICES"</p>

## RESEARCH CAREER

GROUP	TYPE OF CONTRACT
<b>PREDOC</b>	<ul style="list-style-type: none"> <li>RESEARCH PROJECT CONTRACT (PRE-DOCTORAL GRANT) - -- PRINVBPRE</li> <li>PREDOCTORAL CONTRACTS - PREDOC</li> </ul>
<b>POSTDOC</b>	<ul style="list-style-type: none"> <li>RESEARCH PROJECT CONTRACT (OUTSIDE THE CLA) - PRINVFC</li> <li>RESEARCH PROJECT CONTRACT - PRINV</li> <li>INTERNSHIPS (Juan de la Cierva Doctores/as)- CIERVA</li> <li>DOCTORAL TRAINEESHIP CONTRACTS UNDER THE CALL - PDOC</li> <li>CONTRACTS FOR SPECIFIC WORKS OR SERVICES - PRCONV</li> <li>POST-DOCTORAL TRAINING CONTRACTS - CIERVA_FP and CIERVA_IN</li> <li>INDEFINITE TEMPORARY - INDE</li> <li>RESEARCHER (European Union) - OBRH</li> <li>RESEARCH PROJECT CONTRACT- PRINVB</li> <li>INTERNSHIP CONTRACTS (YOUTH GUARANTEE) - GARJUR</li> <li>INDEFINITE - INDF</li> <li>PERMANENT STAFF - CFJJO</li> </ul>
<b>RAMÓN Y CAJAL</b>	<ul style="list-style-type: none"> <li>RAMÓN Y CAJAL - CALL CONTRACTS - CAJAL</li> </ul>
<b>DISTINGUISHED RESEARCHER</b>	<ul style="list-style-type: none"> <li>PERMANENT STAFF - DISTINGUISHED RESEARCHER</li> </ul>



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## ACTION I INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION

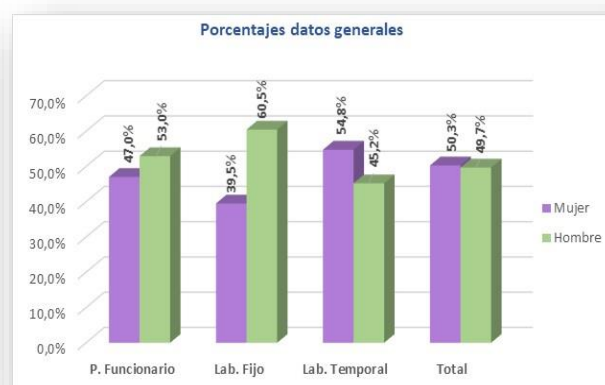
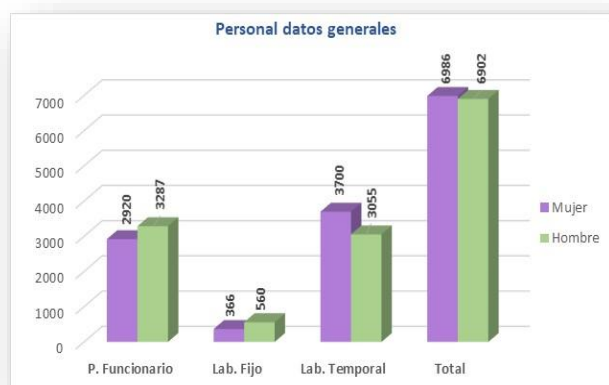
### I.1 Advancing and deepening knowledge of the actual situation at CSIC

#### Measure I Advance and deepen knowledge of the actual situation at CSIC through Equality Plan evaluations

Data on active staff as at 31 December 2022. By legal, official/work relationship.  
(See Appendix I) for a breakdown of the selection criteria for data collection.

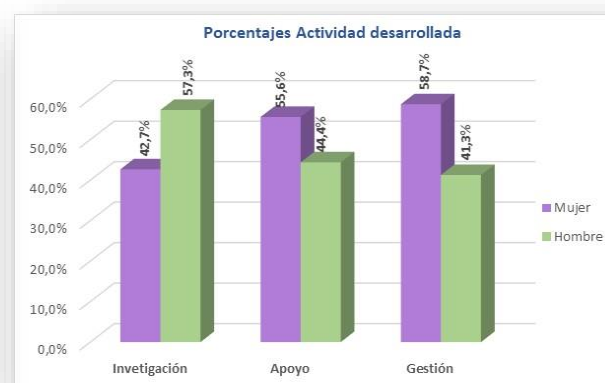
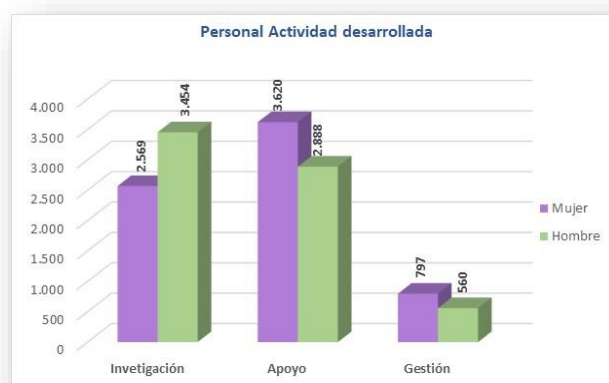
#### I General Data.

Type of Staff	Staff			Percentages	
	Female	Male	Total	Female	Male
Civil servants	2,920	3,287	6,207	47.0%	53.0%
Permanent contract	366	560	926	39.5%	60.5%
Temporary contract	3,700	3,055	6,755	54.8%	45.2%
<b>Total</b>	<b>6,986</b>	<b>6,902</b>	<b>13,888</b>	<b>50.3%</b>	<b>49.7%</b>



#### 2 General data by type of activity.

Type of Staff	Staff			Percentages	
	Female	Male	Total	Female	Male
Research	2,569	3,454	6,023	42.7%	57.3%
Support	3,620	2,888	6,508	55.6%	44.4%
Management	797	560	1,357	58.7%	41.3%
<b>Total</b>	<b>6,986</b>	<b>6,902</b>	<b>13,888</b>	<b>50.3%</b>	<b>49.7%</b>

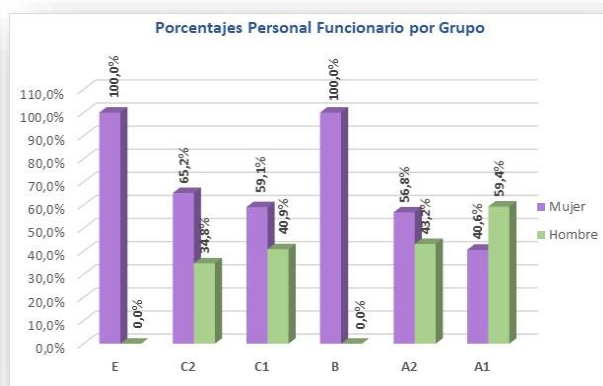
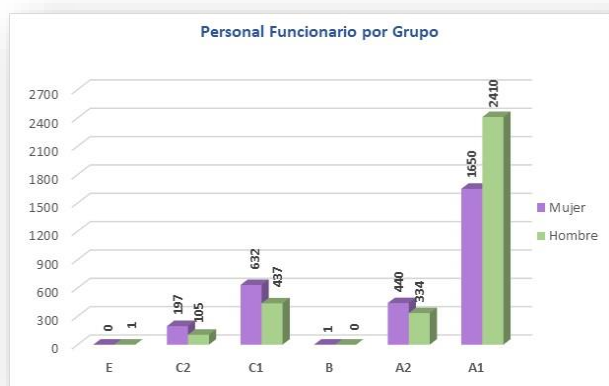




### 3 CIVIL servants.

#### 3.1 Breakdown by classification group.

Group	Staff			Percentages	
	Female	Male	Total	Female	Male
E	0	1	1	0.0%	100.0%
C2	197	105	302	65.2%	34.8%
C1	632	437	1,069	59.1%	40.9%
B	1	0	1	100.0%	0.0%
A2	440	334	774	56.8%	43.2%
A1	1,650	2,410	4,060	40.6%	59.4%
<b>Total</b>	<b>2,920</b>	<b>3,287</b>	<b>6,207</b>	<b>47.0%</b>	<b>53.0%</b>



#### 3.2 Breakdown by activity areas and membership group.

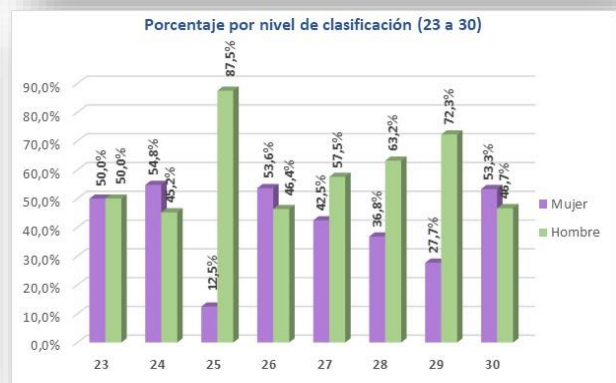
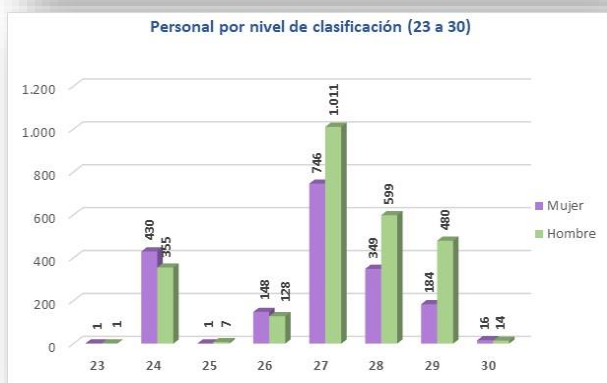
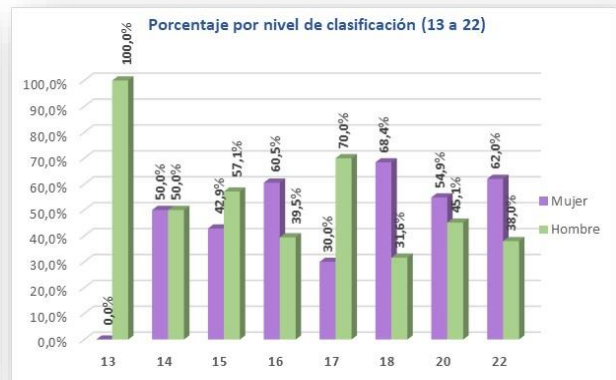
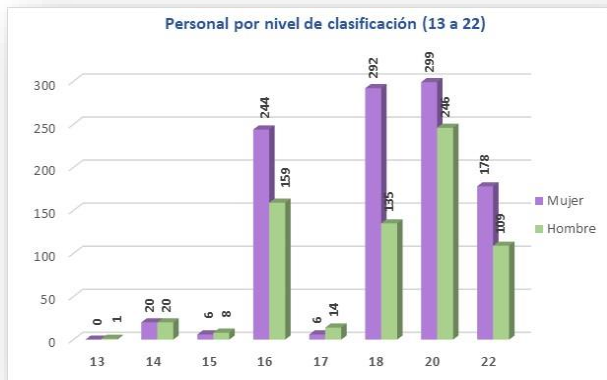
Area	Group	Staff			Percentage	
		Female	Male	Total	Female	Male
Research	A1	1,246	2,064	3,310	37.6%	62.4%
	<b>Subtotal</b>	<b>1,246</b>	<b>2,064</b>	<b>3,310</b>	<b>37.6%</b>	<b>62.4%</b>
Support	C2	28	19	47	59.6%	40.4%
	C1	398	262	660	60.3%	39.7%
	A2	354	258	612	57.8%	42.2%
	A1	352	299	651	54.1%	45.9%
<b>Subtotal</b>	<b>1,132</b>	<b>838</b>	<b>1,970</b>	<b>57.5%</b>	<b>42.5%</b>	
Management	E	0	1	1	0.0%	100.0%
	C2	169	86	255	66.3%	33.7%
	C1	234	175	409	57.2%	42.8%
	B	1	0	1	100.0%	0.0%
	A2	86	76	162	53.1%	46.9%
	A1	52	47	99	52.5%	47.5%
<b>Subtotal</b>	<b>542</b>	<b>385</b>	<b>927</b>	<b>58.5%</b>	<b>41.5%</b>	
<b>Total</b>		<b>2,920</b>	<b>3,287</b>	<b>6,207</b>	<b>47.0%</b>	<b>53.0%</b>





3.3 Breakdown by complement levels target.

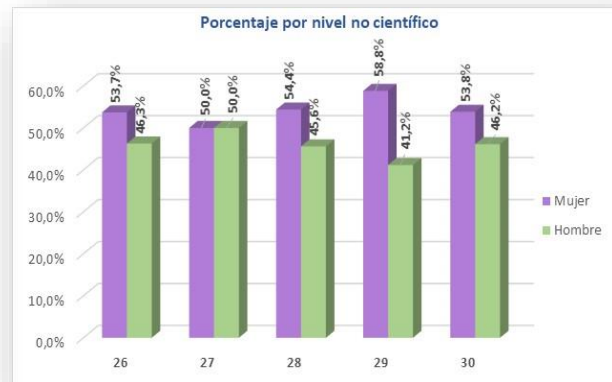
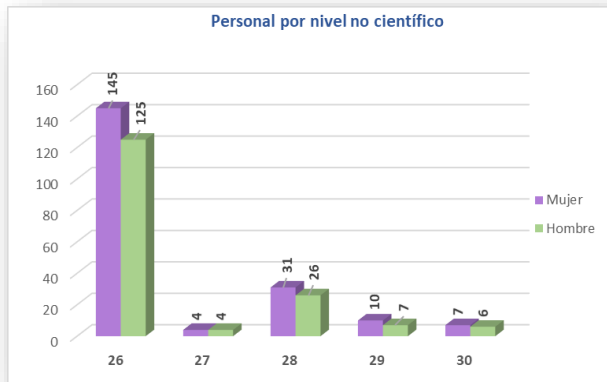
Level	Staff			Percentages			
	Female	Male	Total	Female	Male		
13	0	1	1	0.0%	100.0%	E	
14	20	20	40	50.0%	50.0%		
15	6	8	14	42.9%	57.1%		
16	244	159	403	60.5%	39.5%	C2	
17	6	14	20	30.0%	70.0%		
18	292	135	427	68.4%	31.6%	C1	
20	299	246	545	54.9%	45.1%		
22	178	109	287	62.0%	38.0%	A2	
<b>Subtotal</b>	<b>1,045</b>	<b>692</b>	<b>1,737</b>	<b>60.2%</b>	<b>39.8%</b>		
23	1	1	2	50.0%	50.0%		A1
24	430	355	785	54.8%	45.2%		
25	1	7	8	12.5%	87.5%		
26	148	128	276	53.6%	46.4%		
27	746	1,011	1,757	42.5%	57.5%		
28	349	599	948	36.8%	63.2%		
29	184	480	664	27.7%	72.3%		
30	16	14	30	53.3%	46.7%		
<b>Subtotal</b>	<b>1,875</b>	<b>2,595</b>	<b>4,470</b>	<b>41.9%</b>	<b>58.1%</b>		
<b>Total</b>	<b>2,920</b>	<b>3,287</b>	<b>6,207</b>	<b>47.0%</b>	<b>53.0%</b>		





3.4 Breakdown by levels of staff not included in scientific categories (N30 – N26).

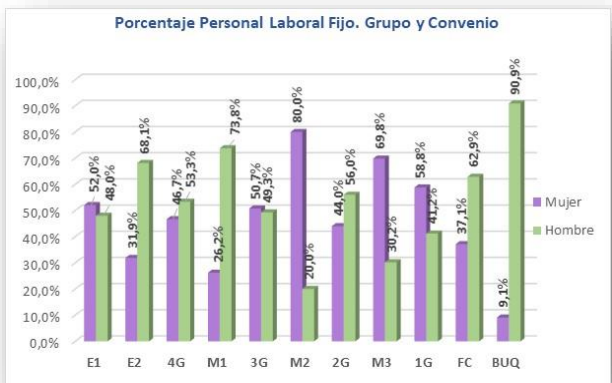
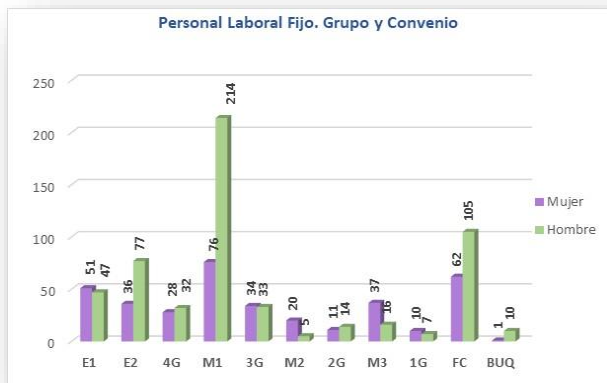
Level	Staff			Percentages	
	Female	Male	Total	Female	Male
26	145	125	270	53.7%	46.3%
27	4	4	8	50.0%	50.0%
28	31	26	57	54.4%	45.6%
29	10	7	17	58.8%	41.2%
30	7	6	13	53.8%	46.2%
<b>Total</b>	<b>197</b>	<b>168</b>	<b>365</b>	<b>54.0%</b>	<b>46.0%</b>



