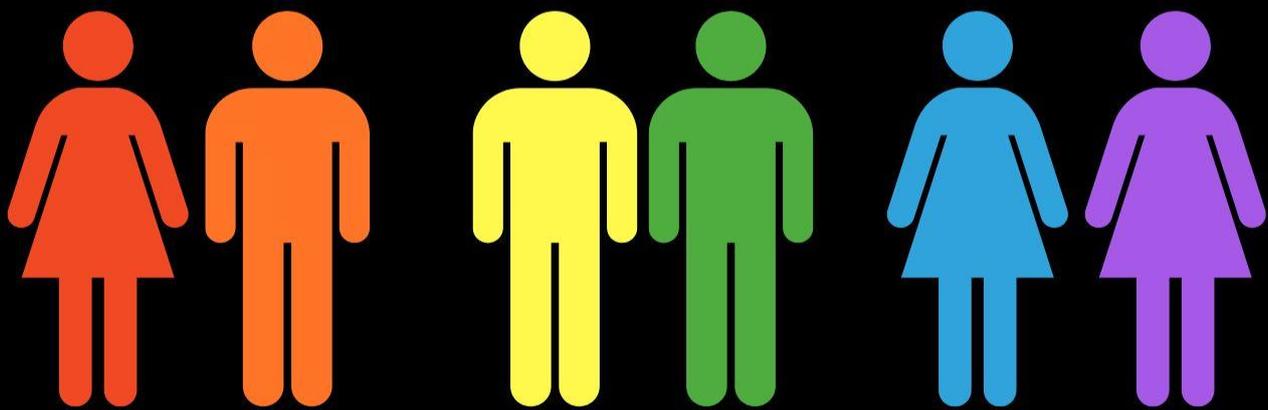


II GENDER EQUALITY PLAN 2021-2025



CIEMAT GENDER EQUALITY UNIT
MINISTRY OF SCIENCE AND INNOVATION



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1 INTRODUCTION

1.1 ¿WHAT IS THE EQUALITY PLAN II?

The **2nd GENDER EQUALITY PLAN: 2021-2025** constitutes the fundamental instrument of the Centre of Energy, Environmental and Technological Research (CIEMAT) to contribute to achieving gender balance in the Spanish Science, Technology and Innovation System (SECTI), eliminating gender barriers and furthering excellence through the transversal inclusion of analysis by sex and gender in basic and applied research.

CIEMAT's gender equality actions are framed within the 2nd Plan for Equality between Women and Men in the General State Administration and its Public Bodies and include the collaboration and coordination of initiatives to increase the visibility and recognition of the scientific and technical activities of women.

1.2 THE STRATEGIC OBJECTIVES AND PILLARS OF THE 2nd EQUALITY PLAN

The general objectives include:

- To foster gender equality in the incorporation and attraction of research and technical R&D staff.
- To promote a balanced presence of women and men.
- To foster training, information and awareness of gender equality.
- To promote the inclusion of the gender perspective in science, technology and innovation.
- To support work-life balance and co-responsibility
- To drive the scientific leadership of women

These goals established by CIEMAT are across four strategic pillars of action. Each pillar contains specific objectives and measures to achieve them.

- Pillar 1: Equality of access to public employment and professional careers. Integration of intersectionality
- Pillar 2: Awareness raising, training and education on gender equality.

- Pillar 3: Working hours, co-responsibility and work-life balance measures.
- Pillar 4: Visibility of women in science, fostering the scientific vocation and equality promotion initiatives.

1.3 WHO IS THE 2nd EQUALITY PLAN AIMED AT?

The 2nd Gender Equality Plan: 2021-2025 is applicable across CIEMAT to the entire organisation and all staff.

1.4 TERM OF APPLICATION THE EQUALITY PLAN II

The term of the Equality Plan II will be four years, from signing up to 2025, remaining in force until a new plan is approved.

2 EQUALITY AND TRANSVERSALITY OF GENDER AS A PRIORITY OF R&D&I POLICIES IN THE EU AND IN SPAIN

2.1 ROADMAP OF THE EUROPEAN RESEARCH AREA (ERA) 2016-2020. PRIORITY 4.

European R&D&I policies are linked to the construction and consolidation of the European Research Area which is conceived as a space without barriers to the circulation of researchers, knowledge and technology. Through the ERA, the European Union and its Member States bolster their scientific and technological base, their competitiveness and their capacity to collectively tackle the challenges facing society.

With the goal of the openness and connection between the research systems of the EU in mind, the renewed agenda of the ERA is focussed on five priorities. ***The fourth priority is to reach gender equality and gender inclusion in research content to end the waste of talent, to diversify points of view and approaches in research and to foster excellence.***

In the conclusions of the European Council in February 2014 on the ERA Progress Report, Member States were called upon to draft a roadmap, at European level, for the purpose of facilitating the bolstering of initiatives undertaken by Member States.



