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**THIRD EQUALITY PLAN
BETWEEN WOMEN AND MEN
SPANISH NATIONAL RESEARCH COUNCIL STATE
AGENCY
FIRST EVALUATION
2022**

September 20th, 2023



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THIRD EQUALITY PLAN
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FIRST EVALUATION
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I. Introduction

The **Third Equality Plan between women and men in the Spanish National Research Council State Agency** (hereinafter, CSIC) was approved by resolution of April 1st, 2022 of CSIC Presidency, with the aim of renewing, once again, the organization's commitment to equality between women and men and consolidating itself as a driving force for progress towards scientific and technological excellence.

Therefore, this new plan builds on the lessons learned and experience gained so far and seeks to give new impetus to the measures needed to further progress towards real and effective equality in CSIC.

strategic objectives pursued by the plan are to gain in-depth systematic knowledge of the equality situation in order to improve, consolidate the principle of equal treatment and equal opportunities in any field between women and men at the CSIC, identify and effectively implement the tools that guarantee the integration of the sex/gender perspective in the work of CSIC staff, as well as the early detection of particularly vulnerable situations and a comprehensive approach to them.

Based on these strategic objectives, and taking into consideration the diagnosis of the current situation and the regulatory and documentary context, the plan has been drawn up based upon **seven courses of action**:

1. Instrumental measures for an organisational transformation;
2. Awareness raising, training and capacity building;
3. Working conditions and professional development;
4. Co-responsibility and work-life balance;
5. Violence against women;
6. Special protection situations and intersectionality
7. Gender mainstreaming in research.



In accordance with paragraph 9 of the plan, the Delegated Commission for Equality (hereinafter referred to as CDI) draws up an **annual report** evaluating the plan, taking as a reference the **development of the various indicators and the extent to which the proposed measures** have been implemented. This evaluation will make it possible to ascertain the success of the plan and, if necessary, to reformulate the objectives, indicators and measures set.

2. Plan evaluation: indicators and measures

The current status of the **implementation and impact indicators**, which make it possible to assess the degree of achievement of the measures proposed under each axis, is set out in the summary table in **Annex I**. This assessment is supplemented by **Annex II**, which contains a set of statistical data, disaggregated by sex, which makes it possible to analyse the current status of equality between women and men at the CSIC in various aspects of the career of the institution's staff.

The evaluation includes the three National Centres recently integrated into CSIC (Spanish Institute of Oceanography, Spanish Geological and Mining Institute and National Institute of Agricultural and Food Research and Technology), to which CSIC Third Equality Plan also applies. It has not been possible to include a historical evolution of the data analysed because, in many cases, information on the situation of the National Centres is not available prior to their integration or has been obtained using different methodology and criteria, which impede the homogeneous treatment of the data. However, this historical analysis will be included in future editions of this evaluation, with data from year 2022 as a starting point, in order to better understand the impact over time of the measures adopted pursuant to the Third Equality Plan.

2.1. Action I: Instrumental measures for organisational transformation

2.1.1 Advance and deepen knowledge of the actual situation at the CSIC

This first specific objective is the context of this **annual evaluation of the plan** and its accompanying annexes, which provide information and statistics that are extremely useful for gaining a better understanding of the situation of equality between women and men in CSIC. In order to disseminate the results of this evaluation to all staff of the institution, it is disseminated as widely as possible by e-mail to all CSIC employees, as well as to the equality Committees. The evaluation is also included for this purpose both on the Equality Commission's website (<https://www.csic.es/es/el-csic/ciencia-en-igualdad/comision-delegada-de-igualdad/planes-de-igualdad-del-csic>) and on the intranet section devoted to this subject (<https://intranet.csic.es/igualdad>).

The call, delivery and dissemination of **CSIC Equality Distinction** is also part of the measures implemented to achieve this goal. In 2022, the Severo Ochoa Molecular Biology Center was awarded the Fourth Edition of the CSIC Equality Distinction, convened in 2021, and accesses were



granted to the Institute of Chemical Technology and the Institute of Neuroscience. On March 8th, 2022, coinciding with International Women's Day, an event was held at CSIC headquarters to jointly hand over the equality badges for the years 2021 and 2020, since the latter had not yet been handed over as a result of the pandemic.

