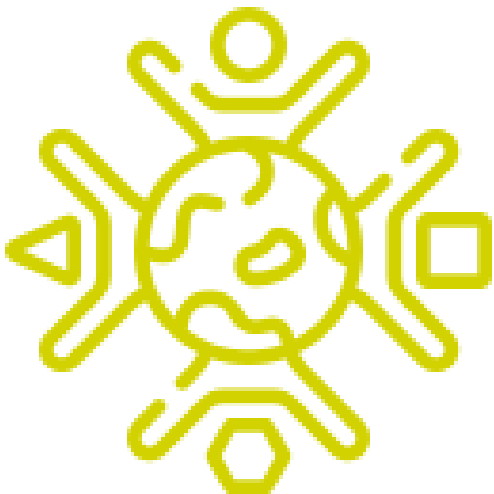


2025 EQUALITY REPORT



CIC biomaGUNE HIGHLIGHTS

CIC biomaGUNE is strongly committed to Equality & Diversity, fostering inclusive leadership and gender balance in research.



Increase in Women-Led Research Groups: The number of research groups headed by women has increased from 1 to 3, now accounting for 27.27% of the total.



Improved Work-Life Balance Measures through the Centre's supportive policies: 3 reductions in working hours for legal guardianship.



Gender Balance in Recruitment: The commitment to gender diversity has been strengthened in recent hiring processes, ensuring equal opportunities for all candidates.



Strengthened Anti-Harassment Framework: The harassment protocol has been updated and reinforced through dedicated training sessions and awareness materials for the entire center.



Strengthened LGTBIQ+ Visibility and Inclusion: Second consecutive Pride celebration at the Centre's summer picnic and launch of an internal awareness campaign through LGTBIQ+ flag lanyards promoting respect and diversity



Psychosocial Well-Being Strategy Launched: Following a center-wide psychosocial risk assessment, a structured Psychological Well-Being Plan has been initiated to translate results into concrete actions.

2nd Gender Equality & Diversity Plan (2025-2028)

The GEDP is a systematic and strategic tool that establishes priorities, concrete objectives (based on a comprehensive assessment of the current situation), and specific measures to **advance on gender equality** within organizations and in the Research & Innovation (R&I) field.

1

The objective of equal opportunities is to create a framework for intervention that allows all genders to participate freely in all areas of society under equal conditions, visibility, autonomy, and responsibility.

2nd Gender Equality & Diversity Plan

2

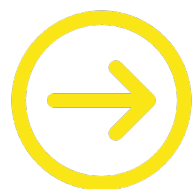
Scientific Director and General Manager of CIC biomaGUNE are involved in this Plan.

3

Duration of the Plan:
Will be implemented for four years, starting in 2025 and concluding in 2028, with a total of 44 actions planned.

2nd Gender Equality & Diversity Plan (2025-2028)

The GEPD is a systematic and strategic tool that establishes priorities, concrete objectives (based on a comprehensive assessment of the current situation), and specific measures to **advance on gender equality** within organizations and in the Research & Innovation (R&I) field.



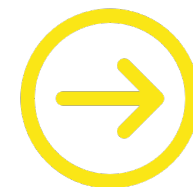
ACTION PLAN

44 actions planned.
Organized in line with the **framework suggested by Horizon Europe** (thematic and mandatory blocks).



THEMATIC BLOCKS

- Publication and official endorsement of the GEDP
- Dedicated budget
- Data collection and monitoring
- Training

