

CIC biomaGUNE EQUALITY REPORT

2020

CICbiomaGUNE

MEMBER OF
BASQUE RESEARCH
& TECHNOLOGY ALLIANCE

EXCELENCIA
MARIA
DE MAEZTU
07/2018 - 06/2022





CIC biomaGUNE 2020 EQUALITY REPORT

With the approval of the 1st Equality Plan in 2020 CIC biomaGUNE formalized a journey and a commitment toward equality that has been developed since the beginning of our activity and we intend to maintain over time.

2020 has been a year greatly impacted by the SARS-COV-2 pandemic. The lockdowns implemented around the world left women with increased responsibilities in caring for children, older relatives, and ailing family members. Many women also faced increased domestic responsibilities as “work” and “home” became inseparable spaces.

In this report we present CIC biomaGUNE’s activity in 2020, in terms of Equality. We have identified several gaps, such as the number women in leadership positions (principal investigators in particular) or co-responsible conciliation, which must be improved.

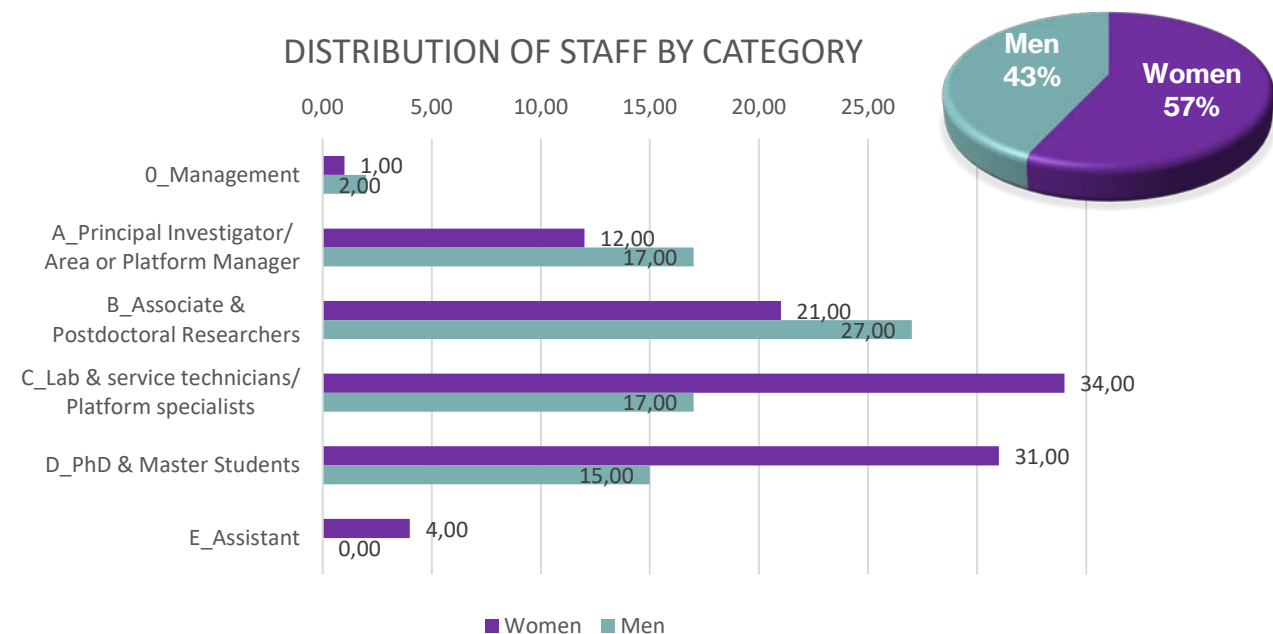
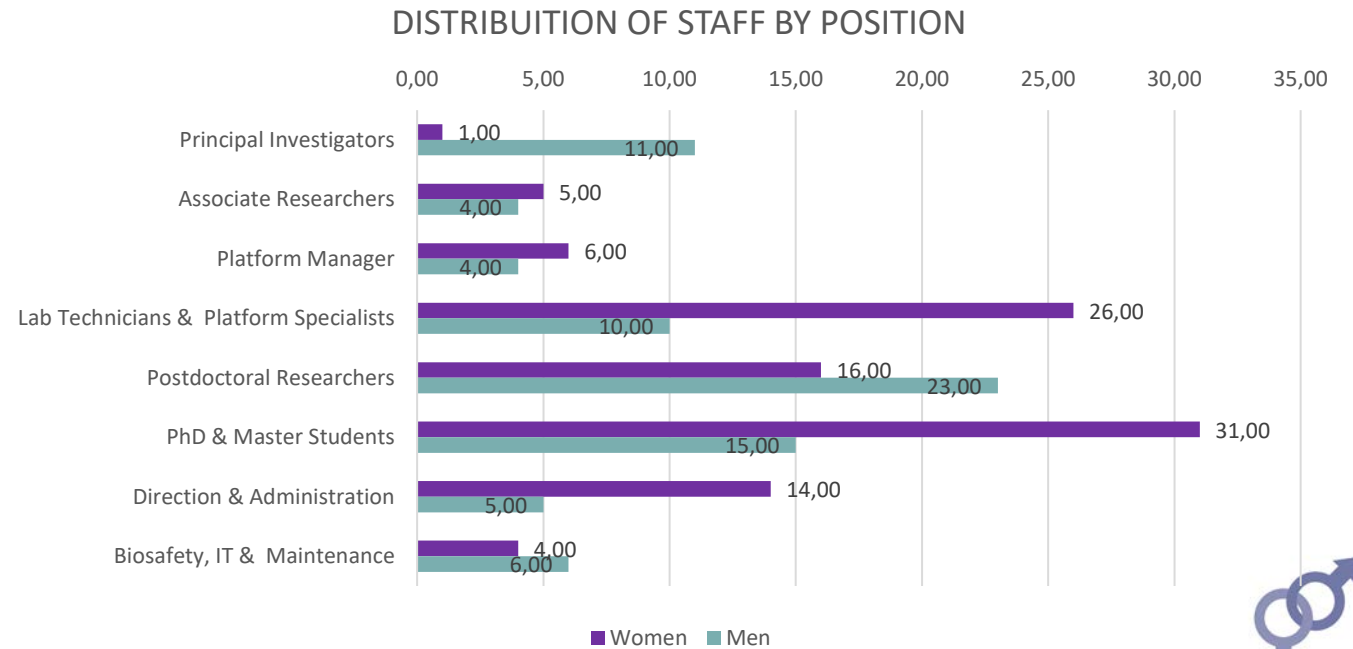
In 2020, CIC biomaGUNE has put in place specific measures to support labour flexibility, teleworking and to favor the balancing of work and private life. We are also working toward achieving greater female leadership in the Center.