Shortly afterwards, also during the year 2022, the Fourth Edition of the Distinctive was called, in which six candidates competed. At the award ceremony held on February 15, 2023, the prize was awarded to the Instituto de Física Corpuscular and Centro Nacional de Biotecnología and the Instituto Física Teórica.

The projects submitted by the awarded institutes, as in previous editions, have been included in **the repository of applications of awarded ICUs**, which can be consulted through the intranet, the purpose of which is to make known to all interested ICUS innovative and successful initiatives that could serve as inspiration.

Annex II, Axis I, contains information relating to this section, which provides **data on staff** active as of December 31st, 2022 by legal relationship with the Administration, disaggregating the information according to different variables of interest. Likewise, data are provided that allow the analysis by gender of the research career.

In this area, it should be noted that women continue to be employed on a more temporary basis, accounting for 54.8% of the institution's temporary staff, with a particularly significant percentage of management staff, which stands at 70.2%.

2.1.2 Strengthening structures to promote gender equality

With regard to strengthening the structures for promoting equality between women and men within the CSIC, mention should be made of the 52 **Equality Committees** in existence as at 31 December 2022 (representing 43% of all ICUs) and their important work in supporting the implementation of CSIC equality policies in each ICU, within the framework of CSIC's Third Equality Plan. Instructions on the organisation and functioning of these Committees, as well as an up-to-date list of them, are available on the intranet.

News and events relating to equality that may be of interest to the Committees are disseminated on an ongoing basis through a corporate mailing list, and their cooperation is essential to transmit this information to their respective institutes and centres. Although no inter-committee meeting could be organized during 2022, preparations were made for the holding of CSIC's **3rd Meeting of Equality Committees** as a forum for the exchange of views and good practices between the Committees and the CDI. This meeting took place on May 26th, 2023 at Instituto de Parasitología y Biomedicina "López-Neyra" in Granada.

In addition, the **gender equality area on the intranet** is kept up-to-date in order to provide all staff with access to relevant information and documentation prepared by CSIC, Ministerio de Ciencia



e Innovación and Ministerio de Hacienda y Función Pública. In this regard, it is worth noting the number of visits to the equality section of the intranet, which amounted to 3,035 unique visitors.

2.1.3 Mainstreaming gender equality in organisational structures

Statistics showing the extent of gender mainstreaming in **organizational structures** are provided in Annex II. Specifically, it shows data on collegiate bodies, governing bodies, negotiating bodies and social representation, among others. In this respect, the imbalance detected in successive evaluations of the heads of ICUs, where by 2022 75% of them are headed by men, and a change in the trend is needed to achieve a more balanced representation of women and men in these positions.

With regard to staff **computer applications**, a process of revision was initiated to enable the collection of gender-disaggregated information. Although most of the applications used by the CSIC allow this end (all of the personnel management applications reflect gender-disaggregated information), some have been identified that do not, relating to the scientific part, and work is under way to modify them in the future.

In addition, with a view to promote gender equality across the board in **administrative recruitment**, the following premise has been included in the specifications for the specific administrative clauses of contracts financed by the ERDF (approximately 139 files)

“Los contratos financiados con fondos europeos, además, deberán someterse a las disposiciones del Tratado de la Unión Europea y a los actos fijados en virtud del mismo y será coherente con las actividades, políticas y prioridades comunitarias en pro de un desarrollo sostenible y mejora del medio ambiente, debiendo promover el crecimiento, la competitividad, el empleo y la inclusión social, así como la igualdad entre hombres y mujeres, de conformidad con lo dispuesto en el Reglamento (UE) n° 1303/2013 del Parlamento Europeo y del Consejo, de 17 de diciembre de 2013, por el que se establecen disposiciones comunes relativas al Fondo Europeo de Desarrollo Regional, al Fondo Social Europeo, al Fondo de Cohesión, al Fondo Europeo Agrícola de Desarrollo Rural y al Fondo Europeo Marítimo y de la Pesca, y por el que se establecen disposiciones generales relativas al Fondo Europeo de Desarrollo Regional, al Fondo Social Europeo, al Fondo de Cohesión y al Fondo Europeo Marítimo y de la Pesca, y se deroga el Reglamento (CE) n° 1083/2006 del Consejo.”

The service documents also state the following with regard to the breakdown of salary costs by category and gender (approximately 103 files), since other types of contract do not apply:

“La única aproximación posible a una distribución de los costes salariales en función de categoría y género es tomar como referencia el personal que presta el servicio y tener en cuenta que el convenio colectivo sectorial de aplicación no establece distinción alguna en cuanto a la remuneración salarial de hombres y mujeres.”

