



CIC biomaGUNE

2021

EQUALITY REPORT



CIC biomaGUNE 2021 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.

Since 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.

In this report we present CIC biomaGUNE's activity in 2021, 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.

As part of our commitment to achieve excellence in human resources management and equality, we developed a harassment prevention protocol, and obtained the HR Excellence in Research seal from the European Commission. .

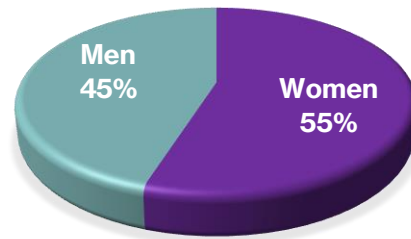
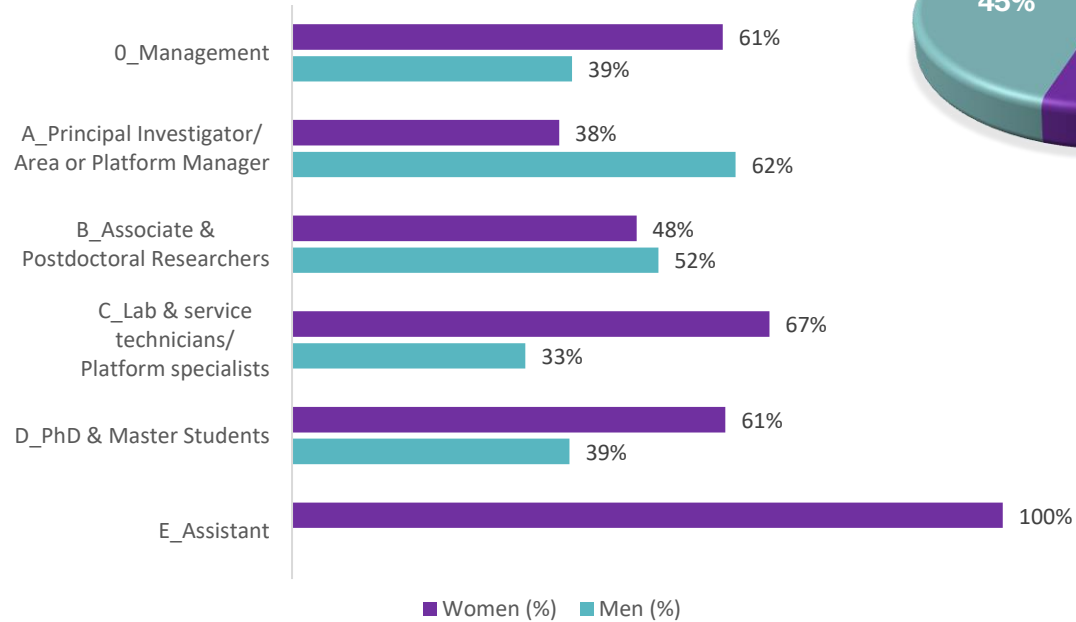
We are confident that, with the implementation of the actions described in our plan and the commitment of social co-responsibility, we will improve diversity and gender equality.

PERSONNEL DISTRIBUTION

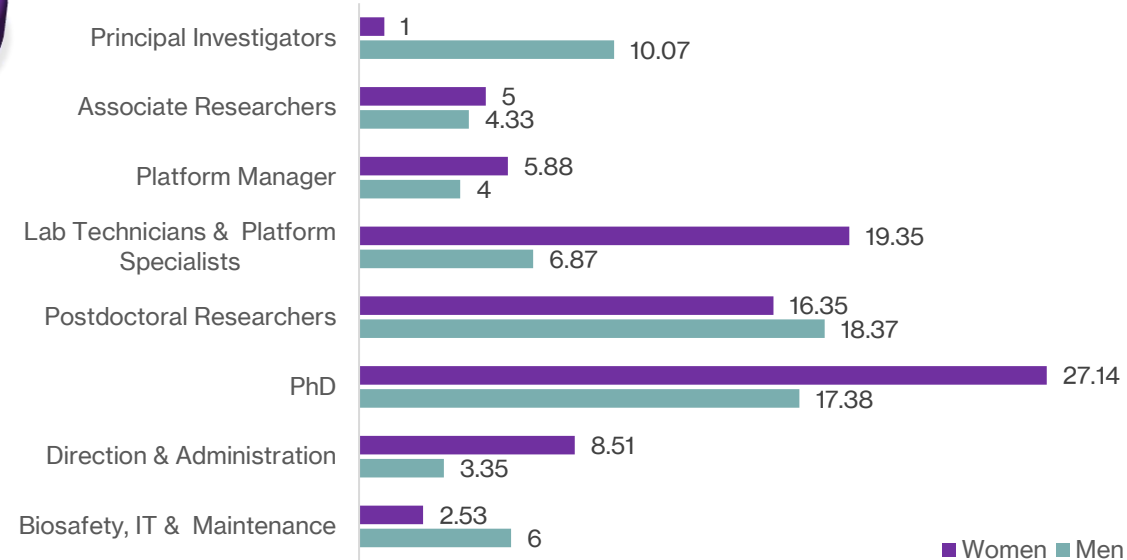
The average number of CIC biomaGUNE staff in 2021 in FTE was 156.13, with a fairly even distribution, 85.76 women (55%) and 70.37 men (45%).