4 PERMANENT CONTRACT staff.

4.1 Breakdown by classification groups and Collective Labour Agreement of reference.

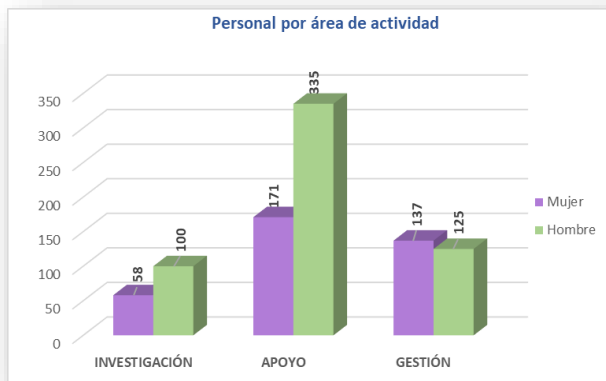
Group	Staff			Percentages		
	Female	Male	Total	Female	Male	
Fourth CLA	E1	51	47	98	52.0%	48.0%
	E2	36	77	113	31.9%	68.1%
	4G	28	32	60	46.7%	53.3%
	M1	76	214	290	26.2%	73.8%
	3G	34	33	67	50.7%	49.3%
	M2	20	5	25	80.0%	20.0%
	2G	11	14	25	44.0%	56.0%
	M3	37	16	53	69.8%	30.2%
N. Subj CLA	10	7	17	58.8%	41.2%	
Vessel	1	10	11	9.1%	90.9%	
<b>Total</b>	<b>366</b>	<b>560</b>	<b>926</b>	<b>39.5%</b>	<b>60.5%</b>	





4.2 Breakdown by activity areas and group membership.

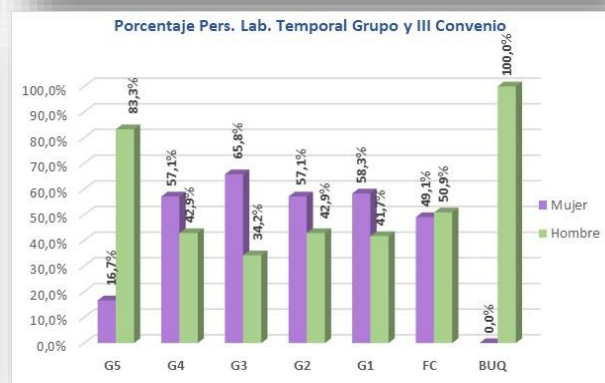
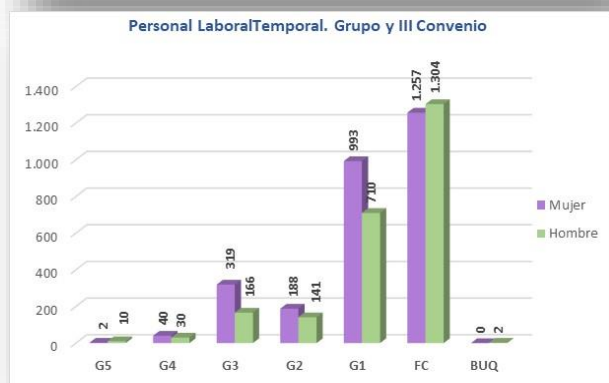
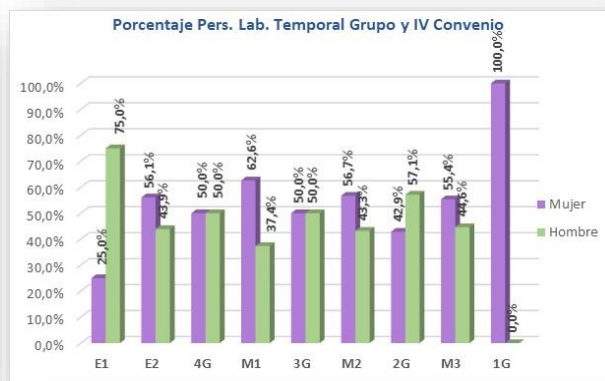
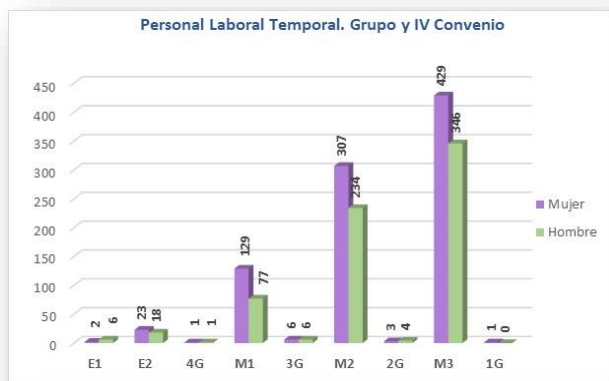
Activity	Group	Staff			Percentages	
		Female	Male	Total	Female	Male
Research	N.Subj CLA	58	100	158	36.7%	63.3%
	Subtotal	58	100	158	36.7%	63.3%
Support	E1	9	22	31	29.0%	71.0%
	E2	35	77	112	31.3%	68.8%
	M1	76	214	290	26.2%	73.8%
	M2	17	4	21	81.0%	19.0%
	M3	34	14	48	70.8%	29.2%
	N. Subj CLA	0	1	1	0.0%	100.0%
	Vessel	0	3	3	0.0%	100.0%
	Subtotal	171	335	506	33.8%	66.2%
Management	E1	42	25	67	62.7%	37.3%
	E2	1	0	1	100.0%	0.0%
	4G	28	32	60	46.7%	53.3%
	3G	34	33	67	50.7%	49.3%
	M2	3	1	4	75.0%	25.0%
	2G	11	14	25	44.0%	56.0%
	M3	3	2	5	60.0%	40.0%
	IG	10	7	17	58.8%	41.2%
	N. subj CLA	4	4	8	50.0%	50.0%
	Vessel	1	7	8	12.5%	87.5%
	Subtotal	137	125	262	52.3%	47.7%
<b>Total</b>		<b>366</b>	<b>560</b>	<b>926</b>	<b>39.5%</b>	<b>60.5%</b>



5 TEMPORARY CONTRACT staff.

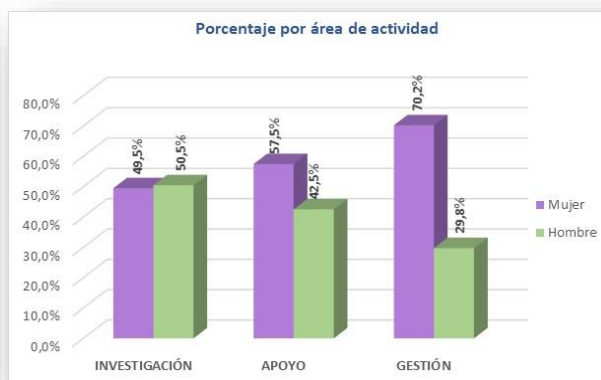
5.1 Breakdown by classification groups and Collective Labour Agreement of reference.

Group	Group	Staff			Percentage	
		Female	Male	Total	Female	Male
Fourth CLA	E1	2	6	8	25.0%	75.0%
	E2	23	18	41	56.1%	43.9%
	4G	1	1	2	50.0%	50.0%
	M1	129	77	206	62.6%	37.4%
	3G	6	6	12	50.0%	50.0%
	M2	307	234	541	56.7%	43.3%
	2G	3	4	7	42.9%	57.1%
	M3	429	346	775	55.4%	44.6%
3rd CLA	IG	1	0	1	100.0%	0.0%
	G5	2	10	12	16.7%	83.3%
	G4	40	30	70	57.1%	42.9%
	G3	319	166	485	65.8%	34.2%
	G2	188	141	329	57.1%	42.9%
	G1	993	710	1,703	58.3%	41.7%
	N CLA	1,257	1,304	2,561	49.1%	50.9%
	Vessel	0	2	2	0.0%	100.0%
	<b>Total</b>	<b>3,700</b>	<b>3,055</b>	<b>6,755</b>	<b>54.8%</b>	<b>45.2%</b>



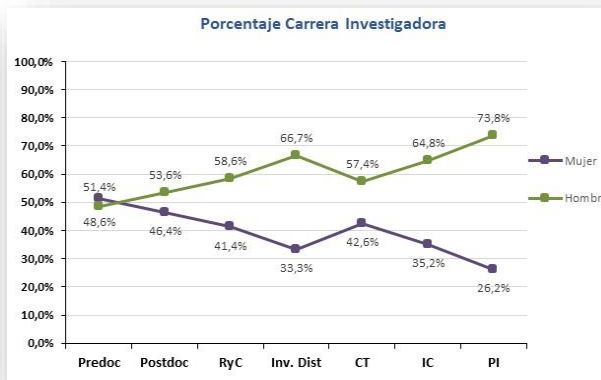
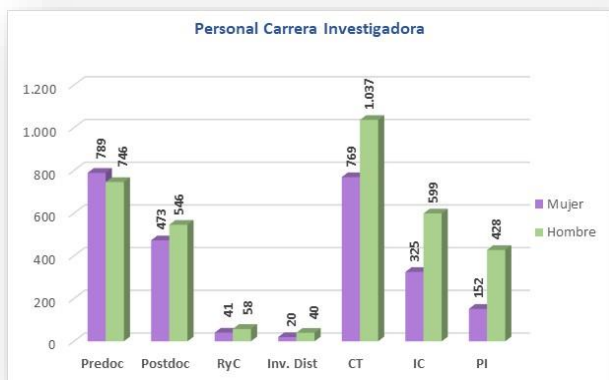
5.2 Breakdown by activity areas and group membership.

Res era ch	Grupo	Staff			Percentages		
		Female	Male	Total	Female	Male	
Res era ch	M3	122	110	232	52.6%	47.4%	
	G1	9	9	18	50.0%	50.0%	
	FC	1,134	1,171	2,305	49.2%	50.8%	
<b>Subtotal</b>		<b>1,265</b>	<b>1,290</b>	<b>2,555</b>	<b>49.5%</b>	<b>50.5%</b>	
Support	IV	E1	1	6	7	14.3%	85.7%
		E2	20	18	38	52.6%	47.4%
		M1	129	77	206	62.6%	37.4%
		M2	307	234	541	56.7%	43.3%
		M3	307	236	543	56.5%	43.5%
	III	G5	2	9	11	18.2%	81.8%
		G4	31	30	61	50.8%	49.2%
		G3	300	156	456	65.8%	34.2%
		G2	176	136	312	56.4%	43.6%
		G1	921	680	1,601	57.5%	42.5%
FC	123	133	256	48.0%	52.0%		
<b>Subtotal</b>		<b>2,317</b>	<b>1,715</b>	<b>4,032</b>	<b>57.5%</b>	<b>42.5%</b>	
Management	IV	E1	1	0	1	100.0%	0.0%
		E2	1	1	2	50.0%	50.0%
		4G	6	6	12	50.0%	50.0%
		3G	3	0	3	100.0%	0.0%
		2G	3	4	7	42.9%	57.1%
	1G	1	0	1	100.0%	0.0%	
	III	G5	0	1	1	0.0%	100.0%
		G4	9	0	9	100.0%	0.0%
		G3	19	10	29	65.5%	34.5%
		G2	12	5	17	70.6%	29.4%
G1		63	21	84	75.0%	25.0%	
Vessel	0	2	2	0.0%	100.0%		
<b>Subtotal</b>		<b>118</b>	<b>50</b>	<b>168</b>	<b>70.2%</b>	<b>29.8%</b>	
<b>Total</b>		<b>3,700</b>	<b>3,055</b>	<b>6,755</b>	<b>54.8%</b>	<b>45.2%</b>	



**6 Research career.**

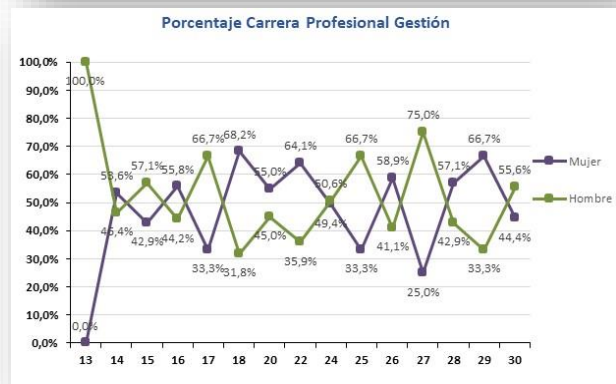
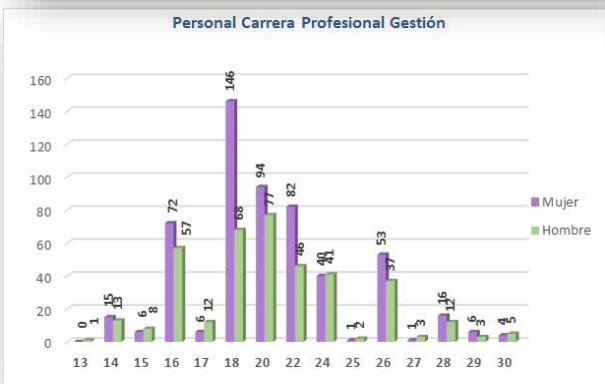
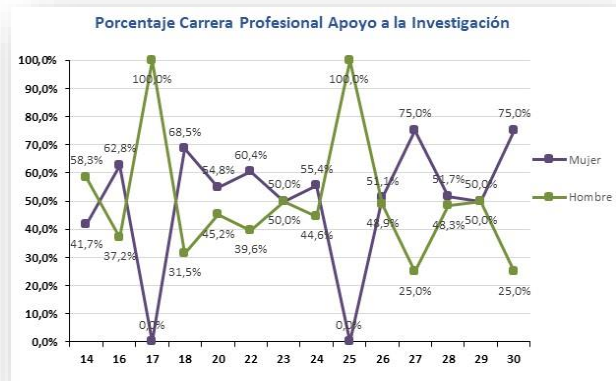
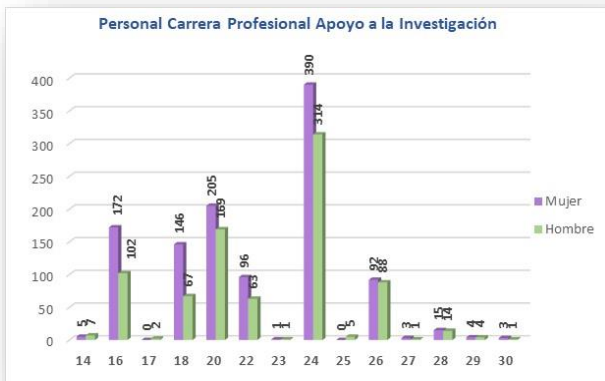
Group	Staff			Porcentajes	
	Female	Male	Total	Mujer	Hombre
Predoc	789	746	1,535	51.4%	48.6%
Postdoc	473	546	1,019	46.4%	53.6%
Ramón y Cajal	41	58	99	41.4%	58.6%
Distinguished Researcher	20	40	60	33.3%	66.7%
Tenured Scientist Staff	769	1,037	1,806	42.6%	57.4%
Scientific Research Staff	325	599	924	35.2%	64.8%
Research Faculty	152	428	580	26.2%	73.8%
<b>Total</b>	<b>2,569</b>	<b>3,454</b>	<b>6,023</b>	<b>42.7%</b>	<b>57.3%</b>



**7 Profesional Career.**

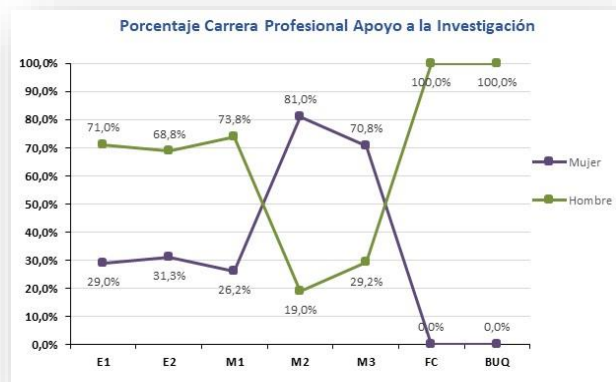
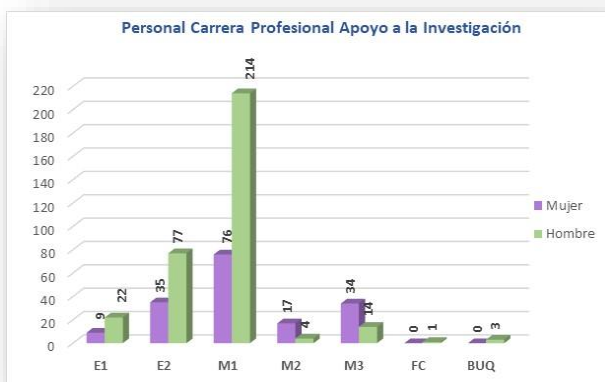
**7.1 CIVIL SERVANT staff.**