The **ERA Roadmap 2016-2020** includes a set of actions and measures considered of greater impact in relation to the priorities (Figure 1), which include driving gender equality and the gender dimension in research. To do that, Member States must develop gender equality policies in research centres and conduct systematic monitoring of their effectiveness, adjusting the measures where necessary. *For their part, research centres must review and improve their gender equality policies in research and guarantee their implementation, paying particular attention to areas where women are under-represented, such as high-ranking positions and research management.*

2.2 THE SPANISH NATIONAL ERA ROADMAP FOR GENDER EQUALITY IN R&D&I

Spain has supported the creation of the ERA from the very outset. This commitment is reflected in the early inclusion of objectives and measures for the construction of the ERA in Law 14/2011 on Science, Technology and Innovation, which provides for the adoption of measures from a gender perspective in the composition of bodies, councils and committees and in the evaluation and selection bodies of the SECTI, including the adoption of quality plan research on the part of public bodies (13th Additional Provision).

The principle objectives of the Spanish National ERA Roadmap for Gender Equality In R&D&I are:

- To update and include new criteria on gender analysis in research, in the monitoring of projects and other actions, as well as the drafting of informative materials for adequate ex ante and ex post evaluation of said analysis.
- To foster, through calls for different kinds of science promotion actions, the presence and visibility of female scientists and tech experts to promote female role models to foster the scientific vocation among girls and young women.
- To design and commission a training plan across the two sides of gender equality in R&D&I, aimed at senior and middle management of public research centres, extended to all staff.
- To improve monitoring, measurement, indicators and accountability for gender equality actions and results.

3 BACKGROUND: THE CIEMAT GENDER EQUALITY PLAN

The CIEMAT Gender Equality Plan, approved by the Directorate General on 7 November 2013, marked a before and after in transversal inclusion of the principle of equality between women and men in each and every sphere in which the body carries out activity, in the design and implementation of internal policy, in human resources management, in budget preparation and in all processes that structure scientific and technical research.

CIEMAT made all the human and economic resources necessary for the implementation of the measures and actions provided for in the plan available, with the aim of guaranteeing the objectives established in relation to equality.

3.1 STRATEGIC AREAS OF ACTION

The CIEMAT Equality Plan integrates three areas of strategic action.

The three strategic areas were defined in light of the results obtained in the diagnosis of the situation and specific objectives were incorporated for each of the areas and translated into specific actions.



3.2 MONITORING OF THE CIEMAT GENDER EQUALITY PLAN

During the term of the first CIEMAT equality plan, the following measures and actions were carried out to reach the objectives set:

Strategic Area 1: Apply and improve the General State Administration Equality Plan in CIEMAT

Objective 1.1: Guarantee real and effective equality between women and men in CIEMAT through compliance with the national equality legislation

CIEMAT has guaranteed compliance with Spanish national equality legislation. The measures and actions have been carried out in line with the 2nd Plan for Equality between Women and Men in the General State Administration and its Public Bodies.

Objective 1.2: "Introduce improvements to work-life balance"

During the term of the first plan, management processes were undertaken to open a

childcare service with Complutense University.

Work-life balance measures have been developed, such as the approval of a package of hours.

CIEMAT's social action plan includes assistance for dependency costs (relatives of first degree) assistance for holiday period costs (children's camps), assistance for victims of gender-based violence, assistance for disability costs for children and/or partners and assistance for early childhood education.

Breastfeeding room available since 2018

Objective 1.3: Monitoring and summary of the sexual and gender-based harassment protocol

Approval of protocol for procedure against gender-based harassment . On 15 February 2012, the Health and Safety Committee approved a protocol for action against sexual and gender-based harassment. This protocol is CIEMAT's adaptation of the sexual and sex-based harassment protocol of the General State Administration and public bodies.

Link to protocol:

<https://intranet.ciemat.es/ICIEMATportal/portal.do?TR=A&IDR=1&identificador=2812>

Objective 1.4: To correct inequality of language

Approval of a guide for the use of non-sexist language: Approved in June 2018 and accessible through the equality portal

Document of the “Nombra” Women’s Institute: accessible through the equality portal

Objective 1.5: Establish communication policies to apply and improve the Equality Plan of the General State Administration in CIEMAT by intranet/email.

Equality bulletins project; the project was launched in 2019 and consists of informing, educating and raising awareness of equality of opportunity for all staff at CIEMAT by mailing short bulletins including basic concepts and key data on equality, presented in a dynamic, visual and simple manner by email to all CIEMAT staff at least once a month. Some of the bulletins sent were:



Making the Equality Portal more dynamic: Through the daily updating of the website, including links of interest with institutions and bodies, and the publication of latest news in relation to issues of equality.



Equality Working Group

Equality Portal welcome message

Strategic Area 2: Bolster gender equality in research

Objective 2.1: Training on equality for the elimination of bias in research.

The CIEMAT training school has delivered training aimed at all staff to raise awareness of equality of opportunity, and training on the gender and equality perspective to ensure researchers do not fall into the trap of sexist bias.

Objective 2.2: Dissemination and study of data on gender equality in research.