It can be observed that, although women represent 61% of the management positions and 38% 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 11 positions is occupied by a woman.

STAFF DISTRIBUTION BY CATEGORY



STAFF DISTRIBUTION BY POSITION

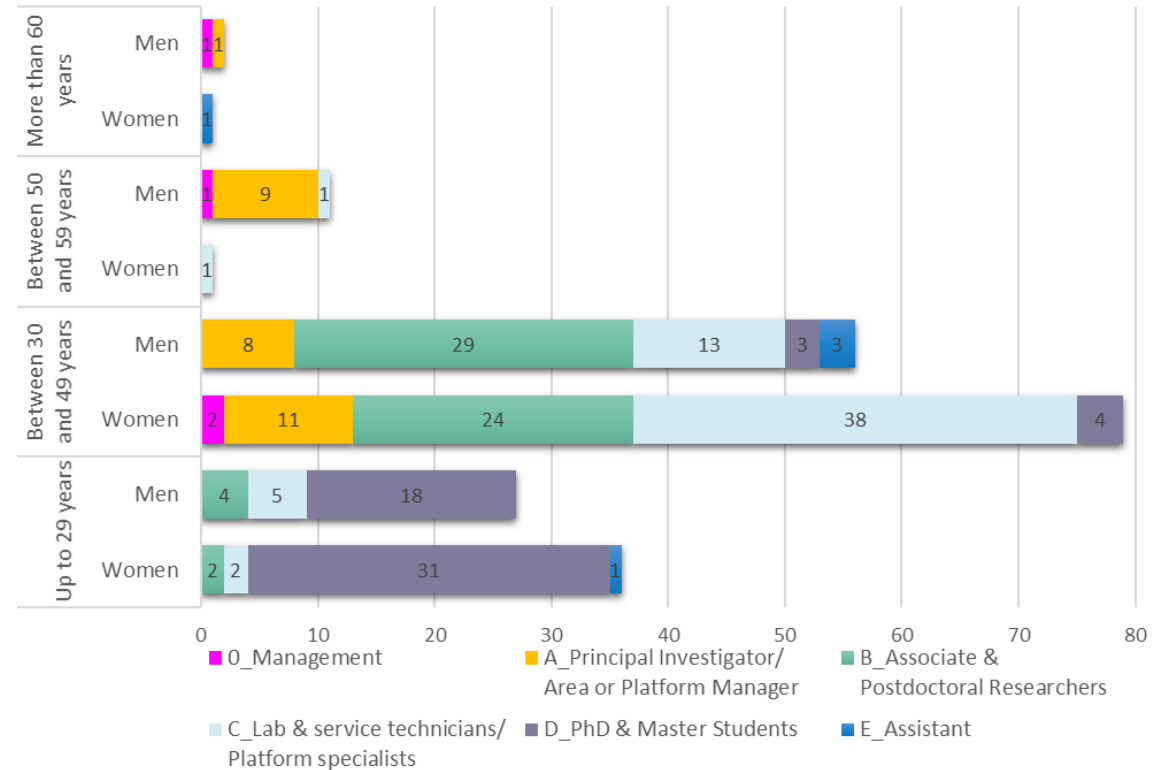


PERSONNEL ANALYSIS: AGE

- The average age of CIC biomaGUNE's staff is **35**, and 93% are under 50 years of age.
- Both women and men are mostly in the **30-49 age range**: **50%** of the management team, **66%** of principal investigators and area/platform managers, **90%** of associate & postdoctoral researchers and **85%** of laboratory technicians and platform specialists.