We are confident that, with the implementation of the actions described in our plan and the commitment of social co-responsibility, we will improve diversity and gender equality.

PERSONNEL ANALYSIS

CIC biomaGUNE employed in 2020 181 people, with a fairly even distribution, 103 women (57%) and 78 men (43%).

It can be observed that, although women represent 33% of the management positions and 41% of professional group A, associated with principal investigators or platform managers (Graphic 1), a significant difference arises when analyzing in detail the distribution of staff by position (Graphic 2) under the principal investigators position, where only 1 out of 12 positions is occupied by a woman.

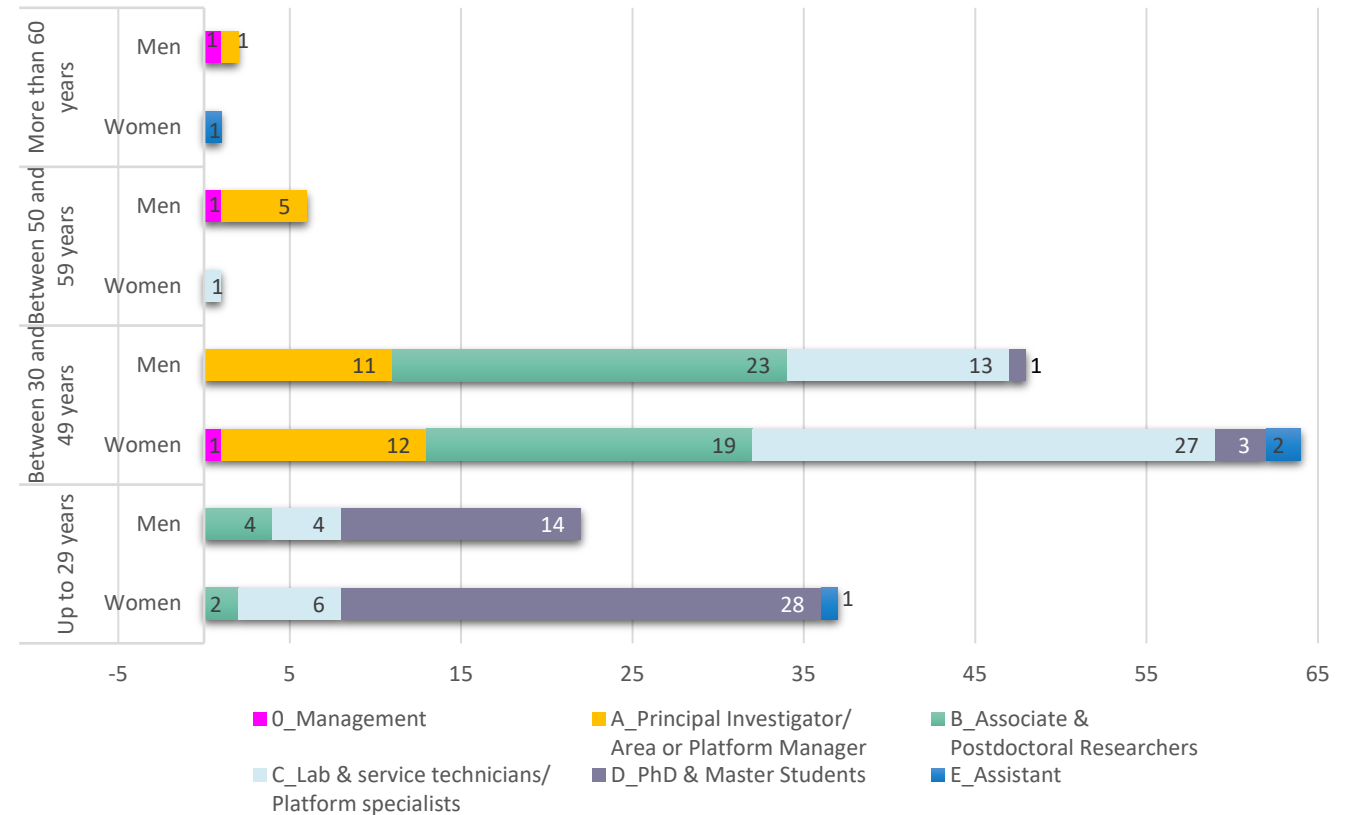


PERSONNEL ANALYSIS: AGE

The average age of CIC biomaGUNE's staff is **35**, and 94% are under 50 years of age.

Both women and men are mostly in the **30-49 age range**. In particular, **33%** of the management team, **79%** of principal investigators and area/platform managers, **88%** of associate & postdoctoral researchers and **79%** of laboratory technicians and platform specialists.

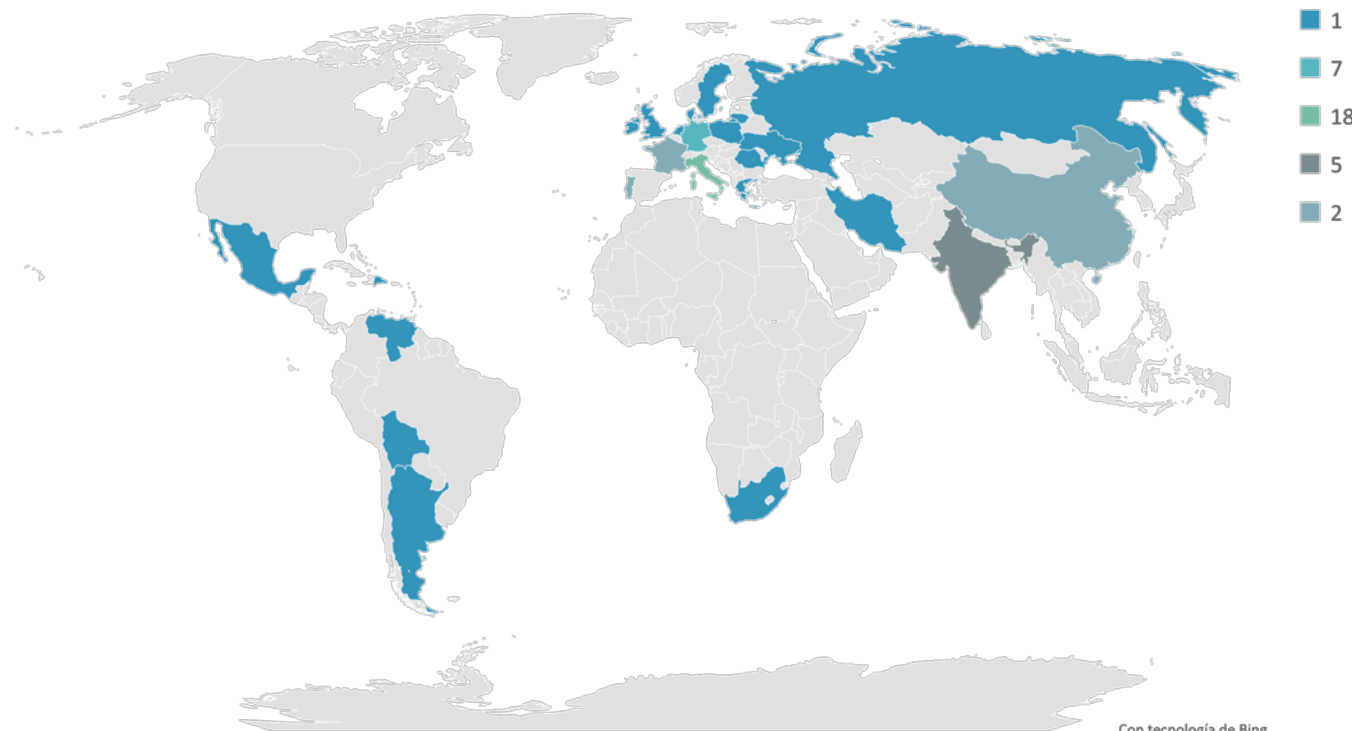
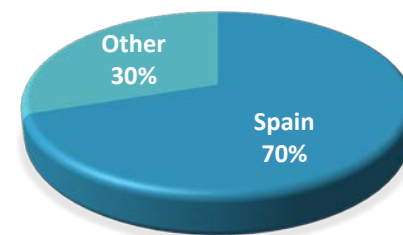
AGE DISTRIBUTION BETWEEN CATEGORIES