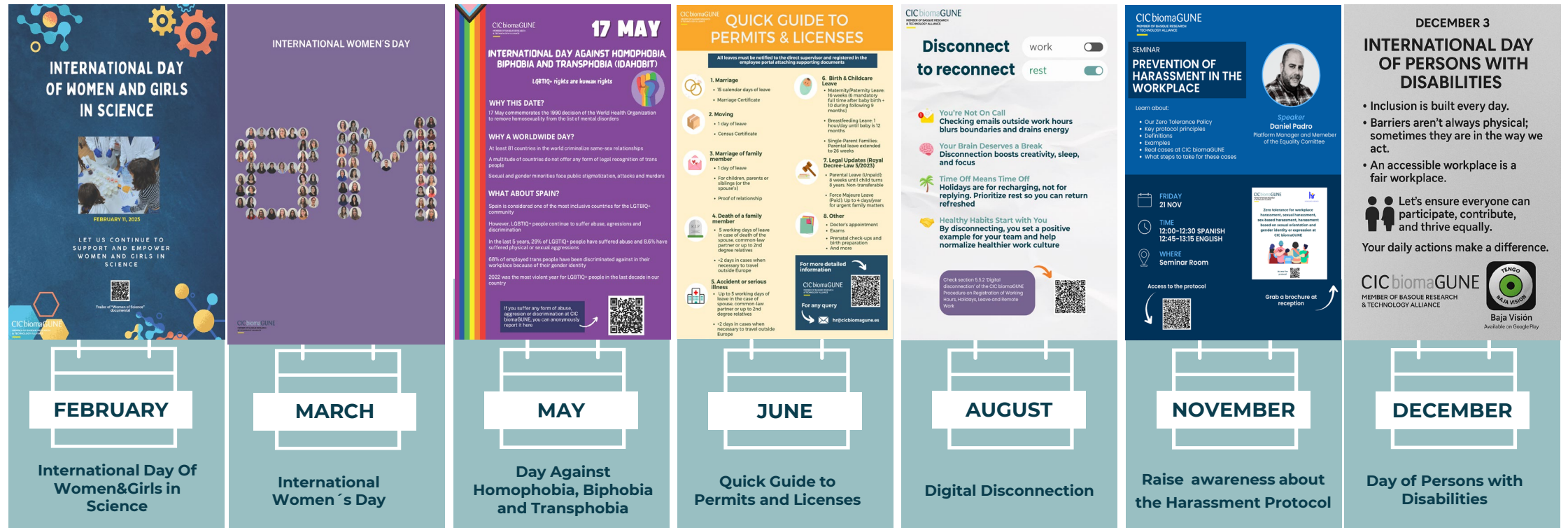


MANDATORY BLOCKS

- Work-life balance and organizational culture
- Gender balance in leadership and decision-making
- Data collection and monitoring
- Gender equality in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment

2nd Gender Equality & Diversity Plan (2025-2028)

- Communication of the Equality and Diversity Plan (GEDP) to all staff (G.1.2.1).
- Information on the GEDP included in the onboarding process (G.1.2.6).
- HR session presenting the Equality and Diversity Plan: 03/06/2025 (G.1.2.3).
- Definition of the Communication Plan (G.1.2.4).
- Update of the Code of Ethics and awareness campaigns.
- Awareness campaigns on work-life balance measures: preparation of a guide and visual brochure.



2nd Gender Equality & Diversity Plan (2025-2028)

- First proposal to make working arrangements more flexible (Task 1.1.1)
- Preparation of the salary register including additional information and a more detailed breakdown of the data(Task 3.1.1)
- Integrating the Gender Perspective in Research: Seminars Program. All researchers delivering a scientific seminar are requested to include a slide explaining how they incorporate the gender perspective into their research, as a way of fostering mutual learning (Task 4.1.2)
- Update of the Protocol for the Prevention of Workplace Harassment, Sexual Harassment, and Harassment Based on Sex, Sexual Orientation, Gender Identity and/or Gender Expression (Task 5.2)
- Training on the harassment protocol: 06/11 (Confidential Advisory Service) and 21/11 (entire center), and preparation of a leaflet summarizing the protocol (Task 5.1.1 and Task 5.1.3)
- Psychosocial Risk Assessment: survey launched on 01/07/2025. Results presented to the entire center on 28/10/2025. In November 2025, Phase II was initiated with the development of the Psychological Well-being Plan(Task 5.1.2)

Promotion of LGTBIQ+ Inclusion

For the second consecutive year, CIC biomaGUNE has celebrated Pride Day during the Centre's summer picnic, fostering visibility and engagement in a relaxed and inclusive environment.

In 2025, we also launched an internal awareness campaign by distributing Centre lanyards featuring the LGTBIQ+ flag colors as a symbol of respect and acceptance of sexual and gender diversity. These initiatives aim to promote a safe, diverse, and welcoming workplace, reinforcing our commitment to equality and non-discrimination in all forms.