2.2. Action 2: Awareness raising, training and capacity building

2.2.1 Awareness raising and training

In order to sensitize and inform all CSIC staff in the area of gender equality, **the Third Equality Plan**, after its approval, was subject of a dissemination campaign through the website, the intranet, the corporate mail and the news section of CSIC website. In order to make the Third Equality Plan known to all CSIC staff, including those abroad, a **translation into English** was carried out at the end of 2022, which was posted on the intranet and on the CSIC website for general information.

Likewise, the Welcome Handbook (chrome-extension://efaidnbmninnibpcjpcglclefindmkaj/https://hrs4r.csic.es/wpcontent/uploads/2022/06/Manual_de_Bienvenida-CSIC2022-VERTIC-DINA4-red.pdf), drafted in the middle of that year, it has a specific section on equality and links to the plan, so that all members of the CSIC are aware of it.

In addition, in order to promote the use of inclusive and non-sexist language, various intranet **forms** were adapted for this purpose.

Finally, given the importance of raising awareness during childhood and youth, as well as promoting female vocations in STEM fields, during 2022, CSIC organized 4,625 activities organized by CSIC ICUs for non-university students, such as lectures, round tables, open days, scientific tours, self-creation competitions, dissemination fairs, exhibitions, cinema, theatre and storytelling.

2.2.2 Training and capacity building

With regard to the training and education of CSIC's staff, the basic pillar is CSIC's Training Plan, which in its 2022 edition included nine **training activities** on equality, totalling 191 hours:

COURSE	DURATION	TYPE	Nº STUDENTS	OVERALL ASSESSEMENT
<i>Curso básico de igualdad de género (online) – 1ª Edición</i>	30h	Gearred	49	4,3
<i>Curso básico de igualdad de género (online) – 2ª Edición</i>	30h	Gearred	43	4,4
<i>Igualdad de género (online) – 1ª Edición</i>	30h	Abierto	46	4,2
<i>Igualdad de género (online) – 2ª Edición</i>	30h	Open	46	4,4
<i>Prevención del acoso sexual y por razón de sexo (aula virtual).</i>	4h	Open	49	3,9
<i>Prevención del acoso sexual y por razón de sexo. Habilidades de mediación y gestión de conflictos.</i>	4h	Gearred	Anulado	Anulado
<i>Uso igualitario del lenguaje administrativo (online)</i>	15h	Open	30	4,6
<i>Incorporación del análisis de género en la investigación y en la innovación (aula virtual) – 1ª Edición</i>	24h	Open	16	4,4
<i>Incorporación del análisis de género en la investigación y en la innovación (aula virtual) – 2ª Edición</i>	24h	Open	16	4,5
TOTAL	191h		295	4,3

Because the course “*Prevención del acoso sexual y por razón de sexo. Habilidades de mediación y gestión de conflictos*” was cancelled due to circumstances beyond the control of the training office, Finally, eight courses and a total of 187 hours of specific training on equality were conducted. The total number of students who completed these courses was 295 and, in the corresponding assessment surveys, they were awarded an overall average rating of 4.3 out of 5.

All courses were conducted on a **non-face-to-face basis** to facilitate conciliation and attendance by staff located outside Madrid. In addition, while most of the courses were held open to allow for the participation of all concerned staff, two editions of the Basic Gender Equality Course were also organized for managers, pre-managers and memberships of the Equality Committees.

In addition, as a cross-cutting measure, a module on gender equality and violence was included in the following training activities lasting more than 20 hours, inter alia:

- Social networks: working tool in the Public Administration (online), 30h.
- Management skills (online), 30h.

In addition, aware of the important awareness-raising work carried out through the training plan, gender equality is gradually being incorporated into the **training of teachers** who teach courses at the CSIC. In this regard, the selection process has given positive consideration to teachers having basic training in gender equality, and all teachers have been provided with the Guide to the Non-Sexist Use of Language, approved by the Autonomous University of Madrid and adopted by the CSIC. It is also planned that teaching staff will be instructed for the next course to ensure that their training respects the principle of equality between women and men.