PERSONNEL ANALYSIS: NATIONALITY

CIC biomaGUNE is a **multicultural organization**, people from 25 different countries work here and 30% of employees (54 people) were born outside Spain.

NATIONALITY

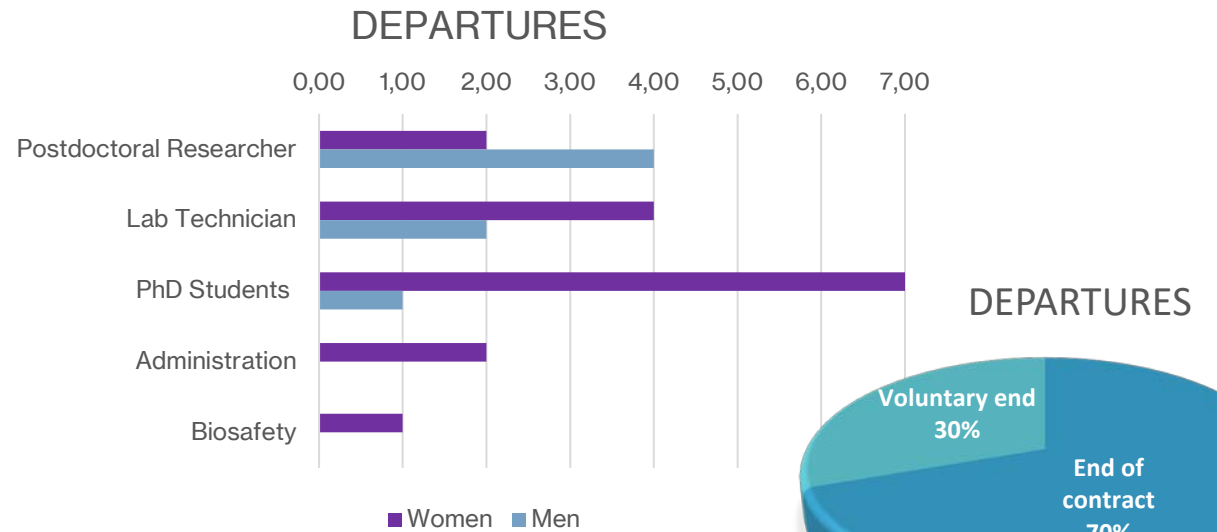
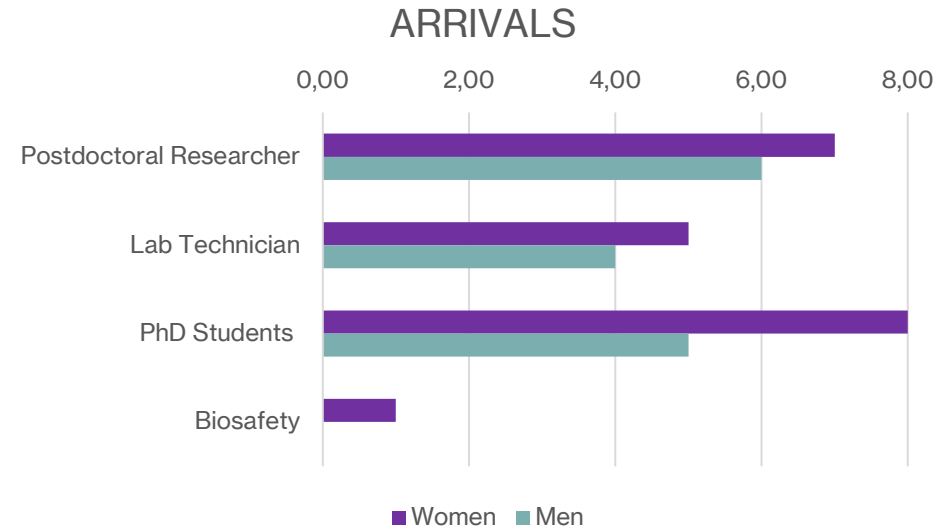