CIC biomaGUNE GENDER&DIVERSITY EQUALITY COMMITTEE

Feel free to reach out to us with any inquiries or suggestions at

Our Gender Equality Committee is dedicated to **promoting gender equality and fostering an inclusive environment.**

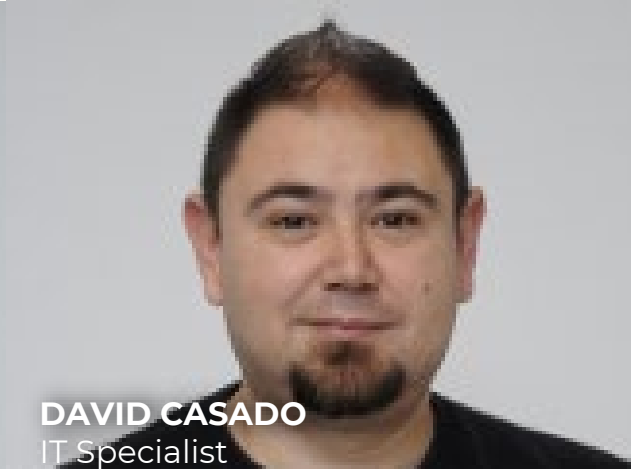
This working group is in charge of monitoring and executing the activities of the Plan.



equalitymembers@cicbiomagune.es



ANE RUIZ DE ANGULO
R&D Specialist



DAVID CASADO
IT Specialist



FERNANDO LÓPEZ
Principal Investigator



DANIEL PADRO
Platform Manager



IRANTZU LLARENA
Platform Manager



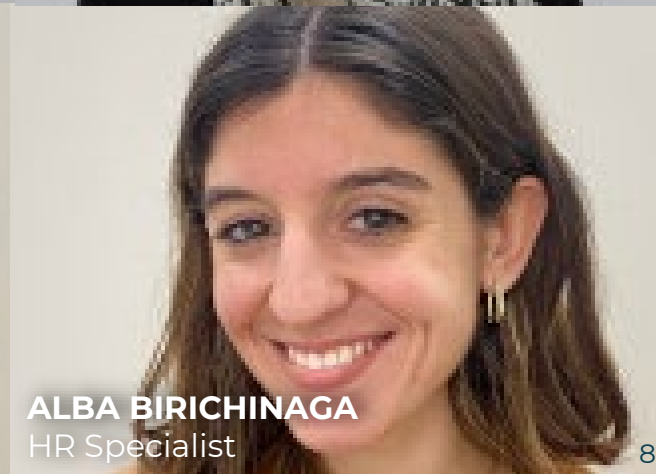
ZURIÑE BAZ
Technician



JONATHAN LEÓN
Postdoctoral Researcher



ALEJANDRO FÁBREGAS
PhD Student



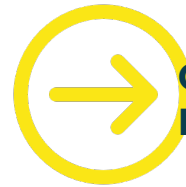
ALBA BIRICHINAGA
HR Specialist

PERSONNEL DISTRIBUTION

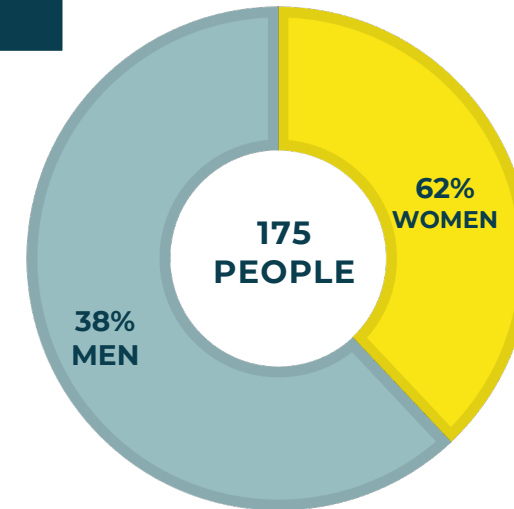
The average number of CIC biomaGUNE **staff in 2025 in FTE*** was **175.23**, with a fairly even distribution, women (62%) and men (38%).

Proactive effort to attract female senior researchers as potential Principal Investigator (PI) candidates.