In order to evaluate the training offer from a gender perspective and thus improve the quality of the content for future editions, a new section has been included in the **evaluation survey** of training activities where participants can evaluate the materials and design of the course from the perspective of gender equality, the use of inclusive non-sexist language, as well as whether it has had a positive impact in this area.

Finally, it should be noted that in Annex II, Axis 2, includes a table with the number of people who take training courses in equality by Autonomous Communities. Likewise, a table is added that shows the number of people disaggregated by sex who have received training in equality by course. The last table shows that the number of men who have completed training courses in equality does not reach 40% in any of the courses, being the average of 29.15% of the total number of students. There must be more equal training for men who are generally less aware of and trained in these issues.

In addition, it should be noted that the current training on equality covers only 11% of CSIC staff. With the aim of ensuring that equality training reaches the total number of staff, it will be considered what measures to implement to raise this percentage and that, consequently, theoretical equality becomes a real equality within the organization.



2.3. Action 3: Working conditions and professional development

2.3.1 Access to employment and attracting talent

General data on the **participation and access of civil servants and labour force staff**, both in open access and in internal promotion, are set out in Annex II, Action 3, which also shows the composition of the selection bodies, presidencies and secretariats of men and women. Data on the mobility of staff of the institution are also included.

The success rate of women in open access to the scientific level of research professorship should be assessed positively (66.7% as against 30.4% for men), while the success rate at the lower level (researcher) is particularly low, at 19.3 per cent as against 36.7 per cent for men. This should be corrected to ensure a change in the trend of the current clamp-scissor pattern in the scientific career. The success rate of women in open access to the scientific level of research professorship should be assessed positively (66.7% as against 30.4 per cent for men), while the success rate at the lower level (researcher) is particularly low, at 19.3% as against 36.7% for men. This should be corrected to ensure a change in the trend of the current clamp-scissor chart pattern in the scientific career.

It should also be noted that CSIC **facilitates equal access to training courses** for those in situations such as risk during pregnancy, childbirth, gender-based violence or other situations of vulnerability (care for minors or the elderly). In this regard, it should be noted that the training office offers the courses to anyone who has a legal relationship with the CSIC. In addition, online training allows all staff, even if they are unable to travel, to take courses, thus facilitating equal access to training. In this regard, CSIC training plan gives preference to those who joined after maternity/paternity/legal guardianship leave or care for persons with disabilities. Specifically, according to the information available at the training office, 29 persons have been given priority because of situations arising from such permits.

With regard **to sensitizing selection bodies to a culture of equality**, a section on gender equality had long been included in the material on court proceedings. It emphasizes the importance of eradicating gender bias in the selection processes for research staff in order to ensure greater transparency and neutrality in those processes. In this regard, it should be noted that, during 2022, work has been on the distribution of new materials dedicated to this purpose. Specifically, it will include a set of materials, guides and other resources from the Ministry of Science and Innovation, and in particular, the viewing of the video on unconscious gender biases in R & D & I. Another measure to be introduced in this regard, which complements the previous one and which will be required of members of the courts, will be the declaration that they have consulted the aforementioned information in advance.

On the other hand, recruitment notices set out how the selection bodies should act in the event that **a candidate is unable to complete** the selection process because of a high-risk pregnancy or childbirth:

“Si alguna de las aspirantes no pudiera completar el proceso selectivo a causa de embarazo de riesgo o parto, debidamente acreditado, su situación quedará condicionada a la finalización del mismo y a la superación de las fases que hayan quedado aplazadas, no pudiendo demorarse éstas de manera que se menoscabe el derecho del resto de los aspirantes a una resolución del proceso ajustada a tiempos razonables, lo que deberá ser valorado por el Tribunal correspondiente, y en todo caso la realización de las mismas tendrá lugar antes de la publicación de la lista de aspirantes que han superado el proceso selectivo.”

Selection bodies in which this situation arises are advised by the Under-Secretary-General for Human Resources to **facilitate the participation of female candidates** by means of measures such as postponing the completion of the exercises, conducting them by videoconference or altering the order of action. In this regard, during 2022, three women contacted SGARH to request adjustments to their selection procedures for reasons of pregnancy and childbirth. In two of the cases, the examination was carried out electronically because of a high-risk pregnancy and because of being abroad without the possibility to travel, respectively. In the third case, no action was finally required, as the examination was finally carried out after the date of delivery and did not require any adaptation.