Statistical data has been gathered periodically and updated for the purposes of monitoring the plan, allowing for the design of new measures in the second plan which will allow us to improve the key gender indicators.

Objective 2.7: Promoting female scientists.

Women in Science days: With this project, the professional careers and the achievements of women scientists, researchers and tech experts who work at CIEMAT are made more visible. Women who develop professional careers in CIEMAT and their technical, scientific and research projects in the departments of energy, environment, technology, basic research, the sub-directorate general of security and improvement of facilities, the sub-directorate general of institutional relations and knowledge transfer and the National Fusion Laboratory. A total of 7 events were held between March 2019 and January 2020.

Celebration of International Day of Women and Girls in Science (11 February 2020)

Strategic Area 3: Management bodies and driving the equality plan.

Creation of the equality commission, by Resolution of the Director General of 26 October 2016, delivering gender actions prior to the creation of the Equality Working Group and the Gender Unit.

Creation of the Equality Working Group by Resolution of the Director General of 20 December 2019 and approval of its organisation rules and functioning.

The aims and objectives of the Working Group consist of providing advice, support and monitoring to the Equality Unit for tasks on the effective implementation of the principle of equality between women and men in the areas under CIEMAT's remit.

Link to resolution:

<http://igualdad.ciemat.es/documents/324564/2332315/Resoluci%C3%B3n+de+Creaci%C3%B3n+de+Grupo+de+Trabajo+de+la+Unidad+de+Igualdad.pdf/4a523b92-2c69-4468-8cce-9867f54d83a7>

Creation of equality portal on the CIEMAT intranet. <http://igualdad.ciemat.es/>

Hiring of temporary staff for the development of equality projects.

Creation of the Equality Unit  by Resolution of the Director General of September 2019. Its functions are:

- To gather statistical data on issues relating to equality and to advise in relation to drafting and the publication of reports encompassing said information.
- To draft studies for the purpose of promoting equality between women and men.
- To advise the competent bodies on the drafting of the report on the impact of gender.
- To foster, through proposals for training actions, staff knowledge of the scope and significance of the principle of equality, and monitoring and evaluation of that knowledge, and the development of an internal communication strategy.
- To ensure compliance with Organic Law 3/2007 of 22 March, and the effective application of the principle of equality.
- To provide specialised administrative support for the exercise of functions referred to in Article 77 of Organic Law 3/2007, of 22 March, relating to the effective application of the principle of equality of opportunity between women and men.
- To advise and propose, in the respective spheres, the actions and initiatives, including training, which foster the application of the principle of equality of opportunity between women and men.
- To advise and coordinate the drafting, monitoring and assessment of the Plans for Equality between Women and Men of the General State Administration.
- To draft the diagnoses, proposals and reports necessary and arising from the agreements adopted by the Technical Equality Commission, required by the Directorate General of the Civil Service.
- Coordinate the gathering of information for the drafting, monitoring and assessment of the Centre's master plans and strategic plans on equality.
- Gather information on the implementation of the protocol against sexual and sex-based harassment, and develop actions assigned in the protocol.

- Channel and evaluate the communications received from staff in relation to equality.
- Perform other advisory, information and monitoring functions assigned in relation to the principle of equality of treatment and opportunity in general.
- Collaborate for the incorporation of non-sexist language.
- Draft an annual report on public equality policies carried out at the body and on actions developed by the Equality Unit.
- Drafting of 2nd CIEMAT Equality Plan, monitoring and assessment.
- Organise actions and activities to provide greater visibility for women researchers and tech experts, and, in relation to identity, sexual orientation and gender, and the LGBTIQA+ community.
- Coordinate actions for the visibility of female researchers and tech experts and the LGBTIQA+ community with the Ministry of Science, Innovation and Universities with other public research bodies and with national and international centres.
- Draft and put forward proposals on formats and content relating to equality on the CIEMAT Equality Portal.
- As well as all of those functions assigned to the management of the organisation in relation to gender equality.

Link to resolution:

http://igualdad.ciemat.es/documents/324564/511980/Resoluci%C3%B3n+de+Creaci%C3%B3n+de+la+Unidad+de+Igualdad-Version+final.pdf_firmado.pdf/825cbb73-623e-46d7-8bfa-72623081a86b

Gender Equality Working Group of the María de Maeztu CIEMAT Particle Physics Excellence Unit.

The objective of this group is to establish the necessary actions to reduce the gender gap and remedy the under-representation of women in decision-making bodies. To achieve these goals, this working group works on identifying obstacles and establishing clear objectives and suggesting measures to overcome them.

Activities carried out by this working group:

- Women and Girls in Science Days, along with the Dissemination group
- Celebration of International Day of Women and Girls in Science since 2017
- “Turning Point” Workshop How to correct the gender imbalance in everyday life. (13 September 2018)

Participation of CIEMAT in initiatives for the promotion of equality

Support for the development and leadership project for women in science, which has the aim of empowering women to lead research groups, which will contribute to

increasing the quantity and quality of scientific production by female researchers in Spain. Signing a letter of adhesion and interest for the project on 28 May 2019.