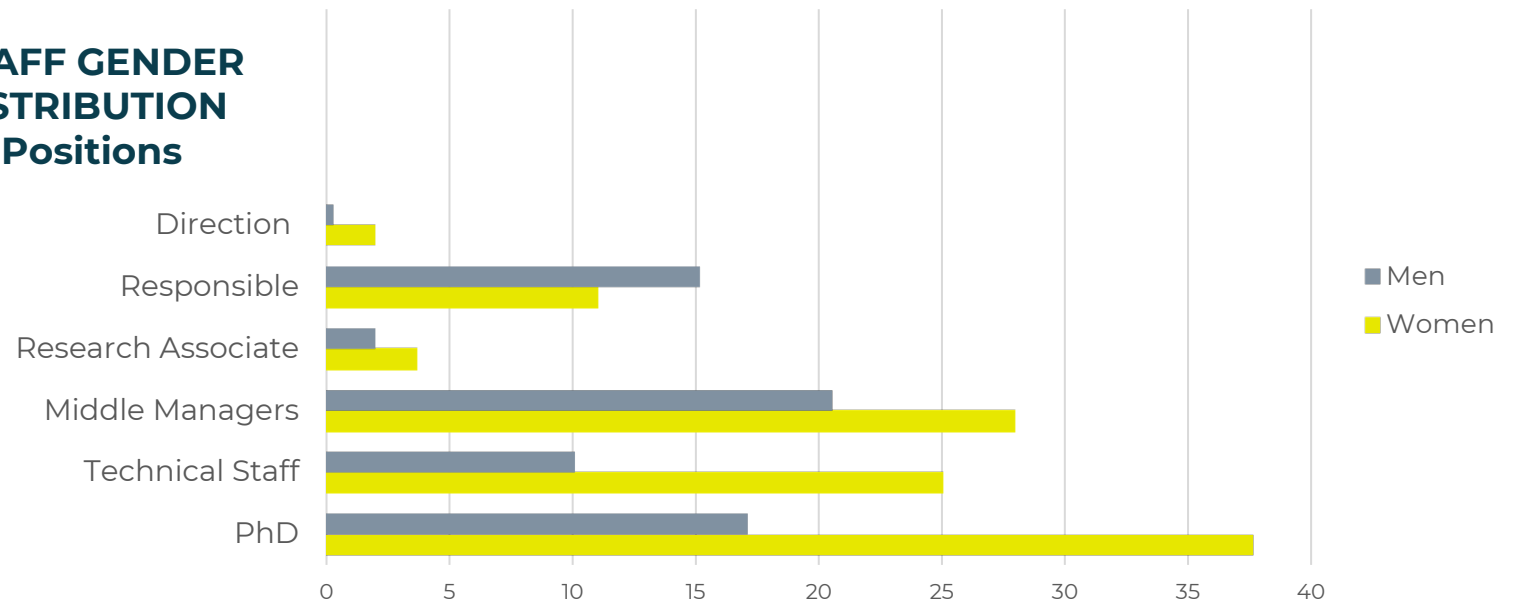
**Full-Time Equivalent, a measure that represents a full-time workload by converting employees' hours into full-time positions.*



GENDER DISTRIBUTION



STAFF GENDER DISTRIBUTION by Positions



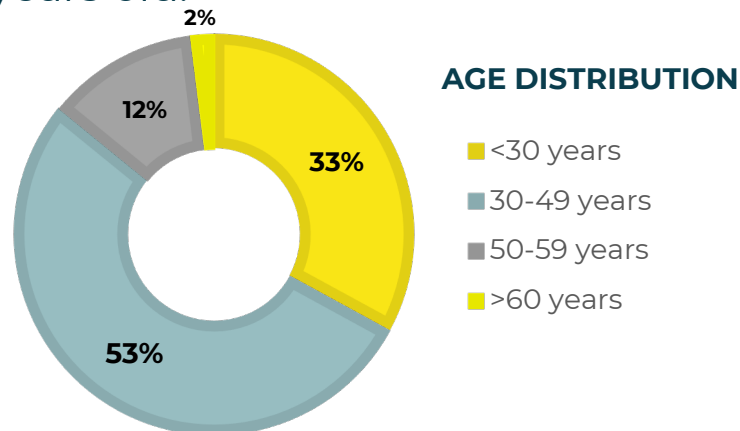
**Master's and summer students have not been included.*