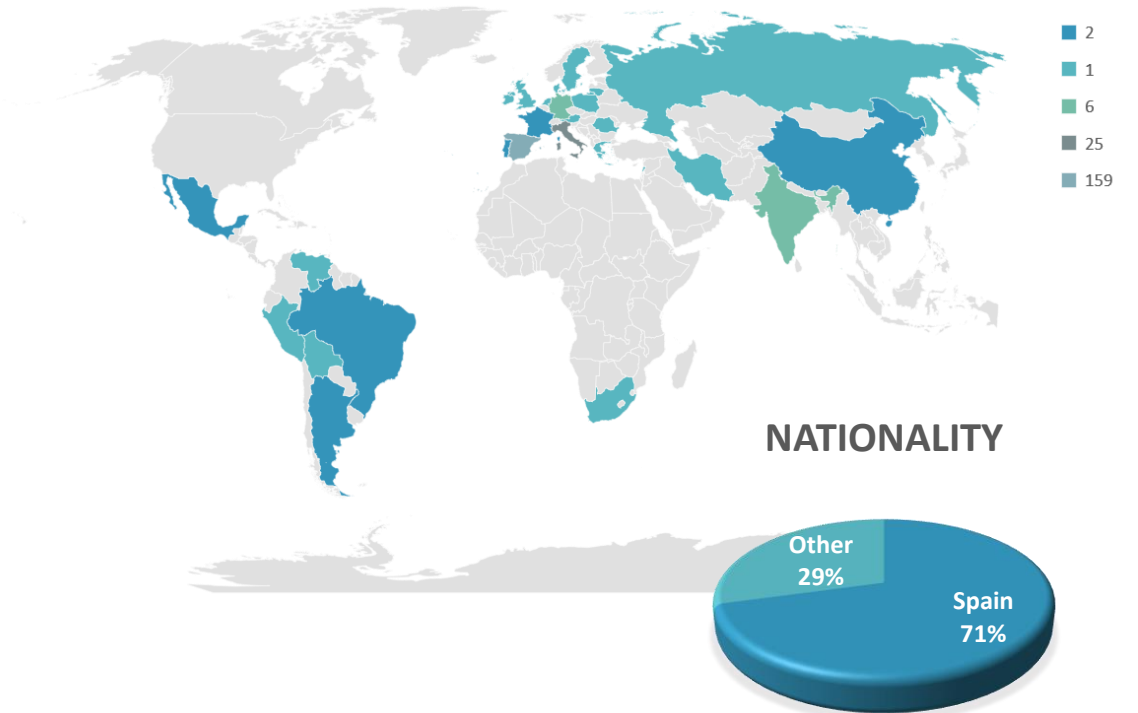


AGE DISTRIBUTION BETWEEN CATEGORIES



STAFF DIVERSITY

CIC biomaGUNE is a **multicultural organization**, people from 27 different countries work here and 29% of employees (66 people) were born outside Spain