Men for Women in Science. The Director General of CIEMAT was chosen, in November 2019, to enter the “*Men for Women in Science*” scientists’ league, an initiative conceived as a way of actively involving men in the fulfilment of the objective of joining forces and pooling support to accelerate equality in the scientific sphere. This initiative is integrated within the L’Oréal UNESCO “For Women in Science” programme, which has been running for more than 20 years to recognise and promote the work of female scientists and foster the vocation among girls and young women. Here, over this time, this work has given visibility to female researchers in Spain, supporting them with their environment and making them role models for future generations.

DóndeEstánEllas Initiative CIEMAT has signed up to the DóndeEstánEllas (WhereAreThey) initiative of the European Parliament in Spain, with the aim of making women visible, on 11 February 2020.

DóndeEstánEllas is an initiative to promote the participation of expert women as speakers at conferences and debates.

4 THE 2nd GENDER EQUALITY PLAN: 2021-2025

4.1 METHODOLOGY

The 2nd plan will incorporate a set of measures that guarantee compliance with the new objectives in relation to inequality, established by CIEMAT for the period 2021-2025.

The achievement of the objectives help advance and guarantee effective equality between women and men, reach balanced representation, drive co-responsibility and increase the visibility of women in science.

The methodology consists of obtaining detailed diagnostic data that are especially key to identifying the presence and participation of women in CIEMAT's R&D&I.

4.2 DIAGNOSIS OF THE SITUATION

The figures presented below reflect the presence of women and men in CIEMAT. Having these indicators is essential to be able to drive real equality in the participation of women and men in the Spanish Science, Technology and Innovation System.

CIEMAT has a balanced presence of women and men in terms of civil service staff at 40.8-59.1%, employed staff at 40.4-59.5 and scholarship and training staff 49.4-50.6. These data are encouraging. However, we find the presence of women in senior positions to be lower (figure 7) and even though these figures have improved significantly from the previous plan, it remains necessary to make major progress towards a gender balance in decision-making positions.

Access to employment as civil service staff through the public employment offer of CIEMAT has, for the last number of years, shown a gender balance. However, in the last offer there was greater number of women who had entered CIEMAT as civil service staff.

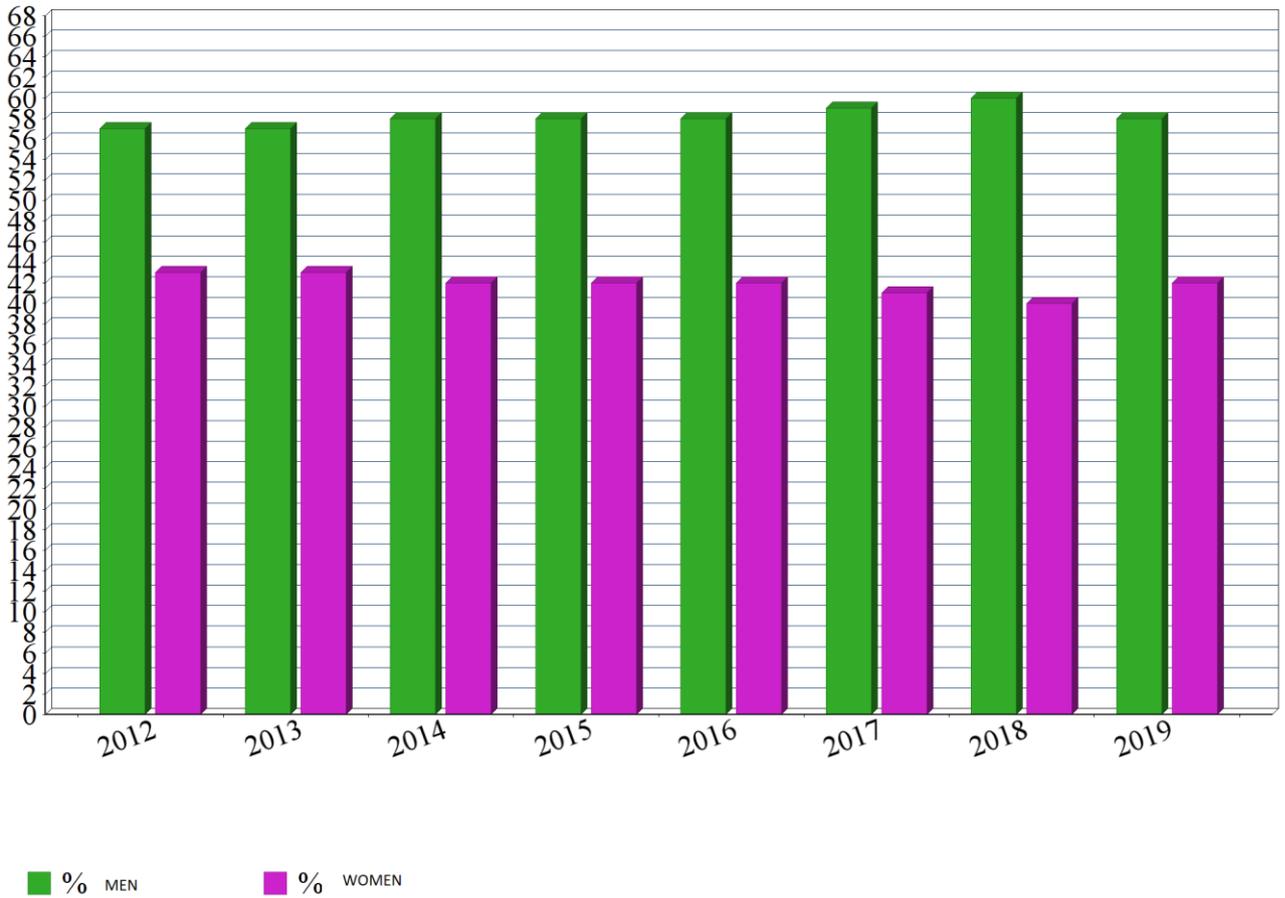
In the case of civil service staff of the Public Research Bodies, with respect to the previous plan, there has been an increase of women assigned to CIEMAT who have accessed those grades.