PERSONNEL ANALYSIS AGE

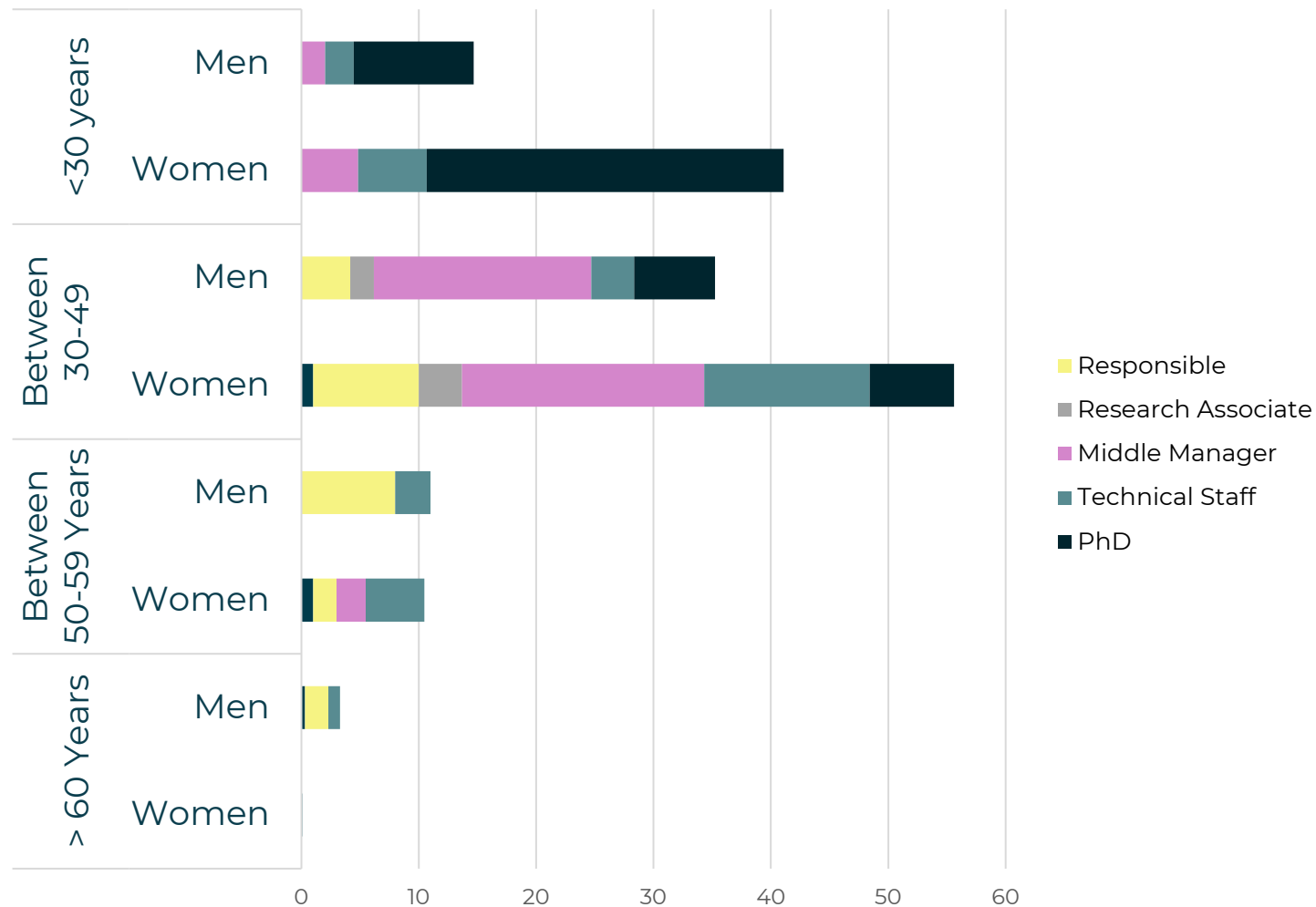
The **average age** of CIC biomaGUNE staff is **36 years** and 86% are under 50 years of age.

Both women and men are primarily in the **30-49 age range**, representing **53%** of employees.

33% of the employees are under 30 years old.



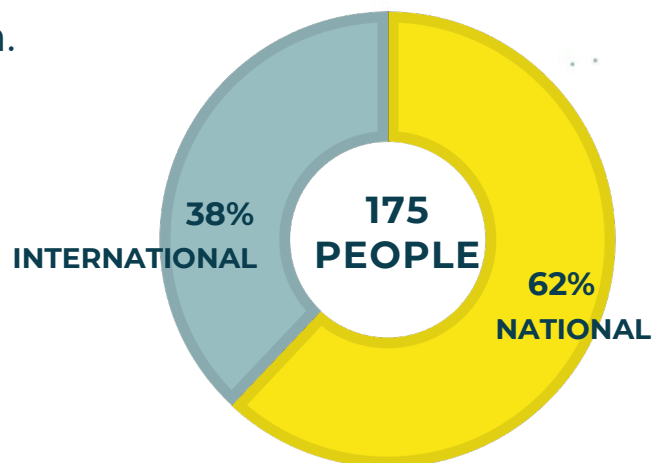
AGE DISTRIBUTION BETWEEN CATEGORIES



*Master's and summer students have not been included.