Finally, on May 2022, a **study** was carried out by Deputy Vice President of Scientific and Technical Areas of the selection processes of CSIC's calls for internal promotion scientific scales of the EPOs 2017-2018 and 2019-2020, which reflected the actual composition of the tribunals and the incidence of the EPO 19-20 of Research Professors, Scientific Researchers and Senior Scientists, internal promotion. With these actual figures broken down in the tables on pages 20, 21, 22, 23 and 24, it can be seen that the presidents are predominantly held by men (62.8%), while the secretariats are predominantly held by women (62.8%). In this respect, measures to correct them should be assessed to the extent that they are appropriate.

Also, in October 2022, as part of **the President's Strategic Project on Equality**, a “Study for Gender Analysis of Promotion at the Scientific Scales at CSIC” was launched to study the context, functioning and effective practices of internal promotion processes and their results, with the aim of proposing measures that best promote the articulation of the principles of merit, competence, equality and transparency.

2.3.2 Career development

In the course of 2022, it was agreed with the most representative trade unions to include in the Social Action Plan for 2023 **support for attendance at kindergartens** or early childhood education centres and expenses related to upbringing. However, this plan entailed an increase in the budget which was ultimately not approved by the Ministry of Finance, which is why the previous year's plan, which did not provide for such a measure, has been approved.



With a view to improving the professional development of women workers at CSIC, initiatives such as 130 **STEM courses** have been developed within the framework of the CSIC Training Plan, attended by a total of 1,632 women, as shown in the table below:

YEAR 2022	N0 of courses	Total N0 d of people who have completed the courses	N0 and percentage Percentage of female employees undertaking STEM training
SCIENCE AND TECHNOLOGY AREA	86	1,489	936 (63%)
DIGITAL AND TECHNOLOGICAL COMPETENCES AREA	44	1,210	696 (58%)
TOTAL	130	2,699	1,632 (60.5%)

On the other hand, the 2nd edition of **Camino Mentoring Programme**, a pilot mentoring programme for researchers (<https://programacamino.csic.es/>), in which 54 pairs of mentors took part of which 29 were women mentors and 35 were mentored were women.

It is important to note that 57 per cent of the staff of CSIC are research staff (technical and managerial staff), and women account for 63% of the staff in these fields. The professional development of technical and managerial staff at CSIC is more restricted because of the structure of their positions (with the exception of the vertical position in the case of graduates). This affects women in particular, since they are a larger group than men in these types of activities. Moreover, when it comes to internal promotion, they have the worst success rates (20-31% versus 15-42% for men).

Moreover, as of 2020, and in accordance with the guidelines of the Civil Service, **gender equality courses** of 15 hours or more have a rating of 1 point out of the maximum 10 points, which allows the assessment of training and further training courses for the general merit examinations.

Finally, as a new feature of this first assessment, gender-disaggregated data are included **on disciplinary cases** initiated for any type of administrative offence. In 2022, only one case has been processed and resolved and, in this case, it has been in front of a man

Year	Number of disciplinary files	Male	Female
2022	1	x	

2.3.3 Measures aimed at achieving equal pay for women and men

Annex II, Action 3, provides data on average annual earnings and the differences in productivity between women and men. As a novelty, this year includes a statistical analysis carried out by the Women and Science Commission (hereinafter, CMyC) on the five-year and six-year periods of research staff during 2022.

The methodology used to obtain these data is the same as that used in previous assessments. Currently, consideration is being given to the feasibility of developing a new way of providing information on the wage gap in the CSIC, such as that detected in PRO productivity in favour of men, as set out in measure 3.3 of Action 3 of the Third Equality Plan.

2.3.4 Working conditions, occupational health, safety and risk prevention

With regard to **risk assessment and proposed preventive planning**, it should be noted that in all risk assessments carried out by own and third-party prevention services, the gender perspective has been integrated into the assessment methodology as follows:

- Workplace risks for pregnancy, breastfeeding and reproductive health have been assessed.
- In order to ensure homogeneity in the groups to be evaluated, special attention has been paid during the data collection process to involving male and female workers in order to be able to check whether there is a difference in a job according to whether it is occupied by women or men.
- Where necessary, jobs may be evaluated differently for men and women, detailing differences in job performance according to sex/gender.
- In the specific assessment process, possible gender-differentiated exposures will be considered (with particular attention to ergonomic, psychosocial and chemical risks).
- Listing of maternity-free positions in centres/institutions.