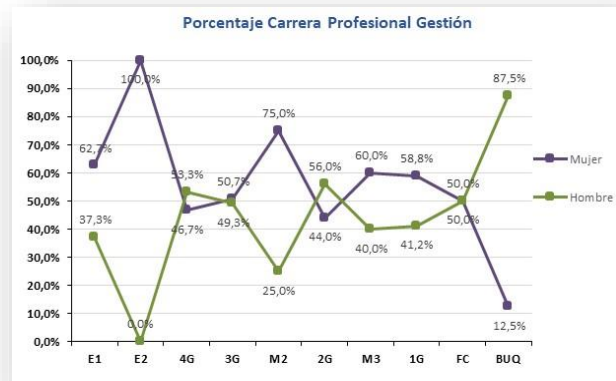
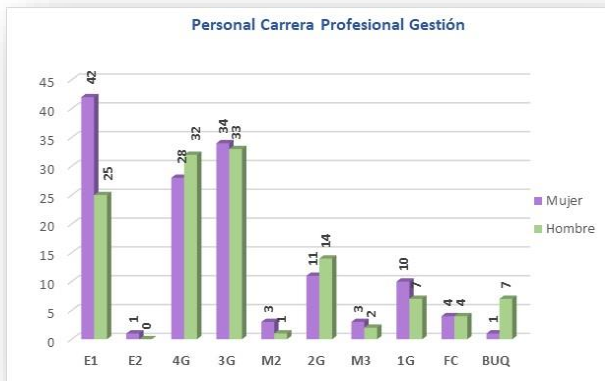
Level	Support to Research					Management				
	Staff			Percentages		Staff			Percentages	
	Female	Male	Total	Female	Male	Female	Male	Total	Female	Male
13	0	0	0	0.0%	0.0%	0	1	1	0.0%	100.0%
14	5	7	12	41.7%	58.3%	15	13	28	53.6%	46.4%
15	0	0	0	0.0%	0.0%	6	8	14	42.9%	57.1%
16	172	102	274	62.8%	37.2%	72	57	129	55.8%	44.2%
17	0	2	2	0.0%	100.0%	6	12	18	33.3%	66.7%
18	146	67	213	68.5%	31.5%	146	68	214	68.2%	31.8%
20	205	169	374	54.8%	45.2%	94	77	171	55.0%	45.0%
22	96	63	159	60.4%	39.6%	82	46	128	64.1%	35.9%
23	1	1	2	50.0%	50.0%	0	0	0	0.0%	0.0%
24	390	314	704	55.4%	44.6%	40	41	81	49.4%	50.6%
25	0	5	5	0.0%	100.0%	1	2	3	33.3%	66.7%
26	92	88	180	51.1%	48.9%	53	37	90	58.9%	41.1%
27	3	1	4	75.0%	25.0%	1	3	4	25.0%	75.0%
28	15	14	29	51.7%	48.3%	16	12	28	57.1%	42.9%
29	4	4	8	50.0%	50.0%	6	3	9	66.7%	33.3%
30	3	1	4	75.0%	25.0%	4	5	9	44.4%	55.6%
<b>Total</b>	<b>1132</b>	<b>838</b>	<b>1970</b>	<b>57.5%</b>	<b>42.5%</b>	<b>542</b>	<b>385</b>	<b>927</b>	<b>58.5%</b>	<b>41.5%</b>



7.2 PERMANENT CONTRACT Staff.

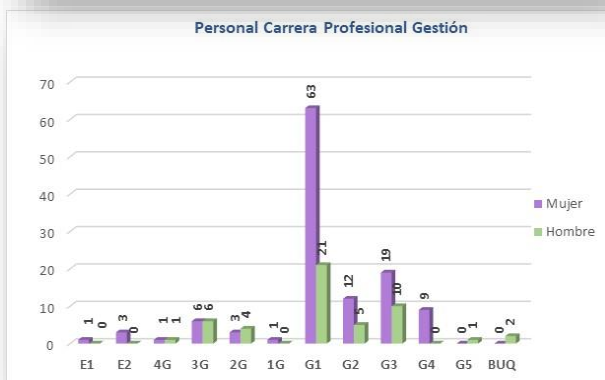
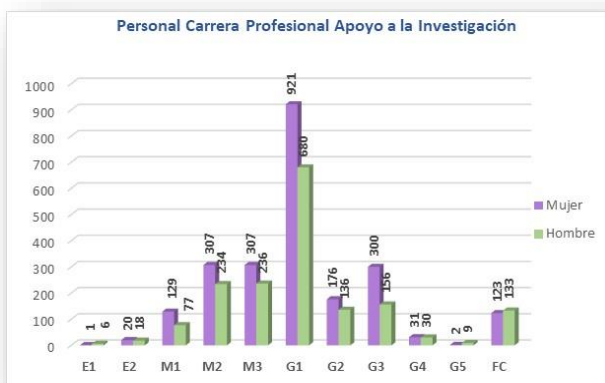
Group	Support to Research			Percentages		Management			Percentages	
	Female	Male	Total	Female	Male	Female	Male	Total	Female	Male
E1	9	22	31	29,0%	71,0%	42	25	67	62,7%	37,3%
E2	35	77	112	31,3%	68,8%	1	0	1	100,0%	0,0%
4G	0	0	0	0,0%	0,0%	28	32	60	46,7%	53,3%
M1	76	214	290	26,2%	73,8%	0	0	0	0,0%	0,0%
3G	0	0	0	0,0%	0,0%	34	33	67	50,7%	49,3%
M2	17	4	21	81,0%	19,0%	3	1	4	75,0%	25,0%
2G	0	0	0	0,0%	0,0%	11	14	25	44,0%	56,0%
M3	34	14	48	70,8%	29,2%	3	2	5	60,0%	40,0%
IG	0	0	0	0,0%	0,0%	10	7	17	58,8%	41,2%
FC	0	1	1	0,0%	100,0%	4	4	8	50,0%	50,0%
YES	0	3	3	0,0%	100,0%	1	7	8	12,5%	87,5%
<b>Total</b>	<b>171</b>	<b>335</b>	<b>506</b>	<b>33,8%</b>	<b>66,2%</b>	<b>137</b>	<b>125</b>	<b>262</b>	<b>52,3%</b>	<b>47,7%</b>





7.3 TEMPORARY CONTRACT staff.

Group	Support to Research					Management				
	Staff			Percentages		Staff			Percentages	
	Female	Male	Total	Female	Male	Female	Male	Total	Female	Male
E1	1	6	7	14.3%	85.7%	1	0	1	100.0%	0.0%
E2	20	18	38	52.6%	47.4%	3	0	3	100.0%	0.0%
4G	0	0	0	0.0%	0.0%	1	1	2	50.0%	50.0%
M1	129	77	206	62.6%	37.4%	0	0	0	0.0%	0.0%
3G	0	0	0	0.0%	0.0%	6	6	12	50.0%	50.0%
M2	307	234	541	56.7%	43.3%	0	0	0	0.0%	0.0%
2G	0	0	0	0.0%	0.0%	3	4	7	42.9%	57.1%
M3	307	236	543	56.5%	43.5%	0	0	0	0.0%	0.0%
1G	0	0	0	0.0%	0.0%	1	0	1	100.0%	0.0%
G1	921	680	1601	57.5%	42.5%	63	21	84	75.0%	25.0%
G2	176	136	312	56.4%	43.6%	12	5	17	70.6%	29.4%
G3	300	156	456	65.8%	34.2%	19	10	29	65.5%	34.5%
G4	31	30	61	50.8%	49.2%	9	0	9	100.0%	0.0%
G5	2	9	11	18.2%	81.8%	0	1	1	0.0%	100.0%
FC	123	133	256	48.0%	52.0%	0	0	0	0.0%	0.0%
YES	0	0	0	0.0%	0.0%	0	2	2	0.0%	100.0%
<b>Total</b>	<b>2317</b>	<b>1715</b>	<b>4032</b>	<b>57.5%</b>	<b>42.6%</b>	<b>118</b>	<b>50</b>	<b>168</b>	<b>70.2%</b>	<b>29.8%</b>



**ACTION I INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION**  
**I.3 Mainstreaming gender equality in organisational structures**

**Measure 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.**

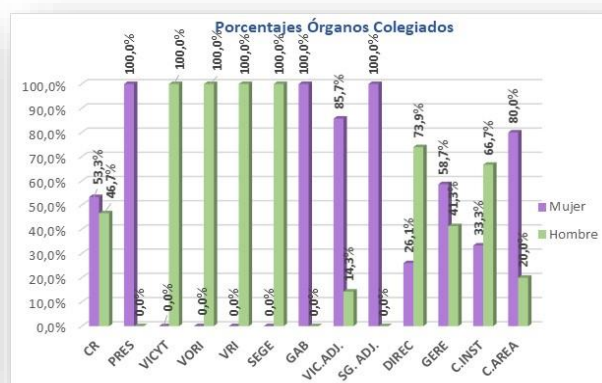
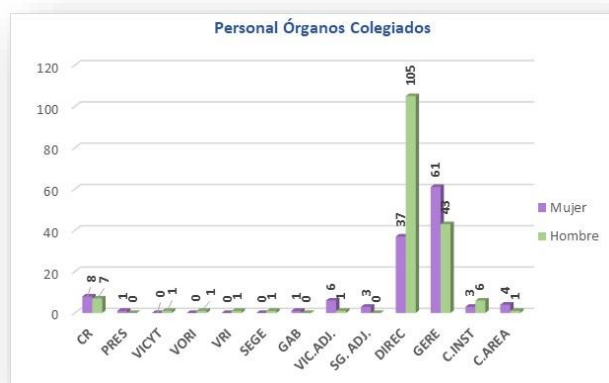
Representation in collegiate bodies and specific weight in other bodies. Persons holding positions in each body at 31<sup>st</sup> December of each year.

**I Collegiate bodies, management and pre-management positions.**

Position	Staff			Percentage	
	Female	Male	Total	Female	Male
Governing Board	8	7	15	53.3%	46.7%
Presidency	1	0	1	100.0%	0.0%
VICYT	0	1	1	0.0%	100.0%
VORI	0	1	1	0.0%	100.0%
VRI	0	1	1	0.0%	100.0%
SEGE	0	1	1	0.0%	100.0%
DIR.GABIN	1	0	1	100.0%	0.0%
VICEP. ADJ.	6	1	7	85.7%	14.3%
SG. ADJ.	3	0	3	100.0%	0.0%
Directorates	37	105	142	26.0%	73.9%
Managements	61	43	104	58.6%	41.4%
Inst. Coord.	3	6	9	33.3%	66.7%
Area Coord.	4	1	5	80.0%	20.0%
<b>Total</b>	<b>124</b>	<b>167</b>	<b>291</b>	<b>42.6%</b>	<b>57.4%</b>

The data obtained correspond to the occupancy of jobs, except in Directorates and Management, which refer to staff performing "functions of..." and not by job title

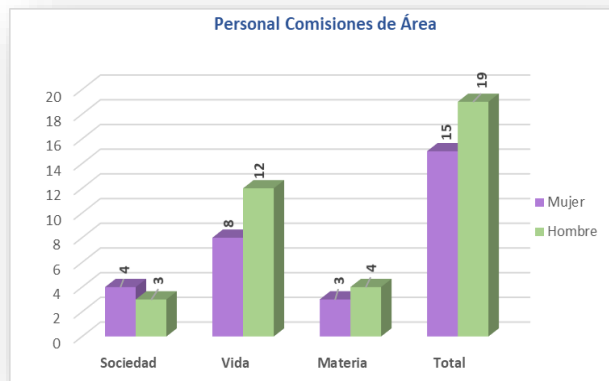
The difference between the number of Directorates and Managers is due to the fact that several centres/institutions share the same management.





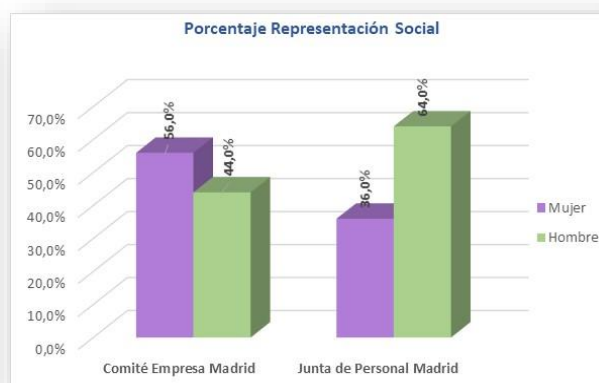
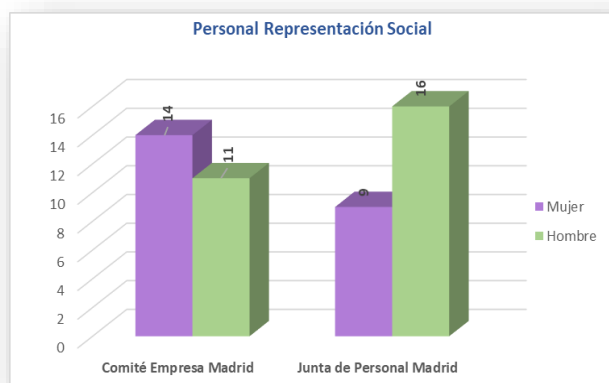
## 2 Scientific Area Commissions.

Area	Staff			Percentages	
	Female	Male	Total	Female	Male
Society	4	3	7	57.1%	42.9%
Life	8	12	20	40.0%	60.0%
Materia	3	4	7	42.9%	57.1%
<b>Total</b>	<b>15</b>	<b>19</b>	<b>34</b>	<b>44.1%</b>	<b>55.9%</b>



## 3 Social representation (results of electoral processes under CSIC in 2019).

Commitee	Staff			Percentages	
	Female	Male	Total	Female	Male
Comité Empresa Madrid (labour)	14	11	25	56.0%	44.0%
Junta de Personal Madrid (civil servants)	9	16	25	36.0%	64.0%
<b>Total</b>	<b>23</b>	<b>27</b>	<b>50</b>	<b>46.0%</b>	<b>54.0%</b>



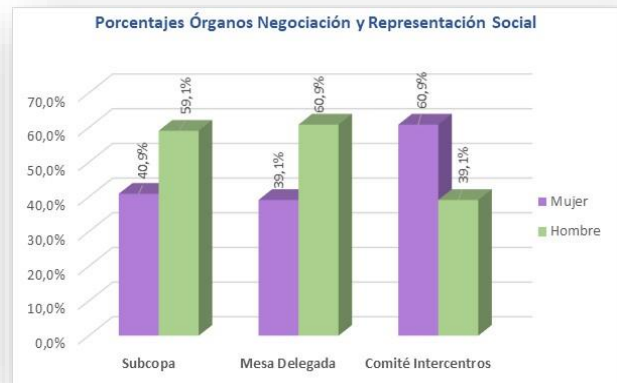
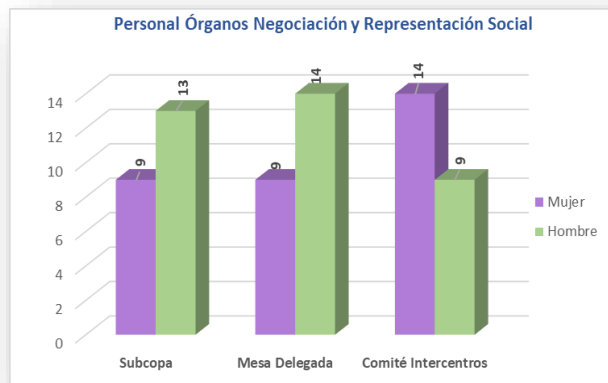




#### 4 **Social representation Negotiating bodies.**

(Total number of attendees of meetings held)

Body	N° Meetings	Total attendees		Average Attendees			Percentages	
		Female	Male	Female	Male	Total	Female	Male
Subcopa(*)	4	37	51	9	13	22	40.9%	59.1%
Delegate Table	5	43	71	9	14	23	39.1%	60.9%
Intercentres Committees	2	28	18	14	9	23	60.9%	39.1%
<b>Total</b>	<b>11</b>	<b>108</b>	<b>140</b>	<b>32</b>	<b>36</b>	<b>68</b>	<b>47.1%</b>	<b>52.9%</b>



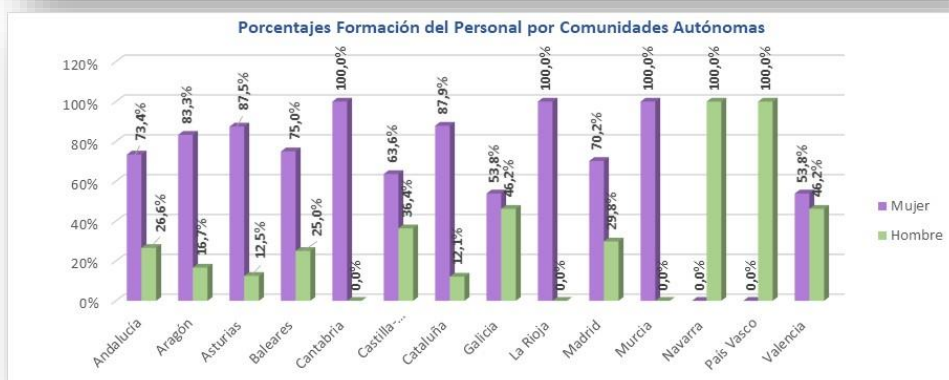
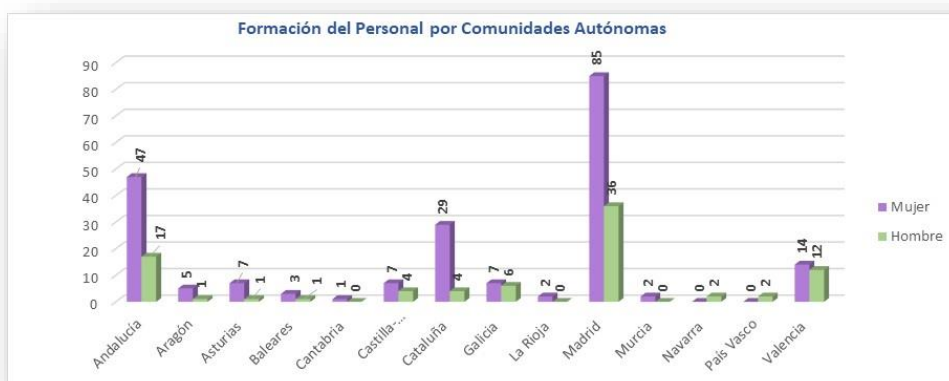
## ACTION 2 SENSIBILIZATION, EDUCATION AND TRAINING

### 2.2 Education and training.

**Measure 4** Planification, design, execution and evaluation of education and training activities in gender equality of specific staff of the organization and tackling del sexual and gender based harassment.