In the case of access to employment as temporary staff, a balanced situation was noted with respect those admitted, with a higher number of men than women obtaining places.

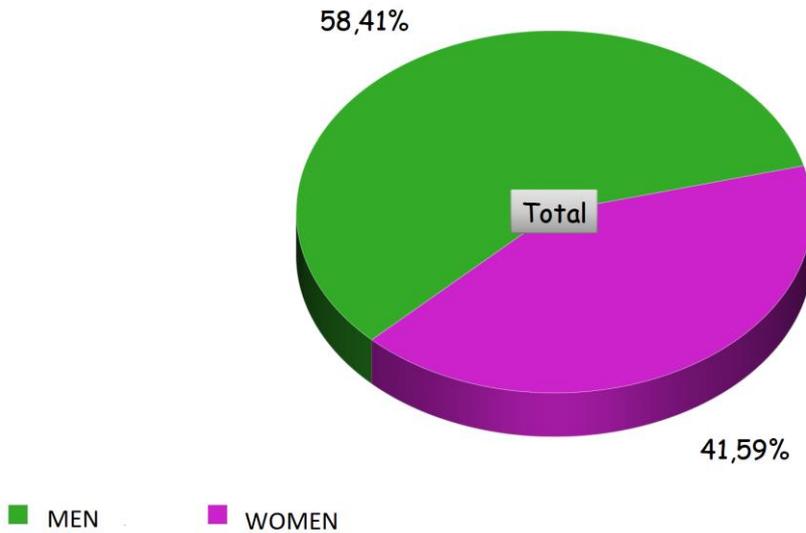
When the presence of women dedicated to R&D as researchers and as support staff, their presence remains lower. On the other hand, in the case of management activity, gender balance has been reached, making it necessary to drive the incorporation and attraction of women researchers and R&D techs in CIEMAT and to foster the scientific vocation among girls and young women.