With regard to **information and training on gender in risk prevention**, work has begun to include information on CSIC's Third Equality Plan: principles of action relating to inclusive language, procedures for action to prevent sexual or gender-based harassment situations in residential areas, tutoring of students on field trips, in all training courses conducted in a virtual classroom and managed by the training office for occupational risk prevention.

Finally, in the field of prevention of occupational risks and health surveillance, during 2022 work has been done on the preparation of the tender documents for the **Emotional Well-being Program # BIEM CSIC 360**. The project provides support to all CSIC staff on issues of interpersonal conflict and sexual and gender-based harassment, including professional psychological support for all CSIC staff. The psychological counselling service is available on the telephone: 911 59 98 88 and the telephone: 911 59 93 85 (for assistance in English).



2.4. Action 4: Co-responsibility and work-life balance

The Guide to Reconciliation of Personal, Family and Work Life at AGE is published on CSIC's website and intranet for the general knowledge of all employees. In addition, as of 2022, **CSIC's work schedule** includes all existing reconciliation measures to facilitate their dissemination and includes preferential leave for staff with children under the age of 12.

Annex II, Action 4, contains information disaggregated by sex on each of the **permits and leave relating to the reconciliation** of personal, family and working life. With regard to the distribution of leave by gender, there is a significant lack of parity (an average of 70.5% for women), which needs the implementation of measures to raise awareness and improve the situation in the future. The recent approval of the 8-week leave for the care of children under the age of 8 will make it possible to assess this in successive assessments.

2.5. Action 5: Violence against women.

2.5.1 Training on violence against women and proper treatment of the victim.

With regard to combating cases of violence against women, within the framework of CSIC's Training Plan, eight training courses on equality have been conducted for a total duration of 191 hours, including the four-hour open course abierto "Prevención del acoso sexual y por razón de sexo" ("*Prevention of Sexual and Gender Based Harassment*") (virtual classroom). The 2022 Training Plan also included the course "Prevención del acoso sexual y por razón de sexo. Habilidades de mediación y gestión de conflictos ("*Prevention of Sexual and Gender-Based Harassment. Mediation and Conflict Management Skills*") of 4 hours, which eventually had to be cancelled due to lack of availability of the faculty.

2.5.2 Training on violence against women and proper treatment of the victim. 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...

In order to make women workers aware of their rights, resolutions adopted by the State Secretariat for the Civil Service on **the mobility of female civil servants who are victims of gender-based violence** are published on the intranet.

2.5.3 Specific awareness-raising actions on commemorative days to raise awareness of violence against women.

In addition, on the occasion of the 25th International Day for the Elimination of Violence against Women, a joint communiqué was issued by CDI and CMyc to **sensitize and raise awareness** to all staff that need to eradicate this social scourge. This action is in addition to all the activities carried out by the National Institutes and Centres of the CSIC on this day.

2.5.4 Incorporation in the CSIC's Social Action Plan of an allowance for sexual harassment and harassment on grounds of sex in the workplace.

The CSIC Social Action Plan of 2022 introduced, as a novelty, assistance **for sexual or gender-based harassment in the workplace**, which benefited 10 women during that year, as can be seen from Annex II, Action 5.

2.5.5 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 2022, a CSIC Welcome Handbook ([chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://hrs4r.csic.es/wpcontent/uploads/2022/06/Manual_de_Bienvenida-CSIC2022-VERTIC-DINA4-red.pdf](https://hrs4r.csic.es/wpcontent/uploads/2022/06/Manual_de_Bienvenida-CSIC2022-VERTIC-DINA4-red.pdf)) has been developed, in which one of its sections is devoted to equality. After declaring that the CSIC upholds and implements **a zero-tolerance policy on sexual and gender-based harassment**, it contains a direct link to the Protocol in the event that a person discovers behaviour and conduct that may fall within the concept of sexual or gender-based harassment.

2.5.6 Translation into English of the CSIC Protocol for Prevention and Intervention against sexual and gender-based harassment.

In addition, during 2022, with the aim of making CSIC Protocol on Prevention and Intervention against Sexual and Gender-Based Harassment accessible to all CSIC staff, regardless of their nationality, it was **translated into English**, disseminated and published on the website and intranet.