STAFF DIVERSITY

CIC biomaGUNE is a **multicultural organization**, people from more than **27 different countries** work here **38%** of employees were born outside Spain.



Albania
Argentina
Austria
Bolivia
China
Colombia
Costa Rica
Cuba
Czech Republic
Denmark
Ecuador
Germany
Greece
France
India
Irish
Italy
Líbano
Lithuania
México
Perú
Philippines
Portugal
Russia
Spain
Thailand
Ukraine
Uruguay
USA
Vietnam
Yemen

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.

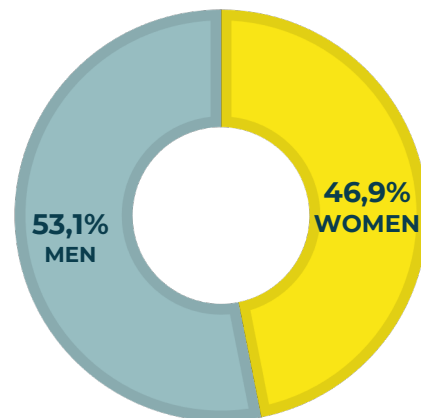
58 people joined

CIC biomaGUNE in 2025, 32 women (55%) and 26 men (45%).

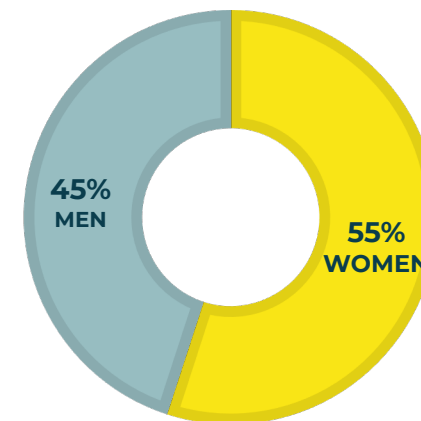
48 people left the Center in 2025, 31 women and 17 men.

67% of departures were due to the *end of their contract* whereas **33%** left on a *voluntary resignation*.