#### I Number of persons undertaking training courses in the field of equality by Autonomous Communities during 2022..

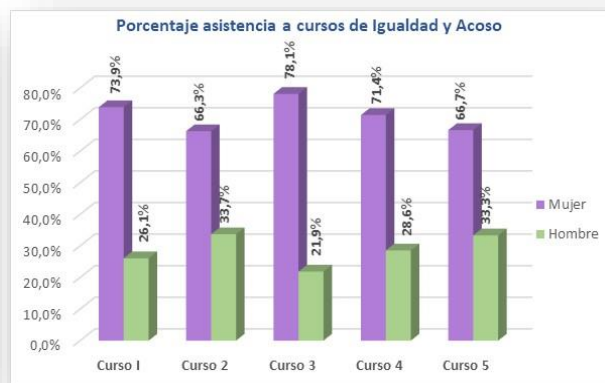
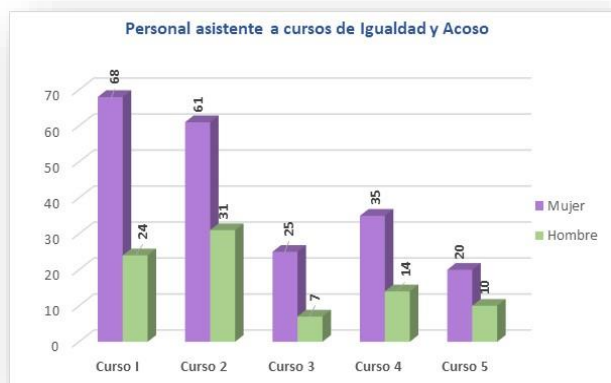
AA.CC	Staff			Percentages	
	Female	Male	Total	Female	Male
Andalusia	47	17	64	73.4%	26.6%
Aragón	5	1	6	83.3%	16.7%
Asturias	7	1	8	87.5%	12.5%
Balearic Islands	3	1	4	75.0%	25.0%
Cantabria	1	0	1	100.0%	0.0%
Castilla-León	7	4	11	63.6%	36.4%
Catalonia	29	4	33	87.9%	12.1%
Galicia	7	6	13	53.8%	46.2%
La Rioja	2	0	2	100.0%	0.0%
Madrid	85	36	121	70.2%	29.8%
Murcia	2	0	2	100.0%	0.0%
Navarra	0	2	2	0.0%	100.0%
Basque Country	0	2	2	0.0%	100.0%
Valencia	14	12	26	53.8%	46.2%
<b>Total</b>	<b>209</b>	<b>86</b>	<b>295</b>	<b>70.8%</b>	<b>29.2%</b>





## 2 Training courses in gender equality and sexual harassment.

Course	Number of attendees			Percentages	
	Female	Male	Total	Female	Male
<b>Course 1:</b> Curso Básico Igualdad de Género	68	24	92	73.9%	26.1%
<b>Course 2:</b> Igualdad de Género	61	31	92	66.3%	33.7%
<b>Course:</b> Incorporación del análisis de género en la investigación y en la innovación	25	7	32	78.1%	21.9%
<b>Course 4:</b> Prevención del acoso sexual y por razón de sexo	35	14	49	71.4%	28.6%
<b>Course 5:</b> Uso igualitario del lenguaje administrativo	20	10	30	66.7%	33.3%
<b>Total</b>	<b>209</b>	<b>86</b>	<b>295</b>	<b>70.8%</b>	<b>29.2%</b>



**ACTION 3 WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT**  
**3.1 Access to employment and talent recruitment**

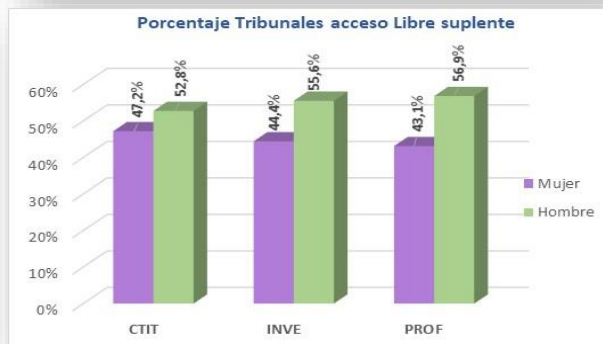
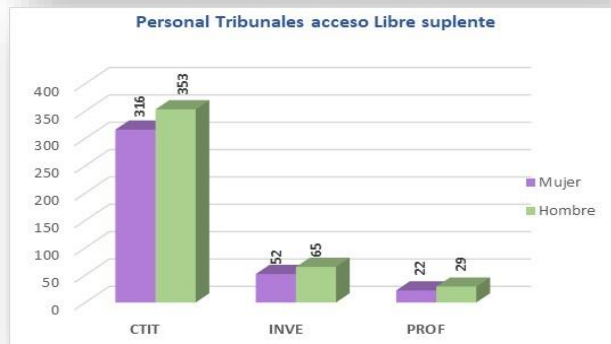
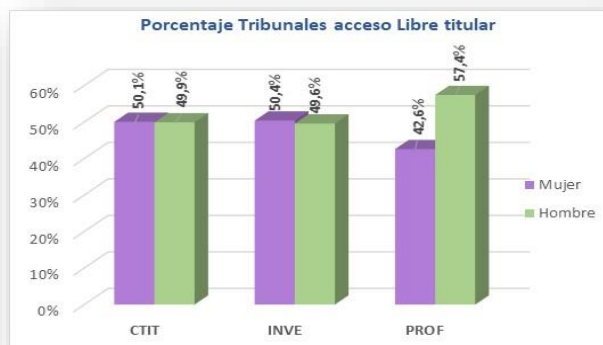
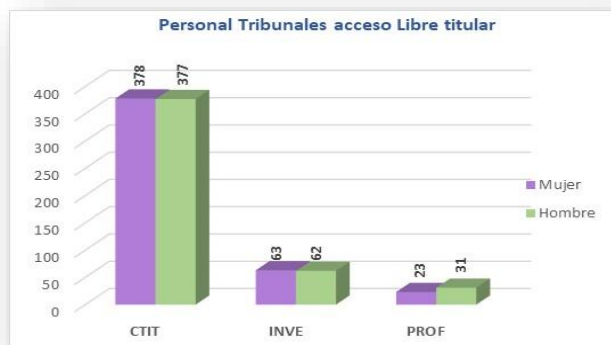
**Measure I Guarantee the balanced presence in the different posts that form the selection bodies**

**I Composition of the courts.**

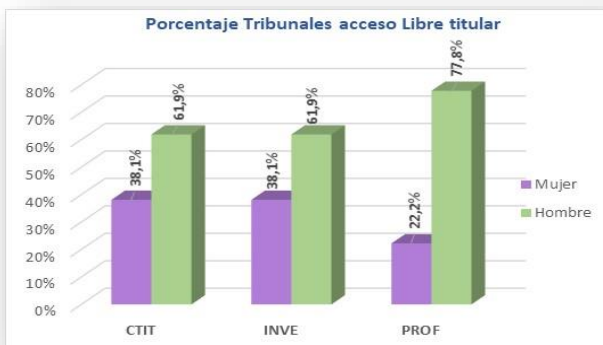
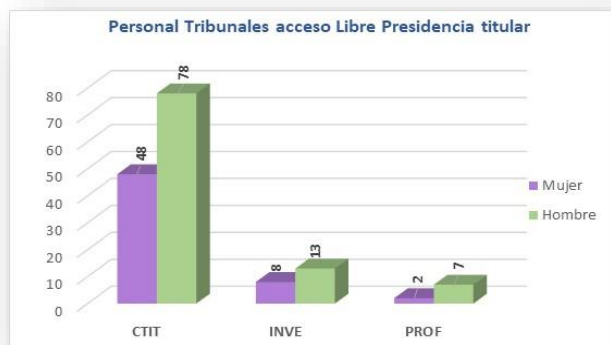
The data processed are real data, not those published in the BOE.

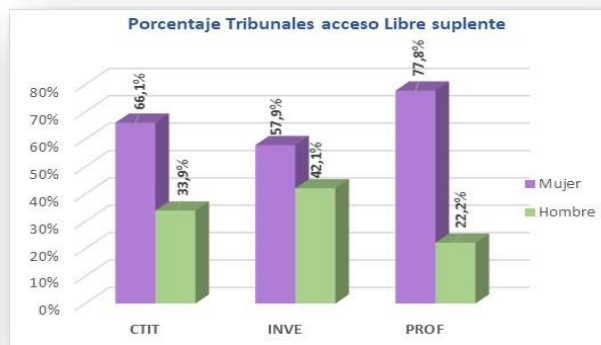
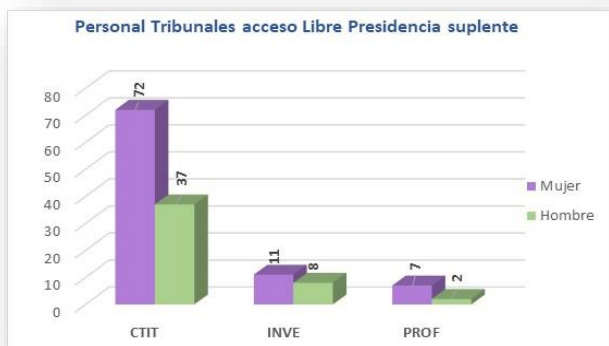
**I.1 Open access (OEP 2018-2019).**

Calls	Tenured			Substitute			Tenured		Substitute	
	Female	Male	Total	Female	Male	Total	%Female	%Male	%Female	%Male
Tenured Scientist S.	378	377	755	316	353	669	50.1%	49.9%	47.2%	52.8%
Scientific Research S	63	62	125	52	65	117	50.4%	49.6%	44.4%	55.6%
Research faculty	23	31	54	22	29	51	42.6%	57.4%	43.1%	56.9%
<b>Total</b>	<b>464</b>	<b>470</b>	<b>934</b>	<b>390</b>	<b>447</b>	<b>837</b>	<b>49.7%</b>	<b>50.3%</b>	<b>46.6%</b>	<b>53.4%</b>

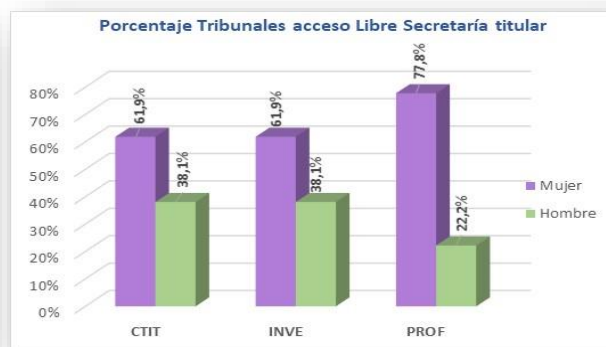
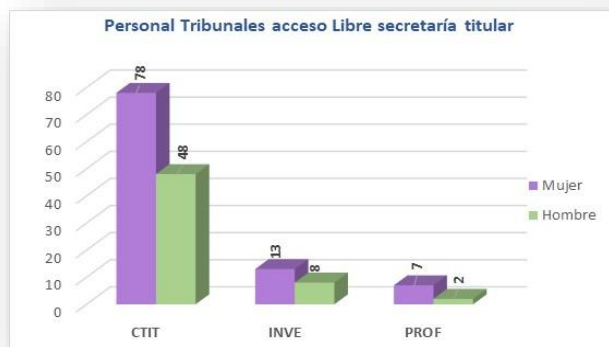


Presidencias Call	Tenured			Substitute			Tenured		Suplente	
	Female	Male	Total	Female	Male	Total	%Female	%Male	%Female	%Male
Tenured Scientist S	48	78	126	72	37	109	38,1%	61,9%	66,1%	34%
Scientific Research S	8	13	21	11	8	29	38,1%	61,9%	57,9%	42%
Research faculty	2	7	9	7	2	9	22,2%	77,8%	77,8%	22%
<b>Total</b>	<b>58</b>	<b>98</b>	<b>156</b>	<b>90</b>	<b>47</b>	<b>137</b>	<b>37,2%</b>	<b>62,8%</b>	<b>65,7%</b>	<b>34,3%</b>





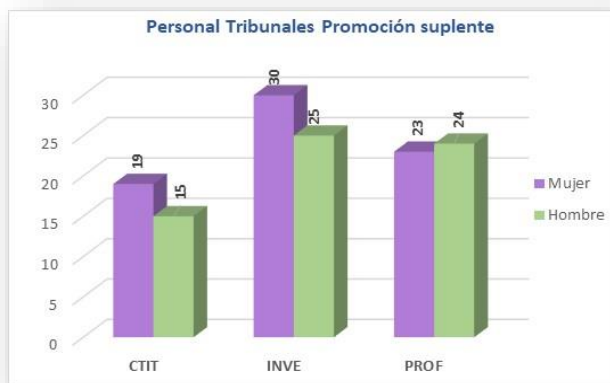
Call	Tenured			Substitute			Tenured		Substitute	
	Female	Male	Total	Female	Male	Total	%Female	%Male	%Female	%Male
Tenured Scientist S	78	48	126	37	72	109	61,9%	38,1%	33,9%	66,1%
Scientific Research S	13	8	21	8	11	29	61,9%	38,1%	42,1%	57,9%
Research Faculty	7	2	9	2	7	9	77,8%	22,2%	22,2%	77,8%
<b>Total</b>	<b>98</b>	<b>58</b>	<b>156</b>	<b>47</b>	<b>90</b>	<b>137</b>	<b>62,8%</b>	<b>37,2%</b>	<b>34,3%</b>	<b>65,9%</b>



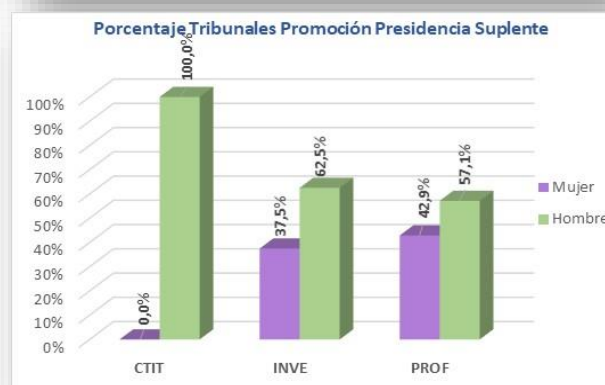
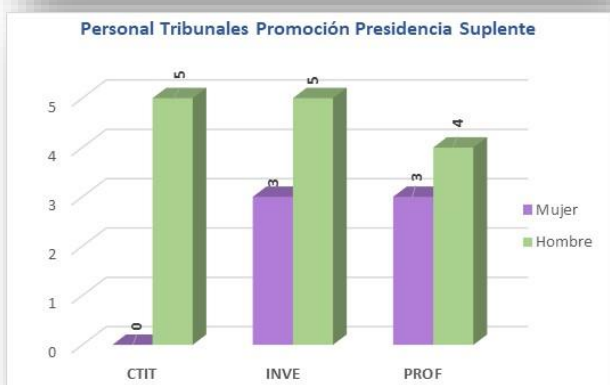
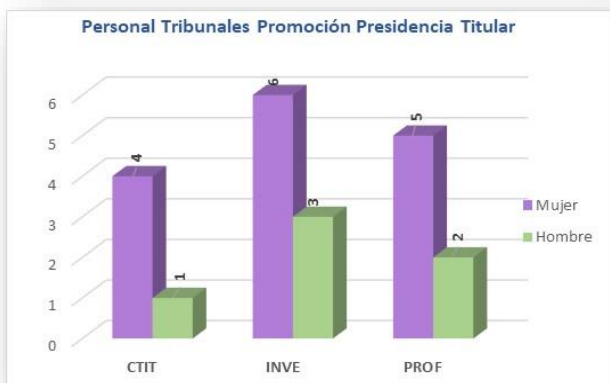
1.2 Internal promotion (OEP 2019).