In addition to the above-mentioned measures, other measures have been taken to ensure a free and safe space for sexual and gender-based harassment within CSIC. Thus, in September 2022, the **General Secretariat adopted a communiqué** on prevention and intervention in the area of sexual and gender-based harassment, which recalled the importance of taking immediate action and using the channels established for that purpose in the area of sexual and gender-based harassment, stressing the key role played by the directorates of the centres or heads of units and the important work to be done by the equality committees in this area. When this communiqué was disseminated to CSIC's directorates, managers and heads of units, the Guide for conducting interviews within the Ministerio de Ciencia e Innovación and its associated and subordinate bodies, in order to prevent

possible situations of harassment. Work is currently under way to reformulate this guide and adapt it to the reality of CSIC.

Lastly, it should be mentioned that, during 2022, the Protocol **was activated on three occasions**: one case led to the opening of a disciplinary case, another was referred to Ministerio Fiscal and the third was closed. In all cases, the persons who activated the above-mentioned Protocol were Spanish nationals.

2.6. Action 6: Special Protection Situations and Intersectionality

2.6.1 Assessing the situation of staff with disabilities and functional diversity at the CSIC, from a gender perspective.

In 2022, the first work began leading to a survey on the current situation of employees with disabilities at CSIC, scheduled for 2023. Currently, work is under way with the Institute of Advanced Social Studies to carry out this work and its subsequent analysis, as was done with the Sexual and Gender-Based Harassment Survey in 2019.

2.6.2 Taking measures to eradicate other inequalities.

Measures aimed at eliminating other inequalities, which were scheduled to start in 2023, have not been implemented during 2022.

2.7. Action 7: Gender mainstreaming in research

2.7.1 Promote women's participation and equality in research and innovation

In fulfilment of this specific objective, the 2022 Training Plan has included two editions of the course **“Incorporación del análisis de género en la investigación y en la innovación”**, (“Incorporating Gender Analysis in Research and Innovation”), delivered through the virtual classroom. These are open, 24-hour courses designed to improve students' skills in including a gender perspective in research projects and in scientific articles that may result from such research, and to avoid the main gender biases inherent in conventional research. The number of students who have obtained the corresponding certification in one of the two editions of the course rose to 32 in 2022. These courses have received an overall average rating of 4.5, which shows the high degree of satisfaction of the participants with the content and development of the courses.

In addition, **manuals and other documents** on gender mainstreaming in RD&I prepared by the European Commission and the Ministry of Science and Innovation are published on the CSIC intranet for the benefit of all staff.



Annex II, Action 7, as a new feature this year, contains **performance indicators** that measure the participation of women in research and innovation projects. The average figures for the presence and participation of women, both in actions and IPs of research projects and in patent applications, are in the range of around 35% (far from the desired parity). However, mention should be made of the specific situation in the area of Physics, where the percentage, due to the general lack of women in this area, does not reach 30%.

With regard to the presence of women in evaluation committees and in the direction of theses and master's degrees, the figures are already, albeit very closely, over 40%.

3. Conclusions.

In view of the degree of execution of the measures set out in the annexes to this evaluation, the results of the first year of implementation of the Third Plan have been very positive. Specifically, of the 49 measures planned, just over 60% have been implemented in the first year of implementation of the plan.

Turning now to the analysis of the data contained in this evaluation, it should be noted that there is a balance between the number of women and men working in CSIC. However, if we go down to a more detailed analysis, we can see that this equilibrium is truncated when we analyse certain variables:

- In the CSIC as a whole, women account for 40% and 47% of staff with stable legal relationships (regular and civil servants) and 55% of staff with unstable legal relationships (temporary contracts).
- This imbalance originates and is accentuated in the research activity area, which accounts for 32% of our agency's staff.
- Women researchers account for 38% of the group of permanent research staff (civil servants), they account for 47% of the group of non-stable research staff (not considered as trainees), and 37% of the group of permanent staff.

Analysing the data on the research career, it should be noted that the proportion of women in the population ranges from 54% of pre-doctoral (temporary) research staff to 26% for the higher positions in the research career, i. e. on the research professorship scale. This decline in the female population as one moves up the scientific career, is not observed in the male population. This asymmetry could be related to the underlying social stereotypes, barriers and biases, but more specifically in the field of the development of the scientific career in our body.

In the last 10 years, there has been little improvement in the development of women's research careers, moving from a scissor chart to a pinch chart, with a slight improvement of 4 percentage points at the highest step of the career, Research Professorship, and almost reaching absolute parity at the earliest step, that of pre-doctoral staff.