PERSONNEL CHANGES

36 people joined CIC biomaGUNE in 2020, 21 women (58%) and 15 men (42%), mostly PhD students and postdoctoral researchers.

23 people left the Center in 2020, 16 women and 7 men. 70% of departures were due to the end of their contract whereas 30% left on a voluntary basis.

It is important to highlight that these figures are consistent with CIC biomaGUNE's mission: to train researchers so that they can continue their research careers in other centers/universities or companies.



WORK-LIFE BALANCE

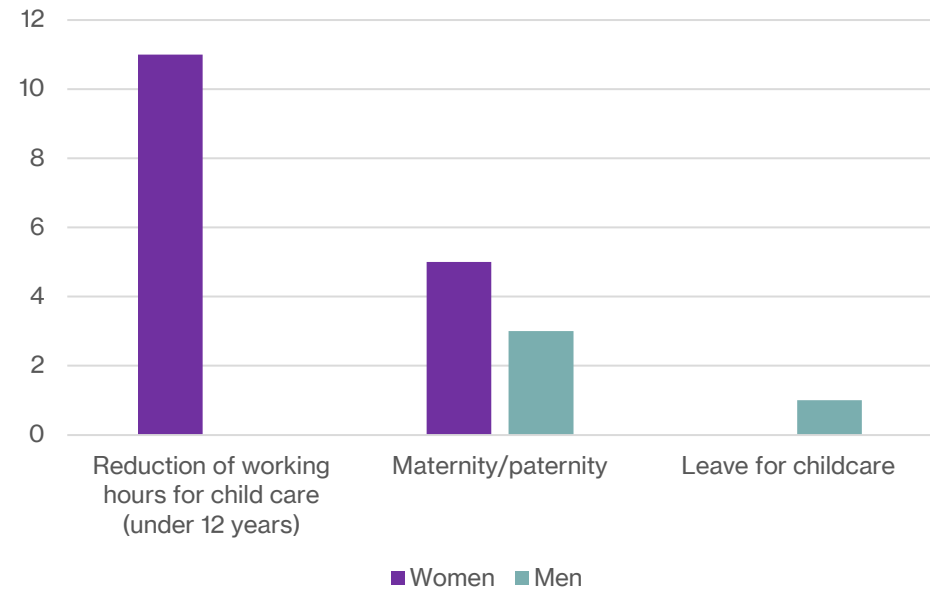
At CIC biomaGUNE's personnel benefits from measures already established by legislation on personal, family and work-life balance, yet the table we show here reflects that **mostly women** request work-life balance permits.

In 2020 CIC biomaGUNE has put in place **specific measures to support labour flexibility, teleworking and to favor the work-life balance.**

This has resulted in a reduction in both requests for childcare leave and reductions of working hours for legal guardianships, avoiding the consequent damage of a loss of income.