Call	Tenured			Substitute			Tenured		Substitute	
	Female	Male	Total	Female	Male	Total	%Female	%Male	%Female	%Male
Tenured Scientist S	18	16	34	19	15	34	52,9%	47,1%	55,9%	44,1%
Scientific Research S	25	32	57	30	25	55	43,9%	5,1%	54,5%	45,5%
Research Faculty	22	25	47	23	24	47	46,8%	53,2%	48,9%	51,01%
<b>Total</b>	<b>65</b>	<b>73</b>	<b>138</b>	<b>72</b>	<b>64</b>	<b>136</b>	<b>47,1%</b>	<b>52,9%</b>	<b>52,9%</b>	<b>47,1%</b>

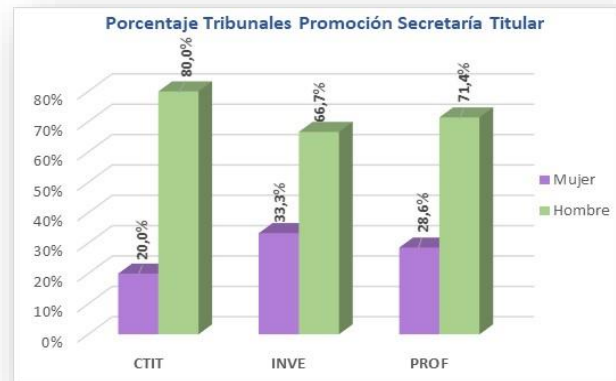
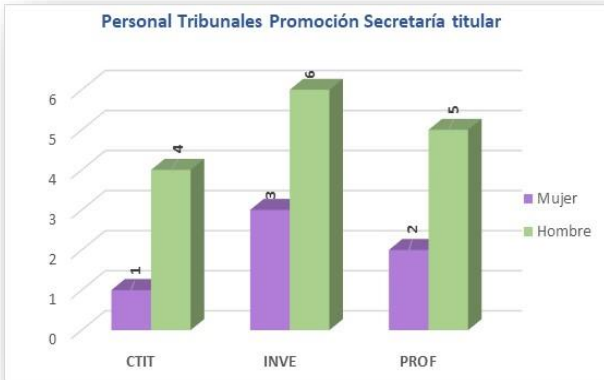




Presidencies Call	Tenured			Substitute			Tenured		Substitute	
	Female	Male	Total	Female	Male	Total	%Female	%Male	%Female	%Male
Tenured Scientist S	4	1	5	0	5	5	80,0%	20,0%	0,0%	100,0%
Scientific Research S	6	3	9	3	5	8	66,7%	33,3%	37,5%	62,5%
Research Faculty	5	2	7	3	4	7	71,4%	28,6%	42,9%	57,1%
<b>Total</b>	<b>15</b>	<b>6</b>	<b>21</b>	<b>6</b>	<b>14</b>	<b>20</b>	<b>71,4%</b>	<b>28,6%</b>	<b>30,090%</b>	<b>70,0%</b>



Secretaries Call	Tenured			Substitute			Tenured		Substitute	
	Female	Male	Total	Female	Male	Total	%Female	%Male	%Female	%Male
Tenured Scientists S	1	4	5	5	0	5	20,0%	8,0%	100,0%	0,0%
Scientific Research S	3	6	9	5	3	8	33,3%	66,7%	62,5%	37,5%
Research Faculty	2	5	7	4	3	7	28,6%	71,4%	57,1%	42,9%
<b>Total</b>	<b>6</b>	<b>15</b>	<b>21</b>	<b>14</b>	<b>6</b>	<b>20</b>	<b>28,6%</b>	<b>71,4%</b>	<b>70,0%</b>	<b>30,0%</b>



**ACTION 3 WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT**  
**3.2 Career development**

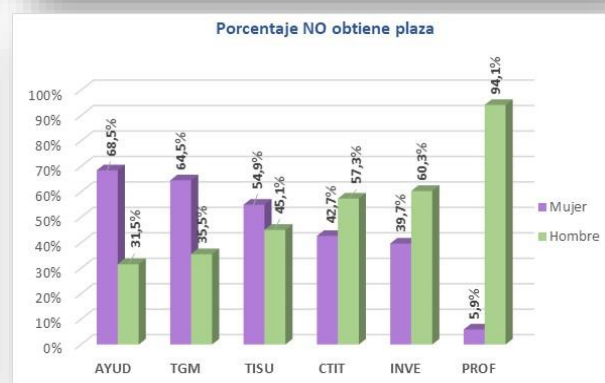
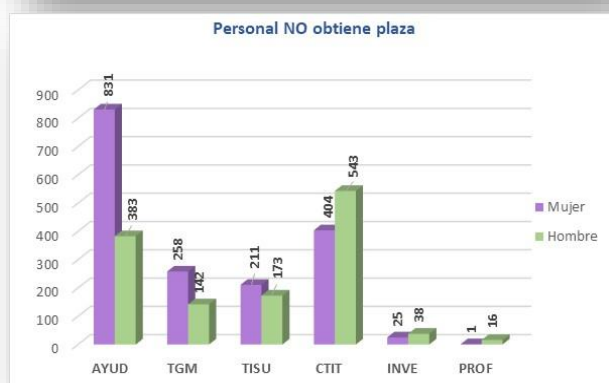
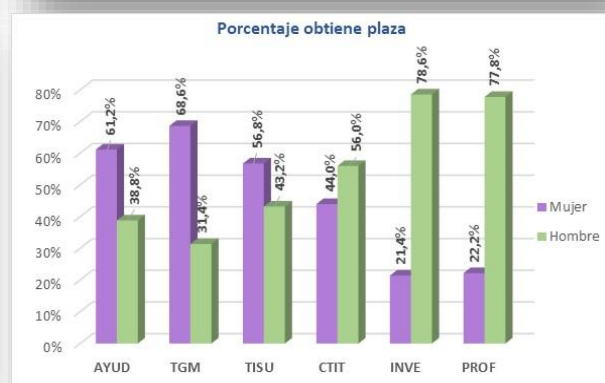
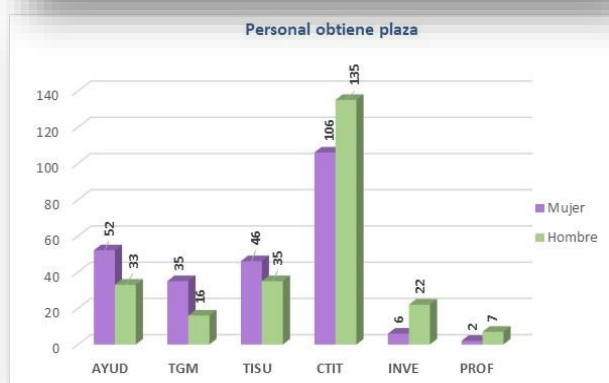
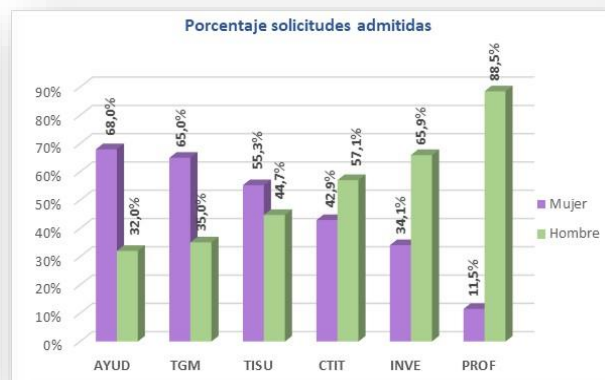
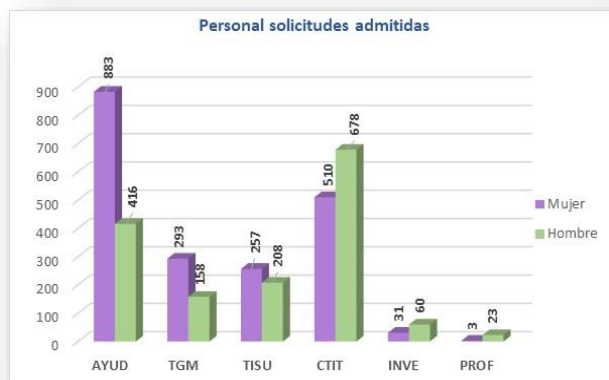
**Measure 8 Analyse and disseminate success rates in competitive calls.**

**I Access and participation procedures for civil servants: participation and success rates.**

**I.1 Open access. General data. List of persons admitted to the process / obtaining a place.**

Year	CATEGORY	Obtain a position			Do not obtain a position			Total admitted	Success rate (%)	
		Female	Male	Total	Female	Male	Total		Female	Male
2018 and 2019	Research Assistant S. (CI)	52	33	85	831	383	1,214	1,299	5.9%	7.9%
	Specilized Technician S. (A2)	35	16	51	258	142	400	451	11.9%	10.1%
	Senior Technical S. (A1)	46	35	81	211	173	384	465	17.9%	16.8%
	Tenured Scientist S. (A1)	106	135	241	404	543	948	1,188	20.8%	19.9%
	Scientific Research S. (A1)	6	22	28	25	38	63	91	19.3%	36.7%
	Research Faculty. (A1)	2	7	9	1	16	17	26	66.7%	30.4%
<b>Total general</b>		<b>247</b>	<b>248</b>	<b>495</b>	<b>1,730</b>	<b>1,295</b>	<b>3,026</b>	<b>3,520</b>	<b>12.5%</b>	<b>16.17%</b>

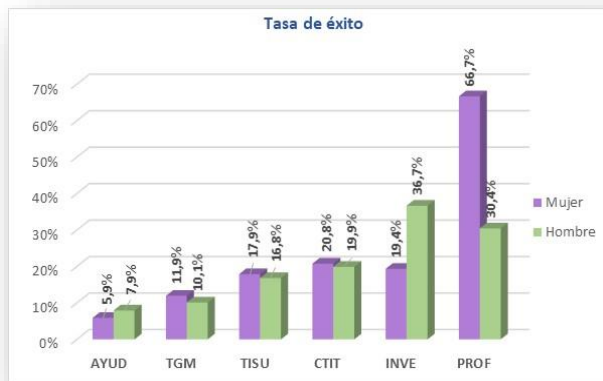
**NOTE:** The 2018-2019 joint call is taken as a reference, as it is the last with all the processes completed.





### SUCCESS RATE

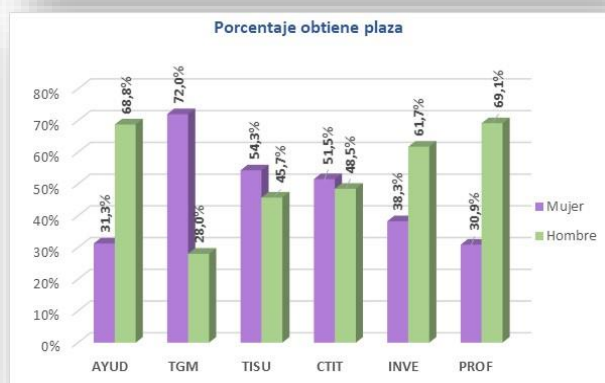
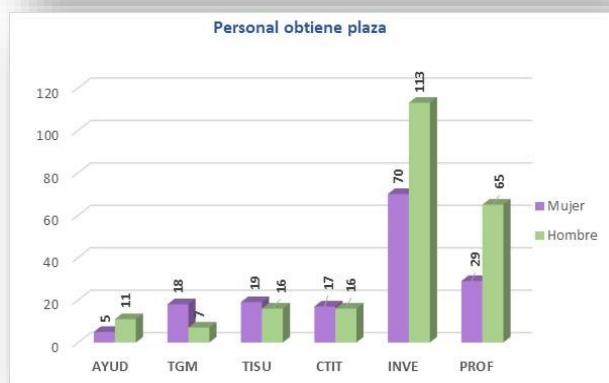
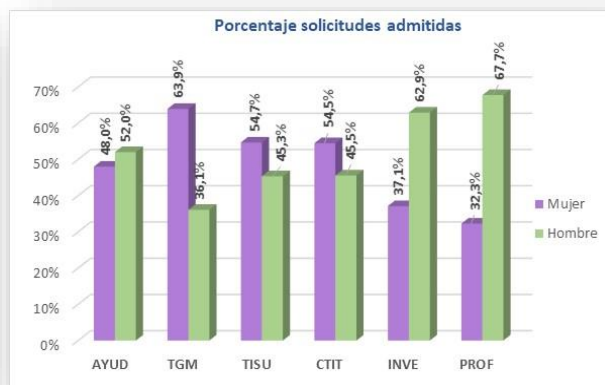
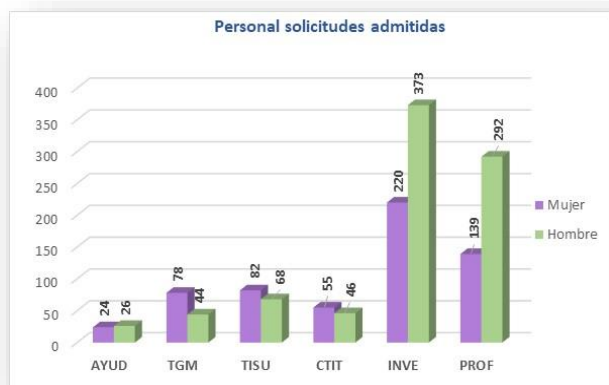
(relationship between persons who submit to a selective process and those who pass it)

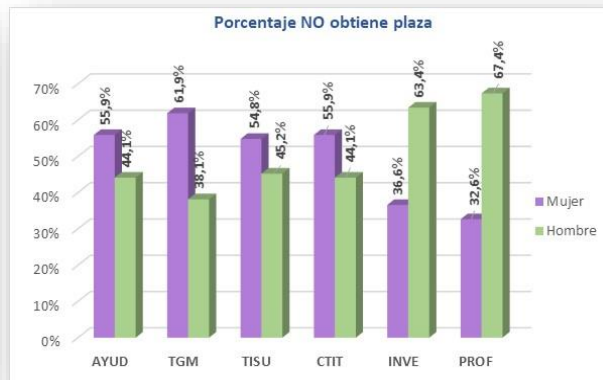
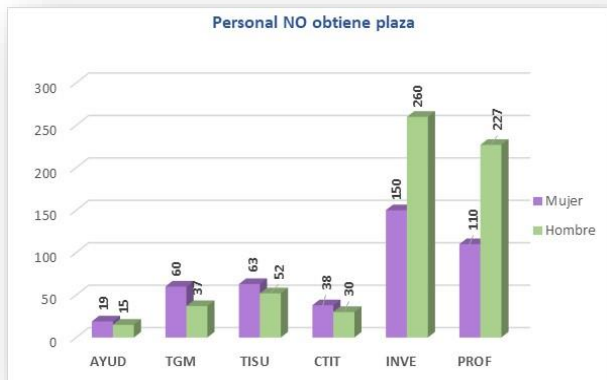


### 1.2 Internal promotion. General data. Ratio of persons admitted to the process / obtaining a place

YEAR	CATEGORY	Obtain a position			Do not obtain a position			Total admitted	Success rate	
		Female	Male	Total	Female	Male	Total		Female	Male
2019	Research Assistant S. (CI)	5	11	16	19	15	34	50	20.8%	42.3%
	Specialized Technician S (A2)	27	10	25	60	37	97	122	23.1%	15.9%
	Senior technician S. (A1)	20	18	35	63	52	115	150	23.2%	23.5%
	Tenured Scientist S. (A1)	17	16	33	38	30	68	101	30.9%	34.8%
	Research Scientist S. (A1)	70	113	183	150	260	410	593	31.8%	30.3%
	Research Faculty (A1)	29	65	94	110	227	337	431	20.9%	22.3%
<b>Total general</b>		<b>168</b>	<b>233</b>	<b>386</b>	<b>440</b>	<b>621</b>	<b>1061</b>	<b>1,447</b>	<b>26.4%</b>	<b>26.9%</b>

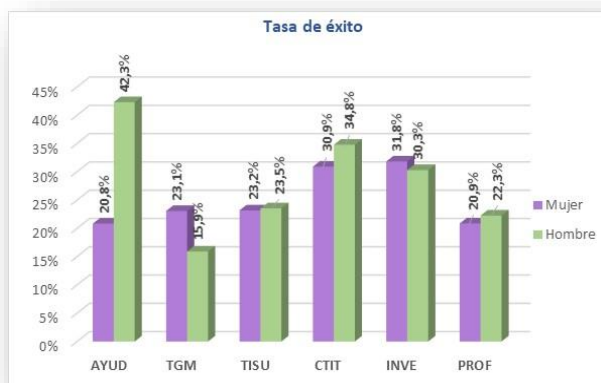
NOTE: The 2019 joint call is taken as a reference, as it is the last with all the processes completed.