Moving down to a more detailed analysis in the case of non-research staff, it can be observed that women are more represented in positions related to research support and management, accounting for 63% of this staff:

- in management positions women account for 58% of civil servants, 52% of permanent staff and 70% of temporary staff;
- While in research support posts they account for 57% of civil servants, 34% of permanent staff and 58% of temporary staff.

In the case of civil servants, they occupy 53% of levels 30 and 59% of levels 29 that are not linked to the research career, with a particularly significant presence today in positions of responsibility in decision-making processes:

When analysing the various staff relationships by group and level, the following imbalances can be observed (with percentages that are not at parity ratios of 40-60 per cent, although in many cases this is a slight deviation) either because women are more represented than men and vice versa:

- Civil servants: levels 16, 17, 18, 22, 25, 28 and 29.
- Permanent staff: grupos M3, M2, M1, 2G, E2, FC and Vessel.
- Temporary staff: G5, G3, M1, IG, EI and Vessel.

With regard to representation on collegiate bodies and specific weight in other bodies, it should first be noted that women hold 53% of the positions on CSIC Governing Council, including the chairmanship. On the other hand, in the case of the directorates of research institutes and centres, the proportion of women employed stands at 25%, a point where action and improvement are needed in the coming years, while the figure for managerial posts is 61%.

With regard to institutional and area coordination, more negative trends in previous years have been positively corrected. In the case of the Area Commissions, consistent with the good overall development, the three current areas, matter, life and society, are within parity levels (between 60 and 40%).

In the procedures for free-time access of staff to positions in the scientific grades, considering the selection processes completed at the time of writing of this report resulting from the EPO of 2018-2019, it is worth noting a higher success rate for women at the levels of Research Professorship and for men at the levels of Scientific Researchers. In internal promotion procedures, the latest available data correspond to the 2019 EPO, with a higher success rate among Research Assistants by men.

In the case of average remuneration received, the following conclusions can be drawn from the available data, depending on the type of staff and level:

- Within civil servants there are differences at levels 16, 17, 20, 22, 24, 25, 26, 27, 28 and 29 in favour of men and at levels 14, 15, 18 and 30 in favour of women.
- Within permanent staff, in groups E1, G4, G2 and FC in favour of women, and in the vessel crew groups G1, G3, G5, IG, M3, 2G, M2, 3G, M1, 4G and E2 in favour of men.
- As regards temporary staff, there is a shift in favour of men in all groups except M3, G5 and G2.

There are no significant overall differences in the distribution of productivity in PC2 and PC3, although differences in some specific groups and levels exceeding a 10% deviation in PC3 should be noted:

- In the civil servant staff support staff in group C2 in favour of men.
- In the permanent staff supporting research in group 3G, G5, G3, G2, G1 and FC in favour of men, and in groups IG and G4 in favour of women.
- In permanent management staff in group 2G, IG and FC, in favour of women, and in groups M3, E2, G4, G3 and G2.

With regard to PRO productivity (formerly 18. 2), the deviation in favour of men is widespread among all types of staff, with deviations in some cases exceeding 30% (E1 and G1 for permanent staff; M2 and FC for temporary staff; and C2 for civil servants). There is only a deviation in favour of women in the case of permanent employees belonging to the M3 groups. However, the criteria for the distribution of the above-mentioned productivity, which is obtained by obtaining projects and whose distribution depends on many factors, the main factor being that its distribution is attributable to the researcher responsible for the project, do not allow the affirmation of negative discrimination. However, it is a fact that needs to be brought to the attention of those responsible in order to try to correct the perceived gender bias.

With regard to Action 5 on violence against women, in addition to giving greater impetus to training in the area of equality and the prevention of sexual harassment, there is a need to reformulate the current protocol for preventing and intervening against sexual harassment.

Finally, with regard to Axis 7 on the inclusion of gender in research and innovation, it should be noted that, for the first time, data are being provided to analyse both the participation and equality of women in research and innovation, with a view to adopting appropriate measures to improve these ratios.

In conclusion, and apart from the above-mentioned nuances, it should be noted that, overall, the measures envisaged in the plan have been reasonably implemented, although there are still outstanding challenges that will be addressed in the successive evaluations of CSIC Third Equality Plan.



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