4.2.1 Figure 1. Percentage of women and men in CIEMAT

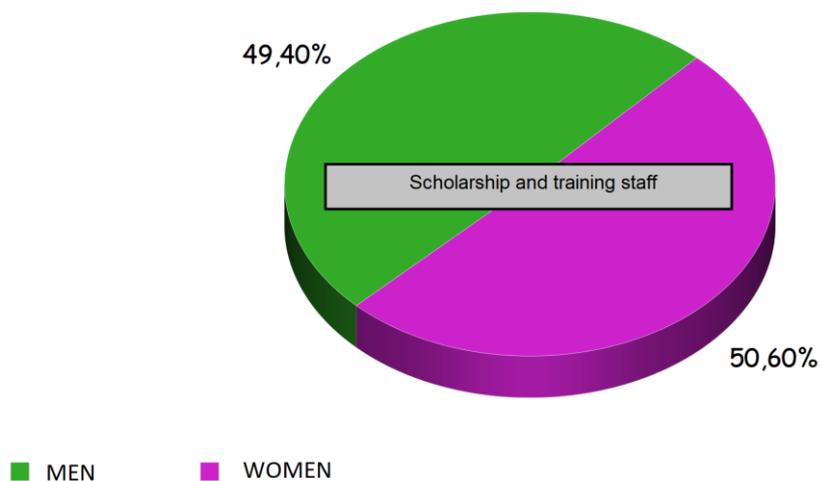
Staff 2012-2019



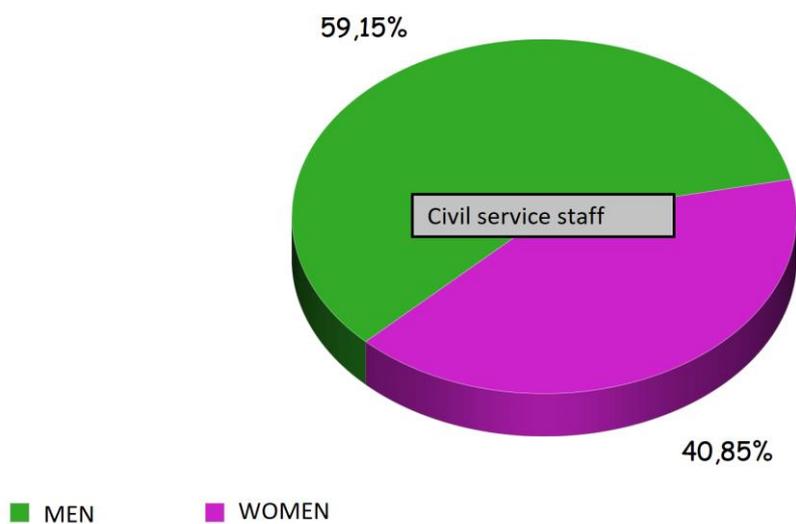
4.2.2 Figure 2. CIEMAT staff by sex (2020)



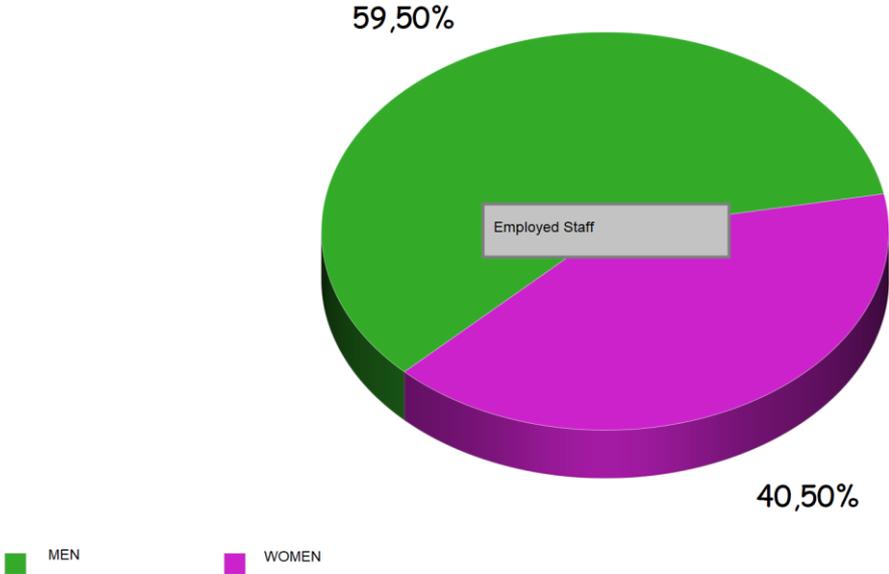
4.2.3 Figure 3. Scholarship and training staff in CIEMAT by sex (2020).



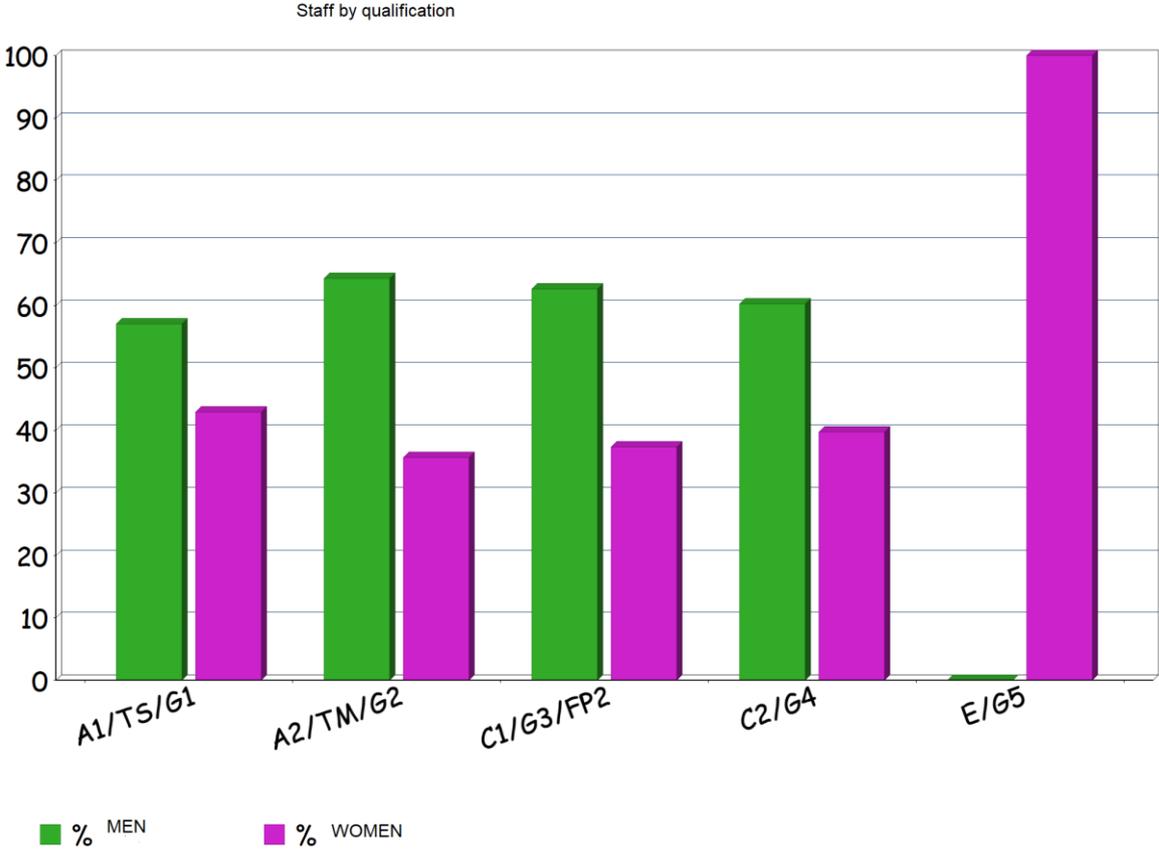
4.2.4 Figure 4. Civil Service staff in CIEMAT by sex (2020)