**SUCCESS RATE**

(relationship between persons who submit to a selective process and those who pass them)

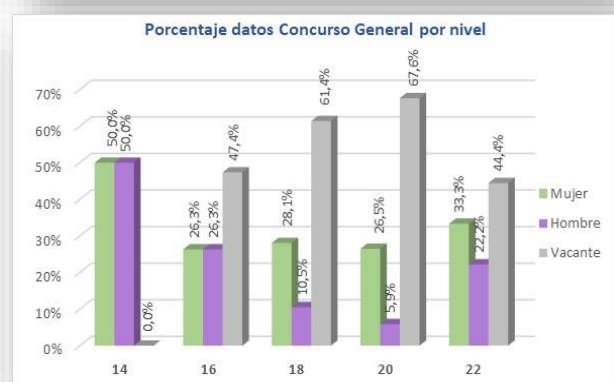
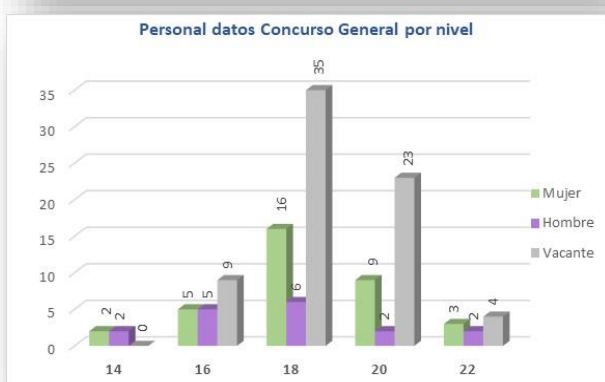
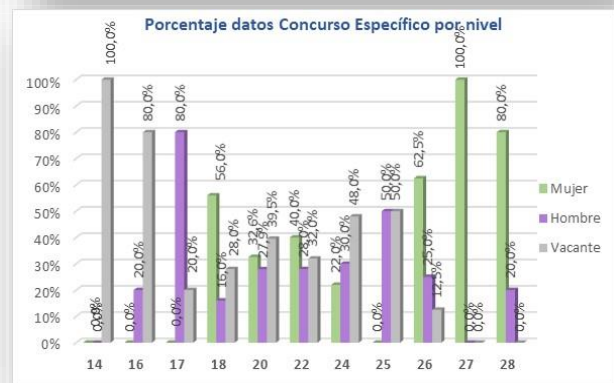
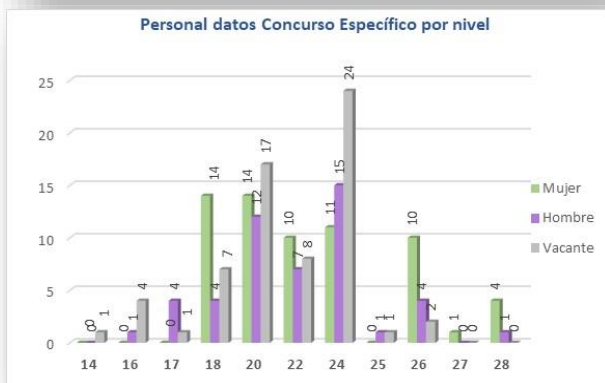
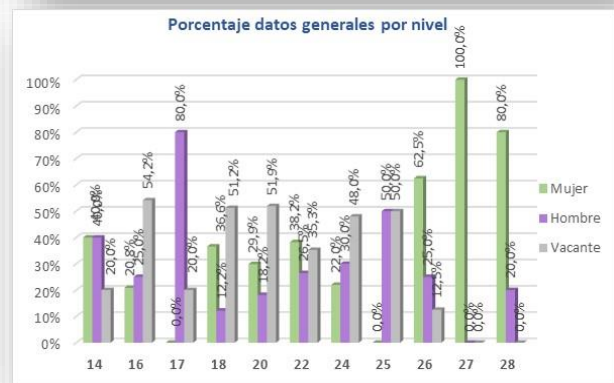
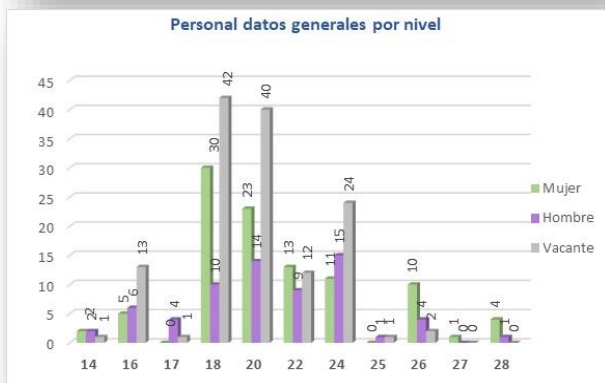
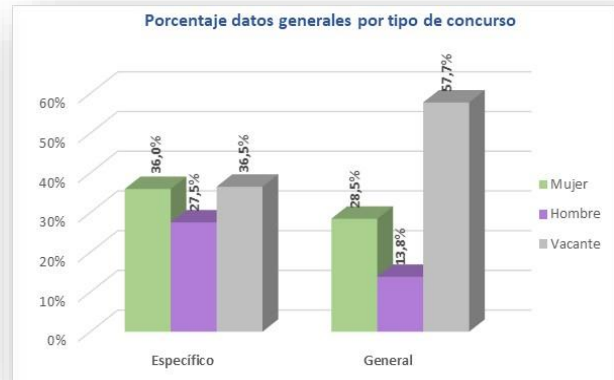
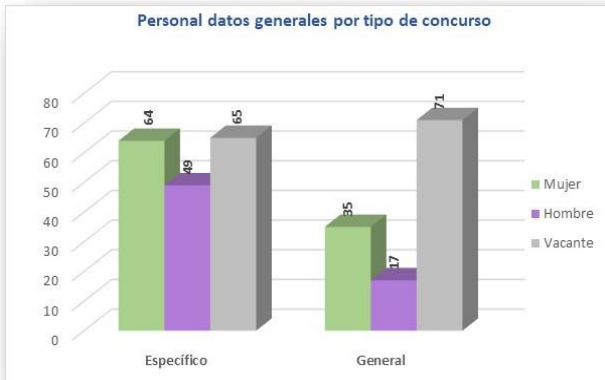


**2 Mobility procedure**

**2.1 Transfer competition.**

(Total posts publicised classified by occupied and vacant posts and post level.)

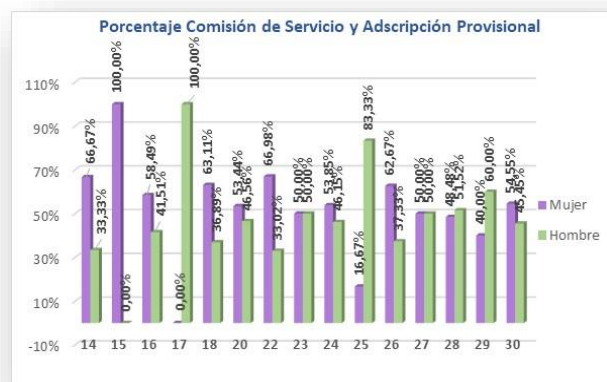
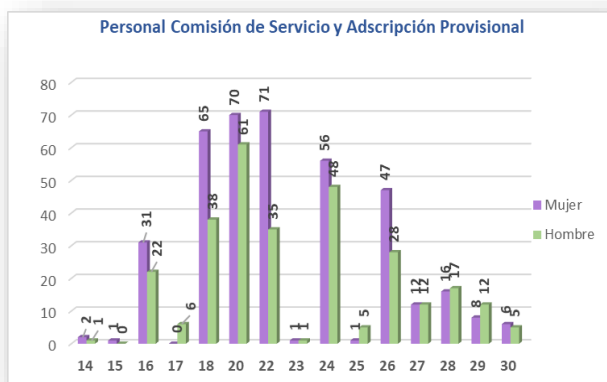
Type	Level	Staff				Percentage		
		Vacants	Female	Male	Total	Vacants	Female	Male
Specific	14	1	0	0	1	100.0%	0.0%	0.0%
	16	4	0	1	5	80.0%	0.0%	20.0%
	17	1	0	4	5	20.0%	0.0%	80.0%
	18	7	14	4	25	28.0%	56.0%	16.0%
	20	17	14	12	43	39.5%	32.6%	27.9%
	22	8	10	7	25	32.0%	40.0%	28.0%
	24	24	11	15	50	48.0%	22.0%	30.0%
	25	1	0	1	2	50.0%	0.0%	50.0%
	26	2	10	4	16	12.5%	62.5%	25.0%
27	0	1	0	1	0.0%	100.0%	0.0%	
28	0	4	1	5	0.0%	80.0%	20.0%	
<b>Total Specific</b>		<b>65</b>	<b>64</b>	<b>49</b>	<b>178</b>	<b>36.5%</b>	<b>36.0%</b>	<b>27.5%</b>
General	14	0	2	2	4	0.0%	50.0%	50.0%
	16	9	5	5	19	47.4%	26.3%	26.3%
	18	35	16	6	57	61.4%	28.1%	10.5%
	20	23	9	2	34	67.6%	26.5%	5.9%
	22	4	3	2	9	44.4%	33.3%	22.2%
<b>Total General</b>		<b>71</b>	<b>35</b>	<b>17</b>	<b>123</b>	<b>57.7%</b>	<b>28.5%</b>	<b>13.8%</b>
		<b>136</b>	<b>98</b>	<b>66</b>	<b>300</b>	<b>45.3%</b>	<b>32.7%</b>	<b>22.0%</b>



## 2.2 Service commissions and temporary secondment

Occupancy of posts according to the form of secondment and temporary secondment.

Level	Staff			Percentages	
	Female	Male	Total	Female	Male
14	2	1	3	66.7%	33.3%
15	1	0	1	100.0%	0.0%
16	31	22	53	58.5%	41.5%
17	0	6	6	0.0%	100.0%
18	65	38	103	63.1%	36.9%
20	70	61	131	53.4%	46.6%
22	71	35	106	67.0%	33.0%
23	1	1	2	50.0%	50.0%
24	56	48	104	53.8%	46.2%
25	1	5	6	16.7%	83.3%
26	47	28	75	62.7%	37.3%
27	12	12	24	50.0%	50.0%
28	16	17	33	48.5%	51.5%
29	8	12	20	40.0%	60.0%
30	6	5	11	54.5%	45.5%
<b>Total</b>	<b>387</b>	<b>291</b>	<b>678</b>	<b>57.1%</b>	<b>42.9%</b>





**ACTION 3 WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT**  
**3.3 Measures aimed at achieving equal pay for women and men**

**Measure 8 Analyse the adjusted gender pay gap at CSIC and develop, if necessary, an action plan to correct the gender-related pay gap.**

**I Remuneration.**

**I.1 Impact on remuneration. Difference in overall annual remuneration between men and women in each group**

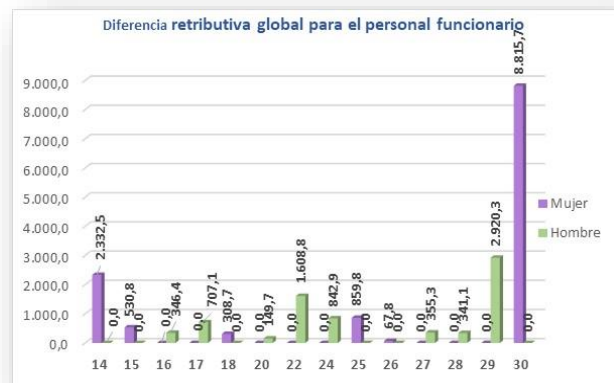
The report reflects the average annual wage gap between the populations under analysis. The calculation is based on the average annual earnings received by the segment of the population included in each stratum and the number of annual recipients in each stratum. The amounts, expressed in euros, indicate that staff in the specific stratum receive this amount annually in excess of that allocated to staff of the other sex.

The number of recipients does not correspond to actual troop strength, but considers the actual cash months collected in order to make a more accurate calculation of the variance. For example: 1<sup>st</sup> receiver equals cash that has been collected for 12 months and 1/2 receiver equals cash that has been collected for 6 months.

**Civil servants**

The following remuneration concepts are included: Destination Supplement, Specific Supplement, Boarding, Scientific Excellence, Productivity, Six-years, Five-years, Salary and Three-years Salary.

Group	Female		Male	
	Recipients	Aver Dif €/year	Recipients	Aver Dif €/year
14	18	2,332.5	19	
15	4	530.8	6	
16	207		139	346.4
17	6		13	707.1
18	280	308.7	129	
20	302		258	149.7
22	189		114	1,608.8
24	417		349	842.9
25	1	859.8	7	
26	154	67,8	133	
27	755		1,023	355.3
28	353		609	341.1
29	189		493	2.920,3
30	15	8,815.7	16	
<b>Total</b>	<b>2,890</b>	<b>12,915.3</b>	<b>3,309</b>	<b>7,271.6</b>

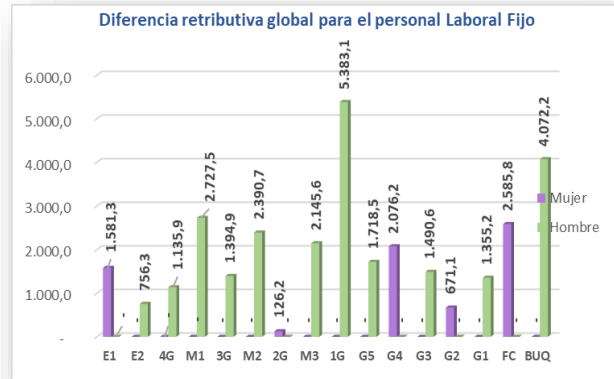




**Permanent contract staff**  
(Recipients corresponding to Chapter I)

The following remuneration concepts are included: Complementary, Boarding, Overtime, Productivity, Salary, Three-years and Holidays

Group	Women		Men	
	Recipients	Ave Dif €/año	Recipients	Ave Dif €/año
E1	56	1,581.3	53	
E2	52		95	756.3
4G	34		36	1,135.9
M1	85		225	2,727.5
3G	39		35	1,394.9
M2	24		6	2,390.7
2G	12	126,2	17	
M3	46		19	2,145.6
IG	13		7	5,383.1
G5	4		11	1,718.5
G4	12	2,076,2	11	
G3	64		33	1,490.6
G2	24	671,1	13	
GI	153		63	1,355.2
FC	68	2,585.8	108	
VES	3		28	4,072.2
<b>Total</b>	<b>688</b>	<b>7,040.6</b>	<b>759</b>	<b>24,570.4</b>

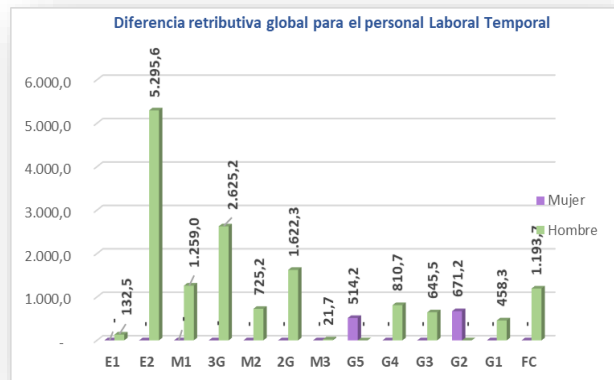


\*FC: : staff not subject to the CLA

**Temporary Contract Staff**  
(Recipients corresponding Chapter VI)

The following remuneration concepts are included: Complements, Boarding, Overtime, Productivity, Salary, Triennia and Holidays.

GR	Women		Men	
	Recipients	Ave Dif €/year	Recipients	Ave Dif €/year
E1	9		3	132.5
E2	4		3	5,295.6
M1	77		45	1,259.0
3G	3		3	2,625.2
M2	143		121	725.2
2G	2		0	1,622.3
M3	265		209	21.7
G5	2	514.2	6	
G4	31		21	810.7
G3	319		167	645.5
G2	192	671.2	134	
GI	1,030		783	458,3
FC	1,319		1,394	1,193,7
<b>Total</b>	<b>3,395</b>	<b>1,185.4</b>	<b>2,888</b>	<b>14,789.8</b>

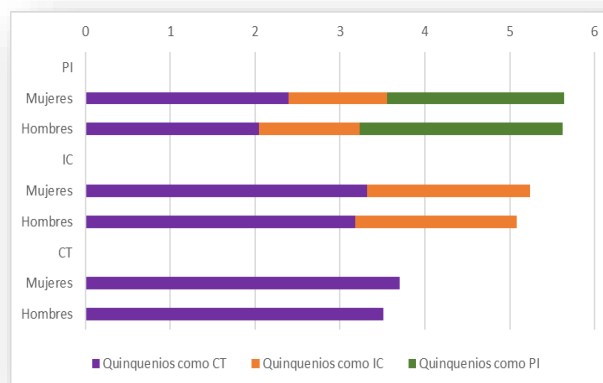


## 1.2 Five y six years periods.

According to R. D. 310/2019, of 26 April, which regulates the remuneration regime of official research staff of the scientific scales of the Public Research Agencies of the General Administration of the State, official research staff of the Scientific Scales, regulated by the Law on Science, may receive five and six years for the performance of the activities carried out.