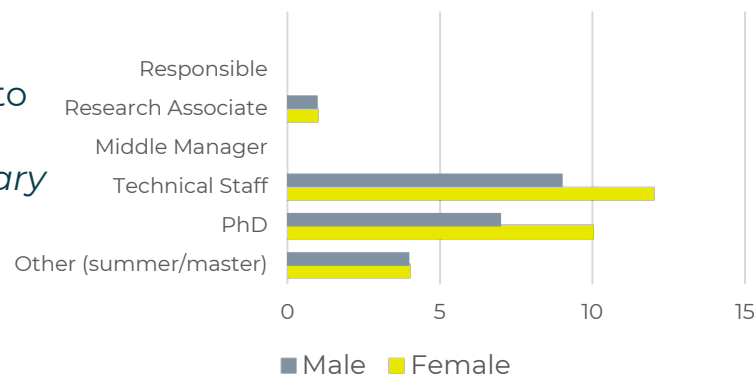
Applicants to Selection Processes



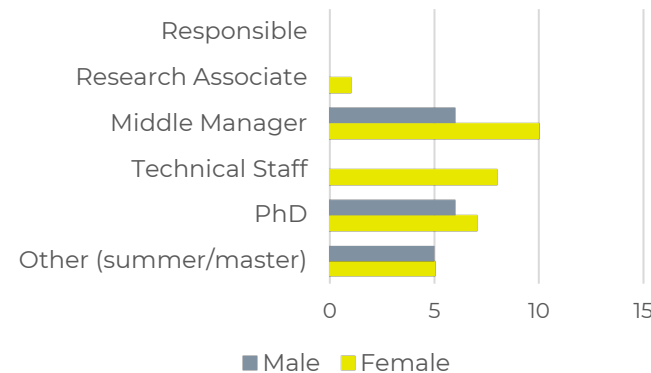
Hired Candidates



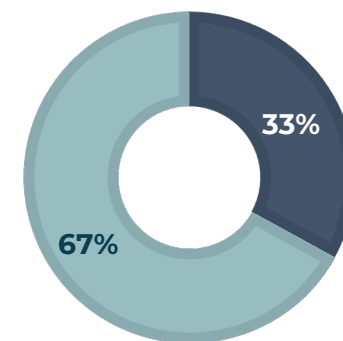
ARRIVALS



DEPARTURES



Reasons for Departure



■ Voluntary Resignation
■ End of Contract

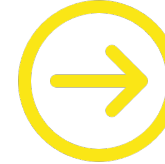
WORK-LIFE BALANCE

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**, avoiding the consequent damage of a loss of income.

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

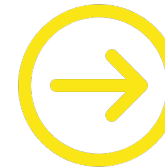
Maternity & Paternity
Leave



- 2 men
- 3 women

5 EMPLOYEES

Reduction for legal
guardianship



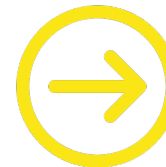
- Two women started benefiting from a reduction, one only for a short time.

START

END

- One woman's reduction ended in 2025.

Parental Leave



There have been no requests.

**TRAINING & CAREER
DEVELOPMENT**

CIC biomaGUNE considers training an added value for both the Center and the society, since it contributes to the development of qualified professionals to carry out activities in the development of biosciences at any level: academic, business, etc.

**Internal
Seminar
Attendance**



**62% Women
38% Men**

**Publication 1st
Authorship**



**58% Women
42% Men**

**External
Training
Attendance**



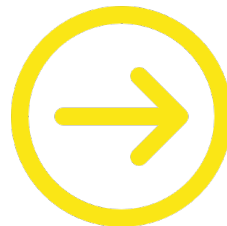
**65% Women
35% Men**

**Research Stays
& Internships**



**60% Women
40% Men**

**Invited
Speakers**



**42% Women
58% Men**

 **44** /year
**Internal Training
Events**

 **216**
Oral & Posters

OUTREACH

CIC biomaGUNE has a strong commitment to scientific dissemination, the promotion of STEAM careers and citizen science.

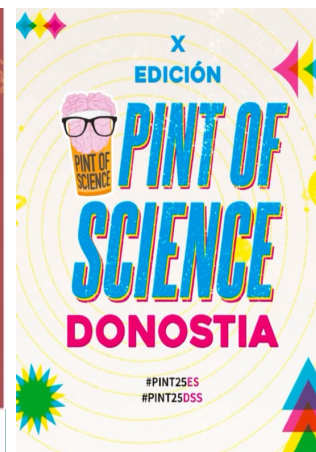
Our aim is to promote scientific culture, to make the role of women in science more visible and to make science more accessible to everyone.

In 2025 we organized and participated in **25 outreach activities.**



**TOP TEAM IN
EMAKUMEAK ZIENTZIAN !!!**

THANKS ♥ ESKERRIK ASKO ♥ GRACIAS



FEBRUARY

**EMAKUMEAK
ZIENTZIAN**

APRIL

**BIOPHYZZA
CONNECTION**

MAY

**PINT
OF SCIENCE**

OCTOBER

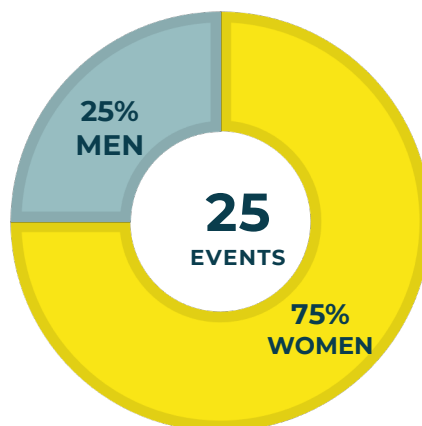
INSPIRA BIZITZAK

ANNUAL

**INSPIRA STEAM
Science _Technology
Engineering_Art_Maths**

ANNUAL

**SCHOOL
VISITS**





2025 EQUALITY REPORT

CIC biomaGUNE
MEMBER OF BASQUE RESEARCH
& TECHNOLOGY ALLIANCE



EXCELLENCE IN RESEARCH