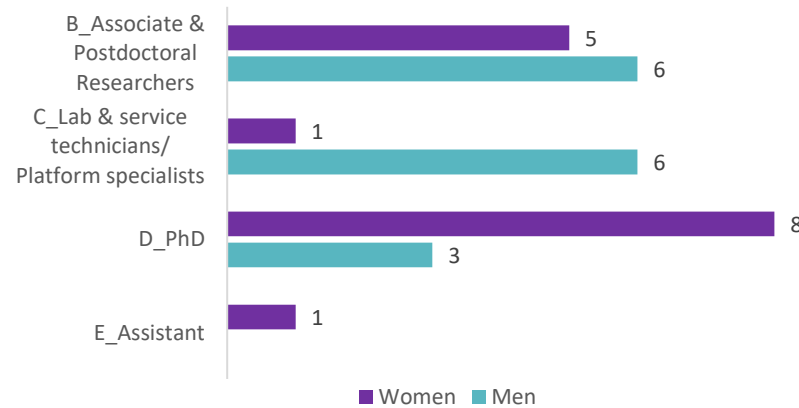


PERSONNEL CHANGES

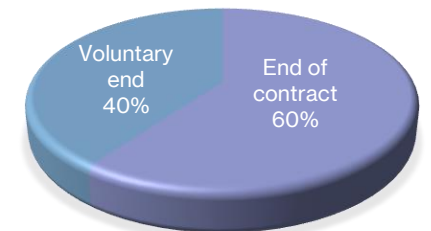
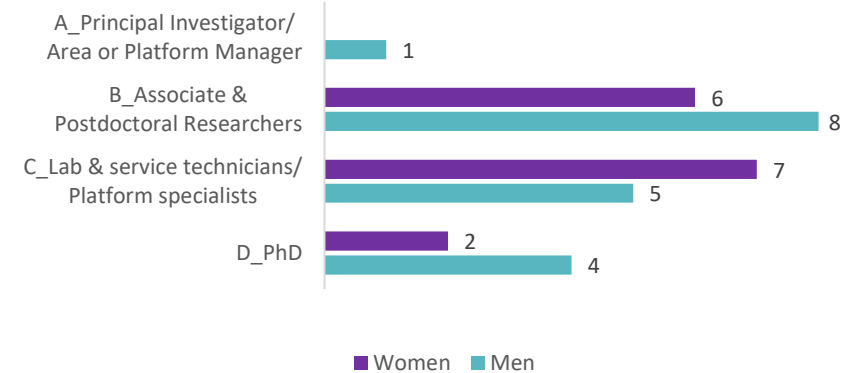
- CIC biomaGUNE's mission is to train researchers so that they can continue their professional careers in other research organizations/universities or companies.
- 30 people joined CIC biomaGUNE in 2021, 15 women (50%) and 15 men (50%), mostly PhD students and postdoctoral researchers.
- 13 students (undergraduate and master) joined CIC biomaGUNE in 2021 10 women (77%) and 3 men (23%).
- 33 people left the Center in 2021, 15 women and 18 men. 60% of departures were due to the end of their contract whereas 40% left on a voluntary basis.



ARRIVALS



DEPARTURES

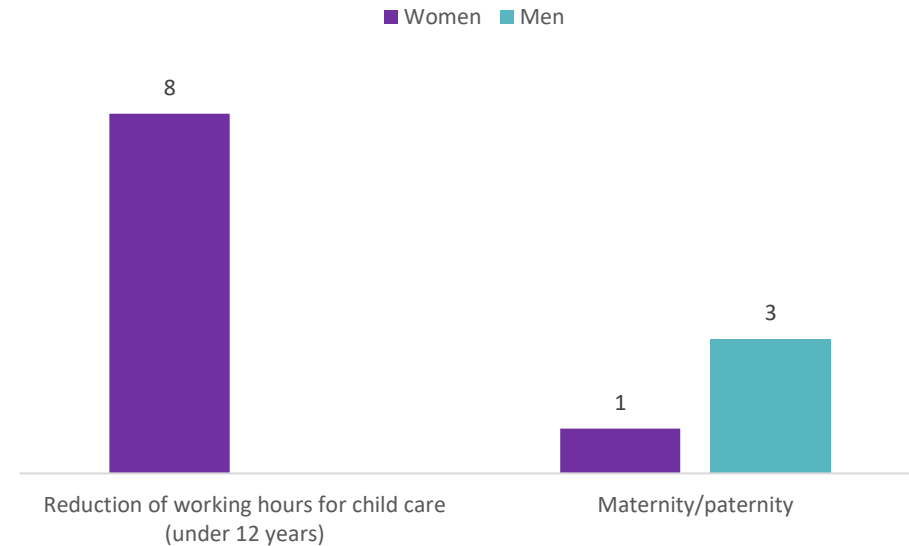


WORK-LIFE BALANCE

- Since 2020 CIC biomaGUNE has put in place **specific measures to support labour flexibility which have favored the work-life balance**. This has resulted in a reduction in both requests for childcare leave and reductions of working hours for legal guardianships (only 5% of the total staff), avoiding the consequent damage of a loss of income.
- During 2021, **2 female employees stopped applying for reduced working hours for legal guardianship**. Still, we observe that reduction of working hours for child care is only requested by women.
- An important focus here should be placed towards **co-responsible conciliation in families**.
- During 2021 4 employees have welcomed their babies. All of them have taken the corresponding parental leave, **3 men and 1 woman**.



WORK-LIFE BALANCE

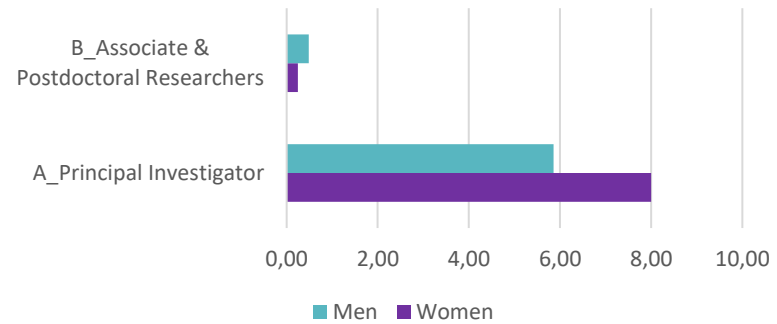


CAREER DEVELOPMENT

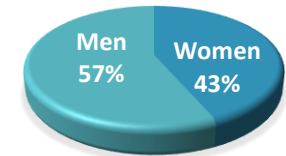
In terms of scientific production, contributions are gender balanced when first author publications are considered, as well as in terms of corresponding authorship per category.