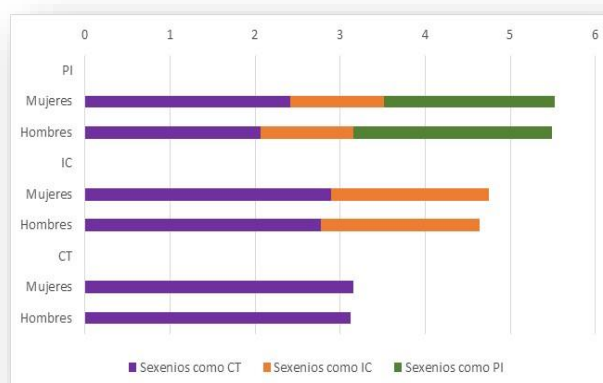
### 1.2.1 Five years periods

Category	Sex	Staff	TENU S	TS Aver	INVEST	RS Media	RES FAC	RES FAC
Tenured Scientist S	Female	769	2851	3.71				
	Male	1037	3641	3.51				
	Total	1806	6492	3.59				
Research Scientist S.	Female	325	1079	3.32	625	1.92	0	
	Male	599	1906	3.18	1140	1.90	2	
	Total	924	2985	3.23	1765	1.91	2	
Research Faculty	Female	150	359	2.39	174	1.16	313	2.09
	Male	427	874	2.05	508	1.19	1018	2.38
	Total	577	1233	2.14	682	1.18	1331	2.31



### 1.2.2 Six years periods.

Category	Sex	Staff	CTIT	Media CT	INVE	Media IC	PROF	Media PF
Tenured Scientist S.	Female	769	2,429	3.16				
	Male	1,037	3,240	3.12				
	Total	1,806	5,669	3.14				
Scientific Research S.	Female	325	940	2.89	601	1.85	0	
	Male	599	1,659	2.77	1,121	1.87	2	
	Total	924	2,599	2.81	1,722	1.86	2	
Research Faculty	Female	150	362	2.41	165	1.10	302	2.01
	Male	427	881	2.06	467	1.09	995	2.33
	Total	577	1,243	2.15	632	1.10	1,297	2.25

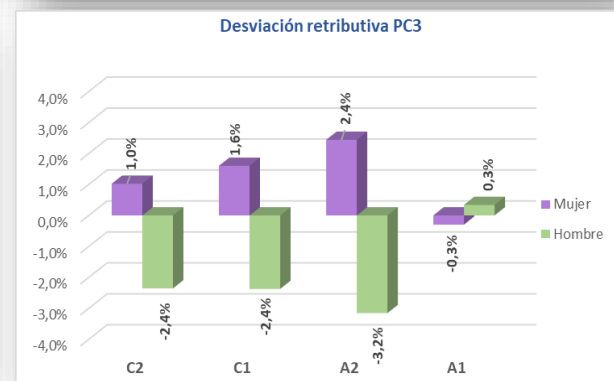
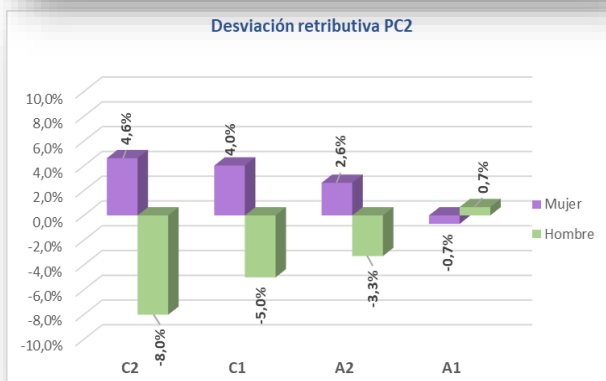
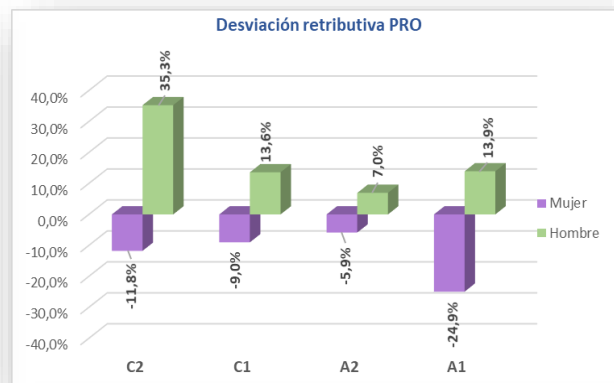
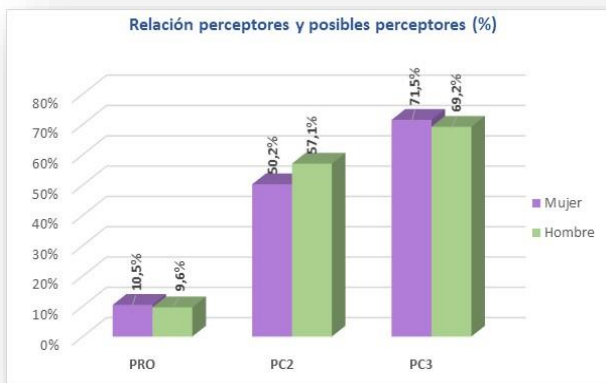


### 1.3 Productivity Impact

The deviation was calculated with reference to the average remuneration of all recipients per group

#### Civil Servants

Tipo	GR	Women			Men		
		Recipients	Possible	Deviationp	Recipients	Posible	Deviation
PRO	C2	30	150	-11.8%	10	83	35.3%
	C1	96	556	-9.0%	63	393	13.6%
	A2	48	379	-5.9%	41	301	7.0%
	A1	105	1590	-24.9%	189	2,363	13.9%
<b>Total (PRO)</b>		<b>280</b>	<b>2675</b>	<b>-32.1%</b>	<b>303</b>	<b>3,140</b>	<b>29.6%</b>
PC2	C2	111	197	4.6%	64	105	-8.0%
	C1	279	632	4.0%	224	437	-5.0%
	A2	227	440	2.6%	182	334	-3.3%
	A1	224	404	-0.7%	226	346	0.7%
<b>Total PC2</b>		<b>841</b>	<b>1673</b>	<b>1.5%</b>	<b>697</b>	<b>1,222</b>	<b>-1.8%</b>
PC3	C2	165	197	1.0%	72	105	-2.4%
	C1	472	632	1.6%	318	437	-2.4%
	A2	326	440	2.4%	252	334	-3.2%
	A1	234	404	-0.3%	204	346	0.3%
<b>Total PC3</b>		<b>1,196</b>	<b>1,673</b>	<b>0.8%</b>	<b>846</b>	<b>1,222</b>	<b>-1.1%</b>



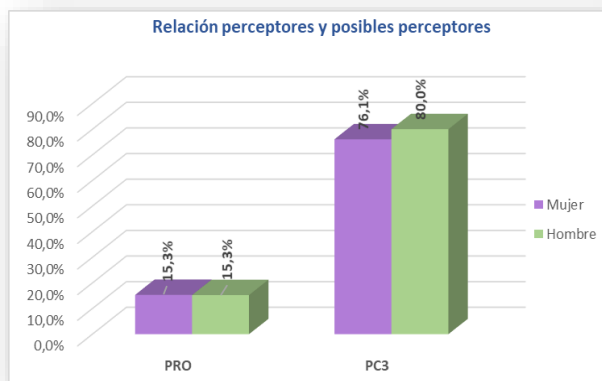




Ty	GR	Research						Support						Management					
		Female			Male			Female			Male			Female			Male		
		Perce	Posibl	Dev	Perce	Posibl	Dev	Perce	Posibl	Desv	Perce	Posibl	Dev	Perce	Posibl	Desv	Perce	Posibl	Dev
PRO	C2							3	28	-58.4%	3	18	58.4%	27	122	4.4%	7	65	-17.1%
	C1							52	365	-6.7%	35	251	9.8%	44	191	-11.4%	28	142	17.9%
	A2							38	322	4.7%	31	236	-5.7%	10	57	-40.8%	9	65	44.2%
	A1	79	1,229	-18.4%	153	2,054	9.4%	26	322	-56.0%	32	274	46.1%	1	39	-70.9%	4	35	17.7%
<b>Total</b>		<b>79</b>	<b>1,229</b>	<b>-18.4%</b>	<b>153</b>	<b>2,054</b>	<b>9.4%</b>	<b>119</b>	<b>1,037</b>	<b>-24.7%</b>	<b>101</b>	<b>779</b>	<b>29.0%</b>	<b>82</b>	<b>409</b>	<b>-10.0%</b>	<b>48</b>	<b>307</b>	<b>17.0%</b>
PC2	C2							6	28	13.1%	10	19	-7.7%	105	169	3.7%	54	86	-7.2%
	C1							120	398	4.1%	113	262	-4.4%	159	234	3.2%	112	175	-4.5%
	A2							154	354	1.7%	118	258	-2.2%	73	86	5.0%	64	76	-5.7%
	A1							169	352	-1.3%	174	299	1.3%	45	52	-3.7%	39	47	4.2%
<b>Total</b>								<b>449</b>	<b>1,132</b>	<b>1,3%</b>	<b>415</b>	<b>838</b>	<b>-1.4%</b>	<b>382</b>	<b>541</b>	<b>0,8%</b>	<b>269</b>	<b>384</b>	<b>-1,2%</b>
PC3	C2							24	28	-9.1%	10	19	21.8%	141	169	2,1%	62	86	-4,7%
	C1							270	398	3,0%	169	262	-4,9%	201	234	1,0%	150	175	-1,3%
	A2							259	354	2,4%	194	258	-3,2%	68	86	4,2%	59	76	-4,9%
	A1							211	352	-0,7%	176	299	0,8%	23	52	9,2%	28	47	-7,6%
<b>Total</b>								<b>764</b>	<b>1,132</b>	<b>0,8%</b>	<b>548</b>	<b>838</b>	<b>-1,1%</b>	<b>432</b>	<b>541</b>	<b>0,6%</b>	<b>297</b>	<b>384</b>	<b>-0,9%</b>

**Permanent contract staff**  
(Recipients corresponding to Chapter I)

Type	Group	Women			Men		
		Receivers	Possible	Desviación	Receivers	Possible	Desviación
PRO	E1	9	41	-24.9%	6	48	37.3%
	E2	5	41	-39.1%	9	82	21.2%
	4G	7	21	-23.8%	6	27	27.8%
	M1	3	74	-15.8%	28	205	1.7%
	3G	5	26	-6.0%	6	24	5.3%
	M2	1	12	0.0%	-	5	-100.0%
	2G	1	8	-0.3%	4	14	0.1%
	M3	1	40	26.4%	4	18	-6.6%
	IG	1	9	0.0%	-	7	-100.0%
	G5	-	2	0.0%	-	7	0.0%
	G4	-	7	-100.0%	1	8	0.0%
	G3	4	53	-17.3%	7	29	9.2%
	G2	6	23	-1.2%	1	12	7.2%
	G1	33	137	-22.5%	15	57	49.6%
FC	10	66	17.4%	12	106	-14.5%	
<b>Total PRO</b>		<b>86</b>	<b>560</b>	<b>8.1%</b>	<b>99</b>	<b>649</b>	<b>-7.0%</b>
PC3	E1	44	53	5.1%	32	50	-7.0%
	E2	29	43	-7.2%	61	86	3.4%
	4G	22	28	10.8%	28	33	-8.5%
	M1	58	83	-13.7%	179	221	44%
	3G	26	35	-9.8%	27	33	9.4%
	M2	14	23	14.1%	5	5	-38.4%
	2G	10	12	20.6%	14	15	-14.7%
	M3	21	41	-3.3%	15	19	4.6%
	IG	6	11	10.9%	5	7	-13.1%
	G5	2	2	-1.0%	7	7	0.3%
	G4	10	11	19.4%	7	8	-28.1%
	G3	49	53	-15.4%	29	31	25.9%
	G2	20	24	-18.4%	11	13	33.5%
	G1	116	138	-4.0%	52	60	9.0%
FC	51	69	-2.1%	79	110	1.4%	
BUQ	-	1	-100.0%	17	11	0.0%	
<b>Total PC3</b>		<b>477</b>	<b>627</b>	<b>-4.3%</b>	<b>567</b>	<b>709</b>	<b>3.6%</b>

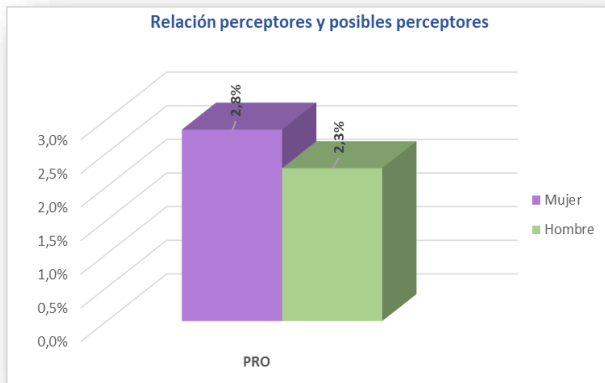


Tip	GR	Research						Support						Management					
		Female			Male			Female			Male			Female			Male		
		Perce	Posibl	Dev	Perce	Posibl	Desv.	Perce	Posibl	Desv	Perce	Posibl	Desv.	Perce	Posibl	Desv	Perce	Posibl	Desv.
PRO	E1							-	10	-	-	10	-	4	25	0,0%	4	25	0,0%
	E2							4	40	-39,6%	4	40	-39,6%	9	82	17,1%	9	82	17,1%
	4G							-	-	0,0%	-	-	0,0%	-	-	0,0%	-	-	0,0%
	M1							3	74	-15,8%	3	74	-15,8%	28	205	1,7%	28	205	1,7%
	3G							-	-	0,0%	-	-	0,0%	-	-	0,0%	-	-	0,0%
	M2							-	9	0,0%	-	9	0,0%	-	4	0,0%	-	4	0,0%
	2G							-	-	0,0%	-	-	0,0%	-	-	0,0%	-	-	0,0%
	M3							1	37	26,4%	1	37	26,4%	4	17	-6,6%	4	17	-6,6%
	1G							-	-	0,0%	-	-	0,0%	-	-	0,0%	-	-	0,0%
	G5							-	2	0,0%	-	2	0,0%	-	-	0,0%	-	-	0,0%
	G4							-	6	-	-	6	-	-	1	0,0%	-	-	0,0%
	G3							2	49	-31,5%	2	49	-31,5%	2	4	7,7%	1	2	-13,3%
	G2							4	20	4,4%	4	20	4,4%	2	3	0,0%	-	1	-
	G1							31	132	-23,7%	31	132	-23,7%	2	5	0,0%	-	-	-
FC	7	58	5,1%	10	98	-3,5%	2	5	-3,2%	2	5	-3,2%	1	3	31,5%	1	4	-31,5%	
<b>Total</b>	<b>7</b>	<b>58</b>	<b>5,1%</b>	<b>10</b>	<b>98</b>	<b>-3,5%</b>	<b>47</b>	<b>384</b>	<b>21,8%</b>	<b>69</b>	<b>447</b>	<b>-14,8%</b>	<b>32</b>	<b>118</b>	<b>-0,1%</b>	<b>20</b>	<b>104</b>	<b>0,1%</b>	
PC3	E1							8	10	-17,8%	8	10	-17,8%	15	25	9,5%	15	25	9,5%
	E2							28	42	-10,2%	28	42	-10,2%	61	86	4,7%	61	86	4,7%
	4G							-	-	0,0%	-	-	0,0%	-	-	0,0%	-	-	0,0%
	M1							58	83	-13,7%	58	83	-13,7%	179	221	4,4%	179	221	4,4%
	3G							-	-	0,0%	-	-	0,0%	-	-	0,0%	-	-	0,0%
	M2							11	20	18,6%	11	20	18,6%	4	4	-50,3%	4	4	-50,3%
	2G							-	-	0,0%	-	-	0,0%	-	-	0,0%	-	-	0,0%
	M3							20	38	-0,2%	20	38	-0,2%	14	17	0,3%	14	17	0,3%
	1G							-	-	0,0%	-	-	0,0%	-	-	0,0%	-	-	0,0%
	G5							2	2	-1,0%	7	7	0,3%	-	-	0,0%	-	-	0,0%
	G4							5	6	-1,8%	7	8	1,3%	5	5	0,0%	-	-	-
	G3							46	49	-8,4%	26	27	14,9%	3	4	-38,0%	3	4	38,0%
	G2							17	21	-20,4%	9	11	38,4%	3	3	-8,5%	2	2	12,7%
	G1							111	133	-4,4%	52	60	9,3%	5	5	0,0%	-	-	-
FC	43	60	-4,6%	70	101	2,9%	5	5	-26,1%	5	5	26,1%	3	4	43,8%	4	4	-32,9%	
BUQ							-	-	-	6	3	0,0%	-	1	-	11	8	0,0%	
<b>Total</b>	<b>43</b>	<b>60</b>	<b>-4,6%</b>	<b>70</b>	<b>101</b>	<b>2,9%</b>	<b>310</b>	<b>409</b>	<b>-10,1%</b>	<b>385</b>	<b>474</b>	<b>8,1%</b>	<b>124</b>	<b>158</b>	<b>2,1%</b>	<b>113</b>	<b>134</b>	<b>-2,3%</b>	



**Temporary Staff**  
(Recipients corresponding to Chapter Six)

Type	GR	Women			Men		
		Percep	Possible	Dev	Percep	Possible	Dev.
PRO	E1	-	-	0.0%	-	2	0.0%
	E2	-	13	0.0%	-	9	0.0%
	4G	-	1	0.0%	-	-	0.0%
	M1	2	121	-10.8%	3	70	8.4%
	3G	-	5	0.0%	-	6	0.0%
	M2	0	303	-66.4%	1	230	36.4%
	2G	-	2	0.0%	-	3	0.0%
	M3	2	418	-24.8%	5	338	7.7%
	G5	-	-	0.0%	-	3	0.0%
	G4	3	29	0.0%	-	23	-100.0%
	G3	8	266	36.2%	12	134	-23.1%
	G2	10	157	-0.6%	5	129	1.1%
	G1	33	833	4.0%	13	643	-10.3%
FC	38	1,217	-38.5%	27	1,285	54.7%	
<b>Total</b>		<b>96</b>	<b>3,365</b>	<b>-16.3%</b>	<b>65</b>	<b>2,875</b>	<b>23.9%</b>