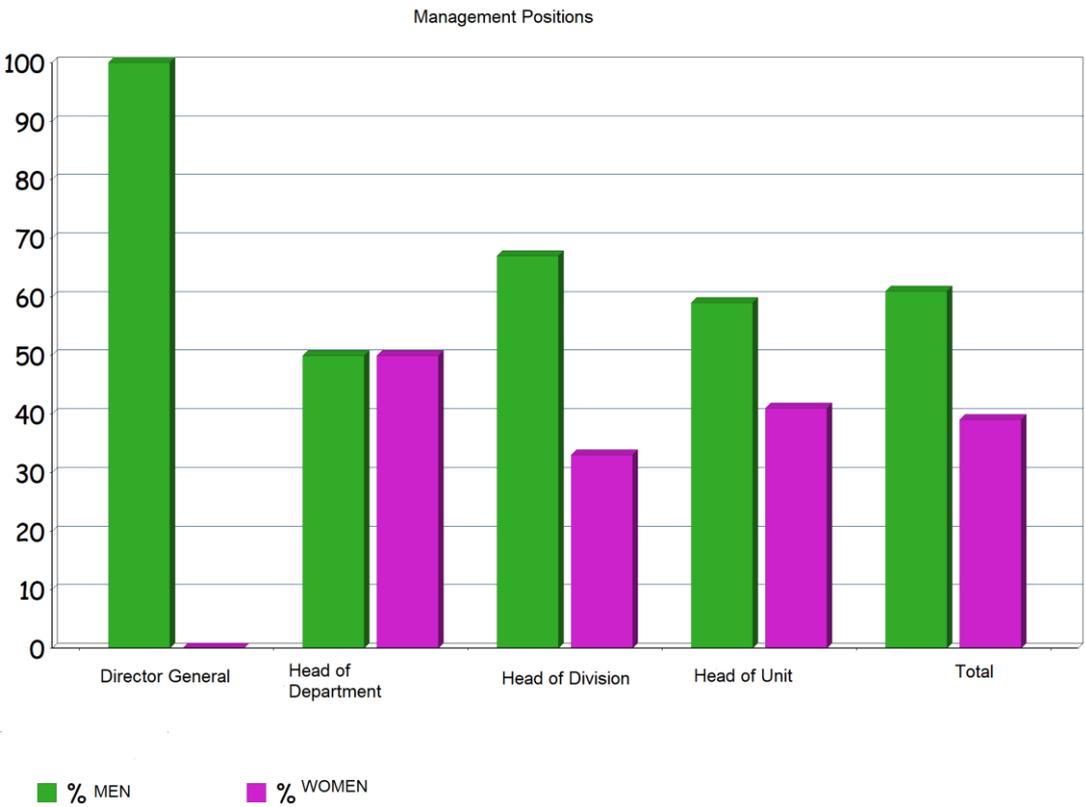
4.2.5 Figure 5. Employed staff in CIEMAT by sex (2020)