In terms of training and career development, presence of women and men was in agreement with the Center's gender distribution. Attendance to seminars and congresses was preferred by women, while research stays outside the Center was preferred by men.

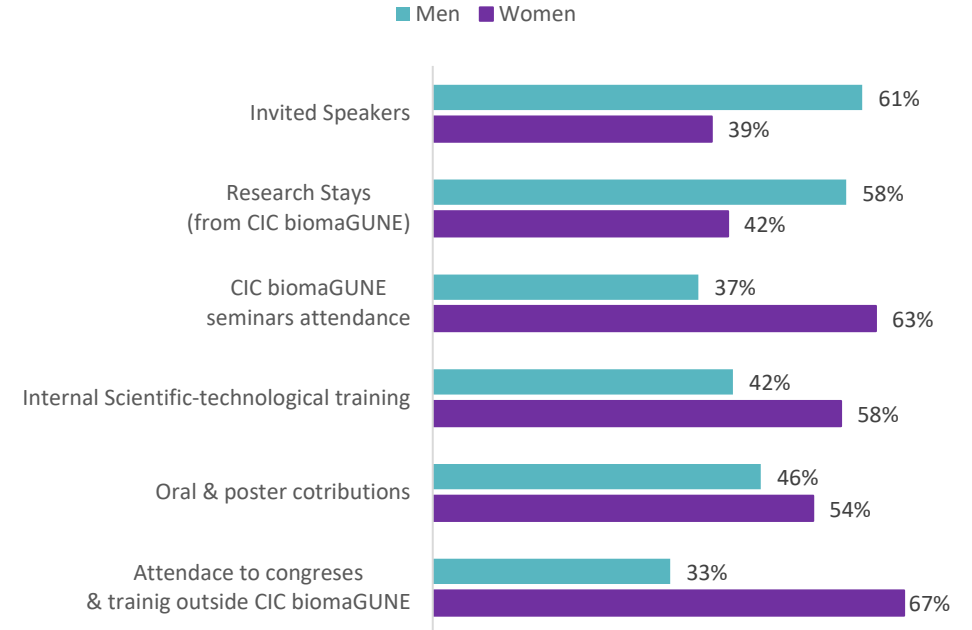
AVERAGE ARTICLES CORRESPONDING AUTHORSHIP PER CATEGORY



PUBLICATIONS 1ST AUTHORSHIP



2021 TRAINING & CAREER DEVELOPMENT



COMMITMENT

As part of our commitment to achieve excellence in human resources management and equality, we developed a harassment prevention protocol, and obtained the HR Excellence in Research seal from the European Commission.



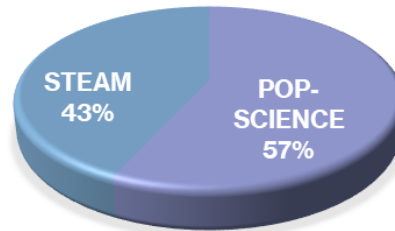
HR EXCELLENCE IN RESEARCH

OUTREACH

As part of our commitment to dissemination and outreach, in particular for promotion of STEAM careers in young girls and visibility of women in science, we organized and participated in more **44 outreach activities**, **43% of them devoted to promote STEAM careers.**



OUTREACH EVENTS



08/02/2021
Emakumeak Zientzian 2021



11/02/2021
International Day of Women and Girls in Science - La mujer y la niña en la Ciencia 2021
La Red de Parques Tecnológicos de Euskadi se une a la campaña 'La mujer y la niña en la ciencia' con ocasión de la celebración el próximo 11 de febrero del "Día Internacional de la mujer y la niña en la ciencia".



11/02/2021
Inspira 2021
The INSPIRA project is a pioneering project in Euskadi for the promotion of the scientific-technological vocation (STEAM: Science, Technology, Engineering, Arts and Maths) among girls.



15/10/2021
WeekINN - Mujeres Científicas de Ayer y de Hoy



22/10/2021
Encuentro de Vidas Científicas en Eureka!





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