Ty	GR	Research						Support						Management					
		Female			Male			Female			Male			Female			Male		
		Perce	Posibl	Dev	Perce	Posibl	Desv.	Perce	Posibl	Desv	Perce	Posibl	Desv.	Perce	Posibl	Desv	Perce	Posibl	Desv.
PRO	4G							-	-	0.0%	-	2	0.0%	-	-	0.0%	-	-	0.0%
	3G							-	11	0.0%	-	9	0.0%	-	2	0.0%	-	-	0.0%
	M3							-	-	0.0%	-	-	0.0%	-	1	0.0%	-	-	0.0%
	2G							2	121	-10.8%	3	70	8.4%	-	-	0.0%	-	-	0.0%
	E2							-	-	0.0%	-	-	0.0%	-	5	0.0%	-	6	0.0%
	M2							0	303	-66.4%	1	230	36.4%	-	-	0.0%	-	-	0.0%
	IG							-	-	0.0%	-	-	0.0%	-	2	0.0%	-	3	0.0%
	E1							2	418	-24.8%	5	338	7.7%	-	-	0.0%	-	-	0.0%
	M1							-	-	0.0%	-	-	0.0%	-	-	0.0%	-	-	0.0%
	G5							-	-	0.0%	-	2	0.0%	-	-	0.0%	-	1	0.0%
	G4							1	25	0.0%	-	23	-	2	4	0.0%	-	-	-100.0%
	G3							5	252	23.5%	8	129	-13.5%	3	14	75.5%	4	5	-58.8%
	G2							8	150	4.1%	5	126	-6.5%	2	7	0.0%	-	3	-100.0%
G1							29	784	1.0%	12	627	-2.4%	4	49	8.7%	1	16	-37.8%	
FC		19	472	-50.5%	13	536	72.2%	19	745	-11.9%	13	749	16.9%	-	-	0.0%	-	-	0.0%
<b>Total</b>		<b>19</b>	<b>472</b>	<b>-50.5%</b>	<b>13</b>	<b>536</b>	<b>72.2%</b>	<b>66</b>	<b>2.809</b>	<b>-1.0%</b>	<b>47</b>	<b>2.305</b>	<b>1.4%</b>	<b>11</b>	<b>84</b>	<b>25.7%</b>	<b>5</b>	<b>34</b>	<b>-61.0%</b>

## ACTION 4 CO-RESPONSIBILITY AND WORK-LIFE BALANCE

**Measure 8 Analyse the adjusted gender pay gap at CSIC and develop, if necessary, an action plan to correct the gender-related pay gap.**

### I Special leaves and authorisations

Type	Staff			Percentages	
	Female	Male	Total	Female	Male
L3	60	26	86	69.8%	30.2%
LD	98	23	121	81.0%	19.0%
C	1	0	1	100.0%	0.0%
F	2	0	2	100.0%	0.0%
G	27	5	32	84.4%	15.6%
6	2	2	4	50.0%	50.0%
7	2	0	2	100.0%	0.0%
VC	32	5	37	86.5%	13.5%
V9	2	0	2	100.0%	0.0%
<b>Total</b>	<b>226</b>	<b>61</b>	<b>287</b>	<b>78.7%</b>	<b>21.3%</b>

**L3:** PERSONAL LEAVE

**LD:** LEAVE ACCUMULATED IN TERMS OF FULL DAYS FOR BREASTFEEDING A CHILD UNDER 12 MONTHS OF AGE

**C:** REDUCTION OF WORKING HOURS DIRECT FAMILY CARE

**F:** REDUCTION OF DAY FAMILY CARE 1<sup>ST</sup> DEGREE FOR VERY SERIOUS ILLNESS FOR MAX.1 MONTH

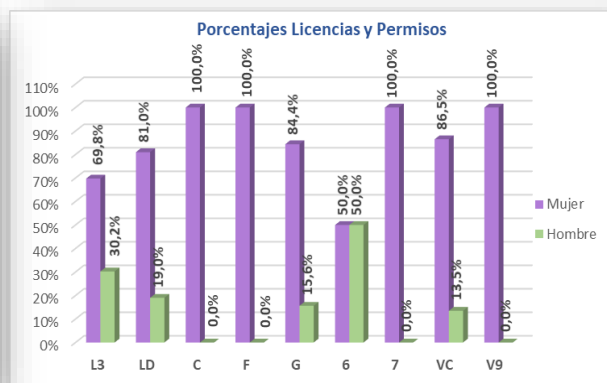
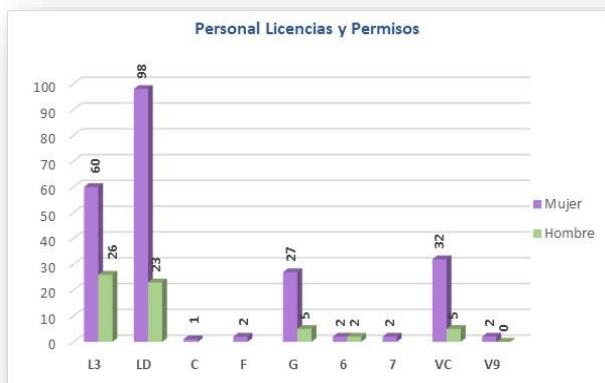
**G:** REDUCTION IN WORKING HOURS FOR LEGAL GUARDIANSHIP ACCORDING TO ART.48.1) I) TREBEP

**6:** REDUCTION IN WORKING HOURS TO CARE FOR A CHILD AFFECTED BY CANCER OR OTHER SERIOUS ILLNESS (FP)

**7:** REDUCTION OF WORKING TIME FOR CARE OF A MINOR AFFECTED BY CANCER OR ANOTHER SERIOUS DISEASE (PL)

**VC:** FAMILY CARE LEAVE

**V9:** VOLUNTARY LEAVE BY FAMILY GROUP

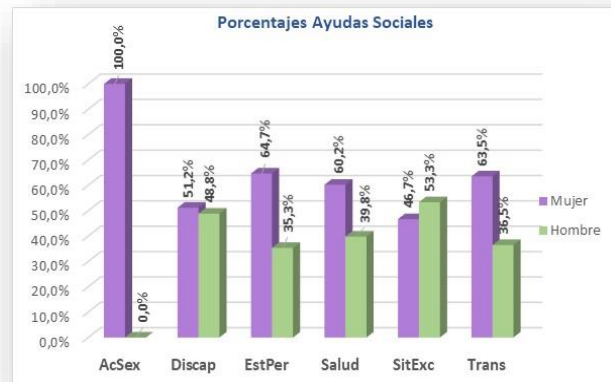
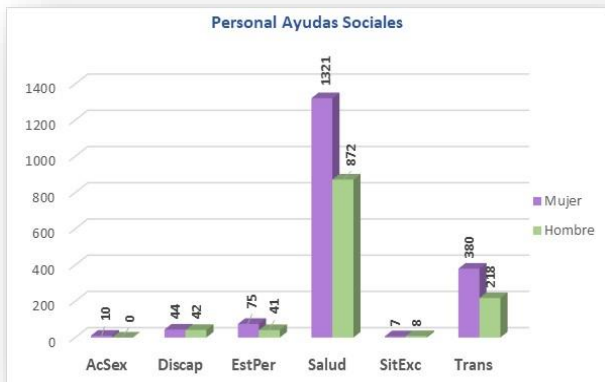


## ACTION 5 VIOLENCE AGAINST WOMEN

### Measure 4 Incorporation in CSIC's Social Action Plan of an allowance for sexual harassment or harassment on grounds of sex in the workplace.

#### I Social Action.

Type of Support,	Staff			Percentages	
	Female	Male	Total	Female	Male
Gender based harassment	10	0	10	100.0%	0.0%
Disability	44	42	86	51.2%	48.8%
Personal Study	75	41	116	64.7%	35.3%
Health	1,321	872	2,193	60.2%	39.8%
Exceptional situations	7	8	15	46.7%	53.3%
Transport	380	218	598	63.5%	36.5%
<b>Total</b>	<b>1,837</b>	<b>1,181</b>	<b>3,018</b>	<b>60.9%</b>	<b>39.1%</b>



## ACTION 7 GENDER MAINSTREAMING IN RESEARCH.

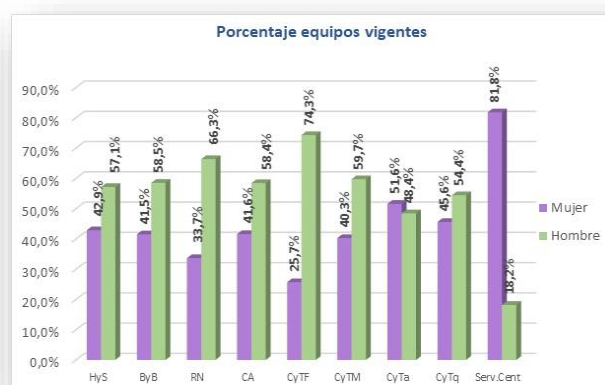
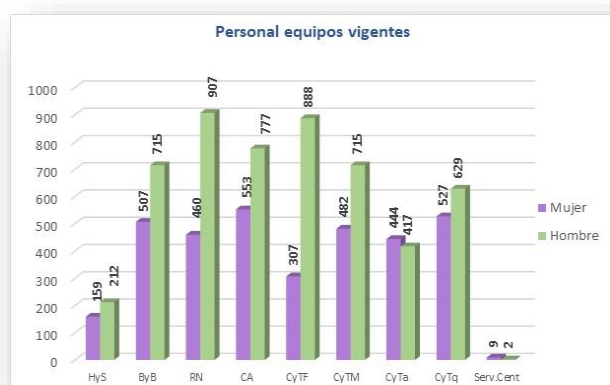
### 7.1 Promote women's participation and equality in research and innovation

#### Measure 2 Publication of results of women's participation in research and innovation projects.

##### I Ratio of women/men acting as researcher in research projects.

##### I.1 Current Project teams in 2022.

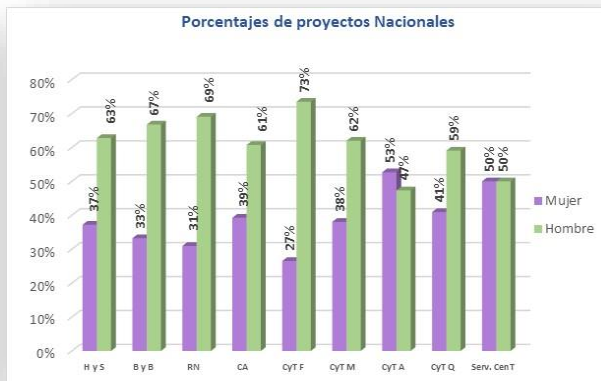
Area	Staff			Percentages	
	Female	Male	Total	Female	Male
Humanities and Social SS	159	212	371	42.9%	57.1%
Biology and Biomedicine	507	715	1,222	41.5%	58.5%
Natural Resources	460	907	1,367	33.7%	66.3%
Agricultural Sciences	553	777	1,330	41.6%	58.4%
Physical S&T	307	888	1,195	25.7%	74.3%
Materials S&T	482	715	1,197	40.3%	59.7%
Food S&T	444	417	861	51.6%	48.4%
Chemical S&T	527	629	1,156	45.6%	54.4%
Central Services	9	2	11	81.8%	18.2%
<b>Total</b>	<b>3,448</b>	<b>5,262</b>	<b>8,710</b>	<b>39.6%</b>	<b>60.4%</b>



##### I.2 National Projects (by number of projects).

Includes National Plan, special actions and infrastructure.

Area	Staff			Percentages	
	Female	Male	Total	Female	Male
Humanities and Social SS	67	113	180	37.2%	62.8%
Biology and Biomedicine	238	478	716	33.2%	66.8%
Natural Resources	165	368	533	31.0%	69.0%
Agricultural Sciences	218	337	555	39.3%	60.7%
Physical S&T	113	313	426	26.5%	73.5%
Materials S&T	132	215	347	38.0%	62.0%
Food S&T	148	133	281	52.7%	47.3%
Chemical S&T	149	215	364	40.9%	59.1%
Central Services	4	4	8	50.0%	50.0%
<b>Total</b>	<b>1,234</b>	<b>2,176</b>	<b>3,410</b>	<b>36.2%</b>	<b>63.8%</b>

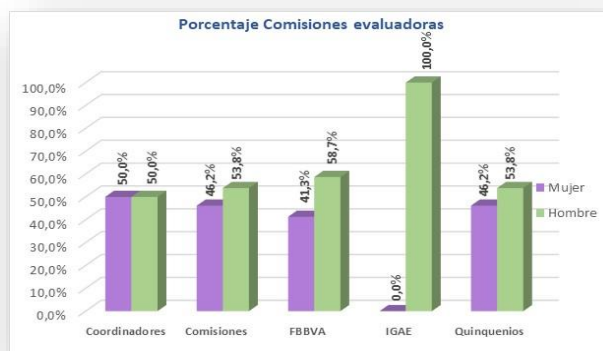
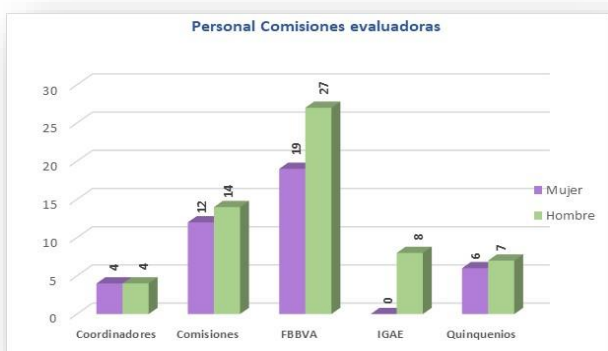


### 1.3 H2020 and HE European Projects.

Area	% IP Women Funding	% Women MR	% Women in the Subarea
Humanities and Social SS	31.5%	40.9%	40.7%
Biology and Biomedicine	25.5%	28.4%	34.7%
Natural Resources	29.6%	33.1%	26.8%
Agricultural Sciences	40.1%	40.4%	40.3%
Physical S&T	31.1%	26.2%	22.2%
Materials S&T	36.4%	37.6%	40.0%
Food S&T	44.0%	61.0%	57.1%
Chemical S&T	16.6%	32.5%	47.0%
Without Area	27.3%	35.6%	44.2%
Central Organization	46.1%	66.7%	
<b>Total</b>	<b>30.7%</b>	<b>35.3%</b>	<b>37.6%</b>

## 2 Ratio women / men in evaluation commissions.

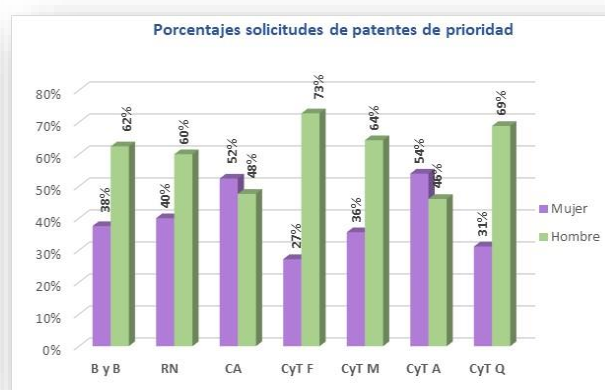
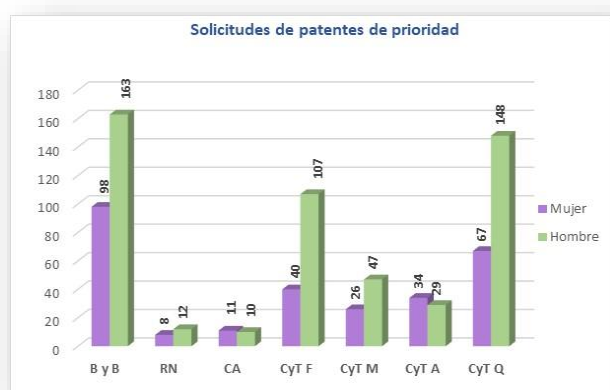
Area	Staff			Percentages	
	Female	Male	Total	Female	Male
Coordinators	4	4	8	50.0%	50.0%
Commissions	12	14	26	46.2%	53.8%
Evaluation knowledge frontiers	19	27	46	41.3%	58.7%
IGAE expert advisors	0	8	8	0.0%	100.0%
Five years periods	6	7	13	46.2%	53.8%
<b>Total</b>	<b>41</b>	<b>60</b>	<b>101</b>	<b>40.6%</b>	<b>59.4%</b>



### 3 Ratio women / men in research teams who apply for patents.

Priority Patents Applications

Subarea	N° Patents	Patents applications			Applications percentages	
		Female	Male	Total	Female	Male
Biology and Biomedicine	50	98	163	261	37.6%	62.4%
Natural Resources	3	8	12	20	40.0%	60.0%
Agricultural Sciences	7	11	10	21	52.4%	47.6%
Physical S&T	30	40	107	147	27.2%	72.8%
Materials S&T	15	26	47	73	35.6%	64.4%
Food S&T	7	34	29	63	54.0%	46.0%
Chemical S&T	42	67	148	215	31.2%	68.8%
<b>Total</b>	<b>154</b>	<b>284</b>	<b>516</b>	<b>800</b>	<b>35.5%</b>	<b>64.5%</b>



### 4 Thesis and Degree's Projects (both without doctorate and in direction / co-direction).

#### 4.1 Thesis.

Subarea	Number of Thesis			Percentage of Thesis	
	Female	Male	Total	Female	Male
Students	396	384	780	50.8%	49.2%
M. Researcher/Direction	336	614	950	35.4%	64.6%
<b>Total</b>	<b>732</b>	<b>998</b>	<b>1,730</b>	<b>42.3%</b>	<b>57.7%</b>







4.2 Master.

	Global Area	Number of Masters			Porcentaje	
		Female	Male	Total	Female	Male
Students	Life	177	122	299	59.2%	40.8%
	Society	26	28	54	48.1%	51.9%
	Materia	77	82	159	48.4%	51.6%
	Subtotal	280	232	512	54.7%	45.3%
Research/Direction staff	Life	185	222	407	45.4%	54.6%
	Society	18	38	56	32.1%	67.9%
	Materia	91	129	220	41.4%	58.6%
	Subtotal	294	389	683	43.0%	57.0%
<b>Total</b>		<b>574</b>	<b>621</b>	<b>1,195</b>	<b>48.0%</b>	<b>52.0%</b>