An important focus here should be placed towards **co-responsible conciliation in families.**

WORK-LIFE BALANCE



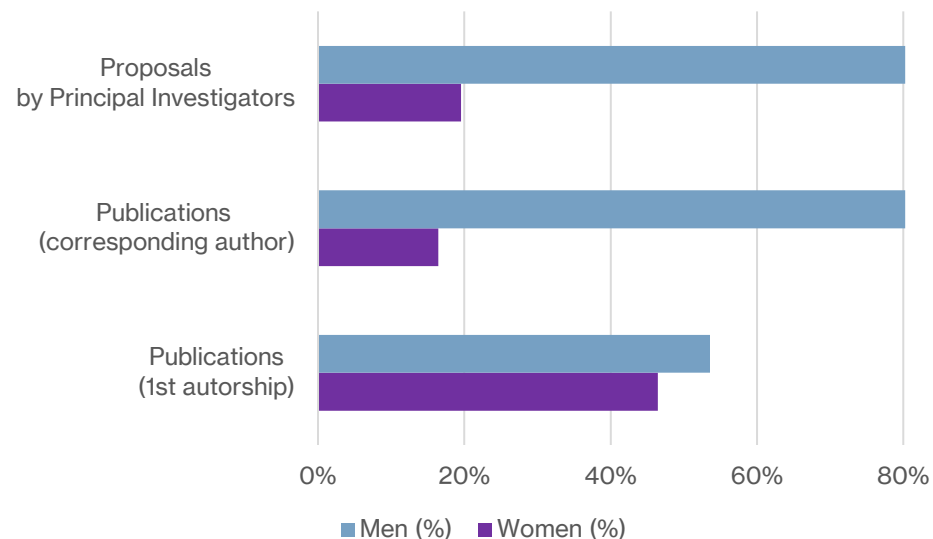
CAREER DEVELOPMENT

In terms of scientific production, contributions are gender balanced when first author publications are considered. However, the percentages of submitted proposals and publications as corresponding author show the expected imbalance due to the strong underrepresentation of women in scientific leading positions.

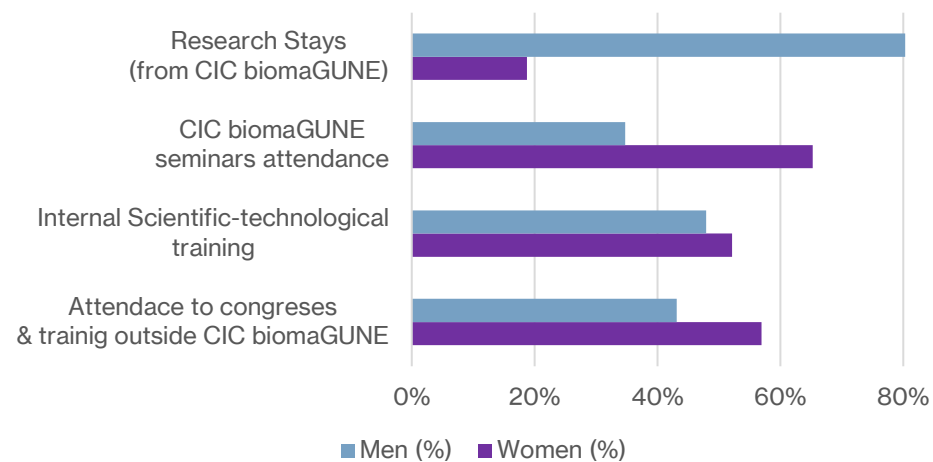
Eliminating the effect of female underrepresentation as Principal Investigators (PI), the average number of proposals sent by women PI is 2.7 higher.

In terms of training and career development, the presence of women in training actions in 2020 was equilibrated, except in research stays outside the Center, where more men were seconded. Attendance to seminars and congresses was preferred by women.

SCIENTIFIC PRODUCTION



TRAINING



OUTREACH

In 2020, despite the pandemic situation, our commitment toward outreach, promotion of STEAM careers in young girls and visibility of women in science has continued, as clearly reflected in the list of conducted activities.

07/02/2020

Emakumeak Zientzian

The research centres CIC nanoGUNE, the Materials Physics Centre (CFM CSIC-UPV/EHU), CIC biomaGUNE, the Donostia International Physics Center (DIPC), Biodonostia, Tecnun-School of Engineering, Ceit, POLYMAT and Elhuyar...



07/02/2020

International Day of Women and Girls in Science - La mujer y la niña en la Ciencia

International Day of Women and Girls in Science



20/07/2020

Encuentro de Vidas Científicas 2020

CIC biomaGUNE will participate in the next 10th "Encuentro de Vidas Científicas 2020" organized by Eureka! Zientzia Museoa, located in the Parke of Gipuzkoa.



28/10/2020

Rosalind Franklin, homenajeada de la mano de Clara García-Astrain en la Donostia WeekINN

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