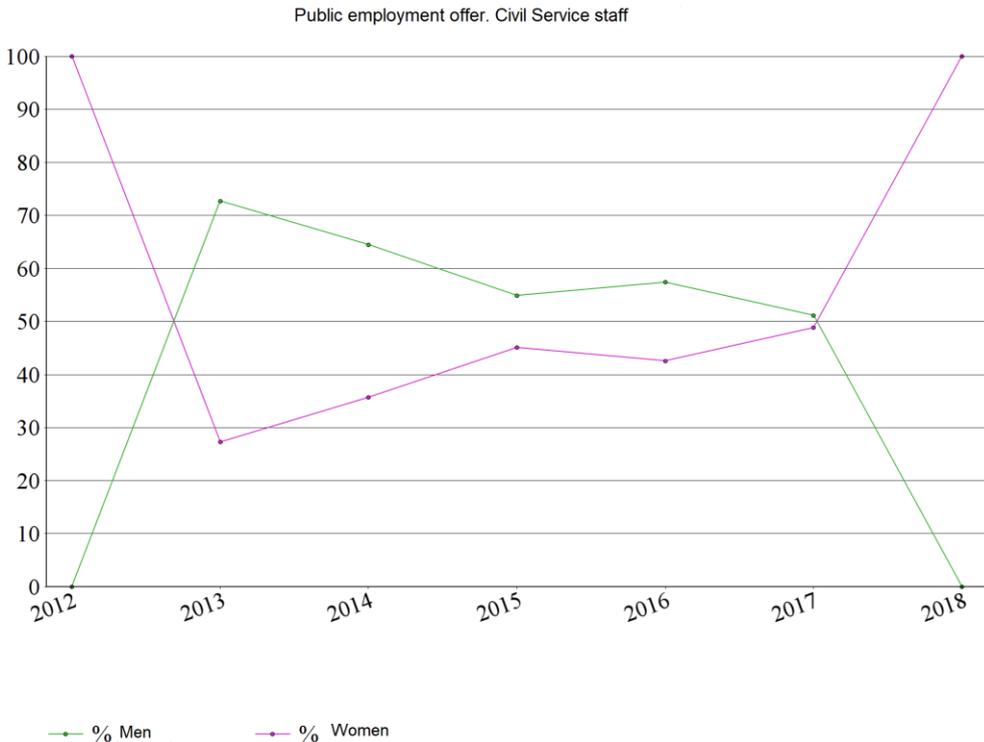
4.2.6 Figure 6. Percentage of women and men by qualification in CIEMAT (2020)



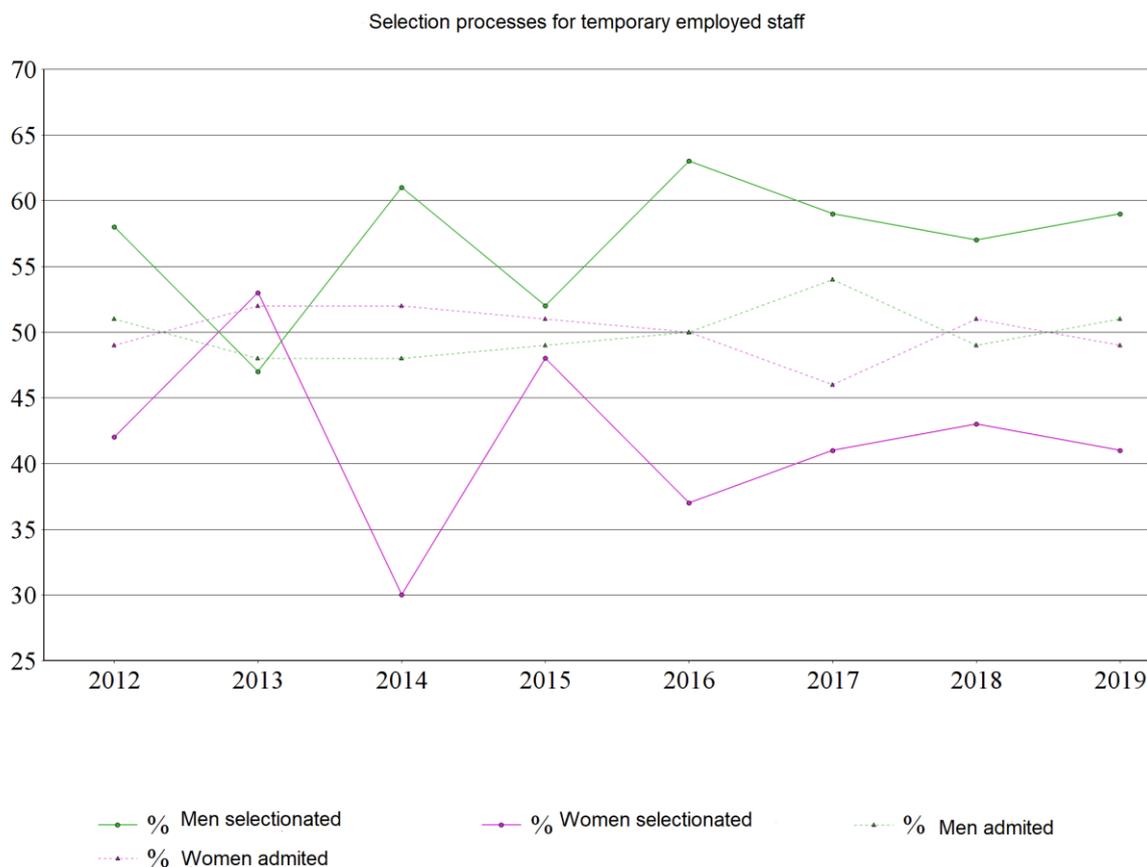
4.2.1 Figure 7. Percentage of women and men in senior management positions in CIEMAT (2020)



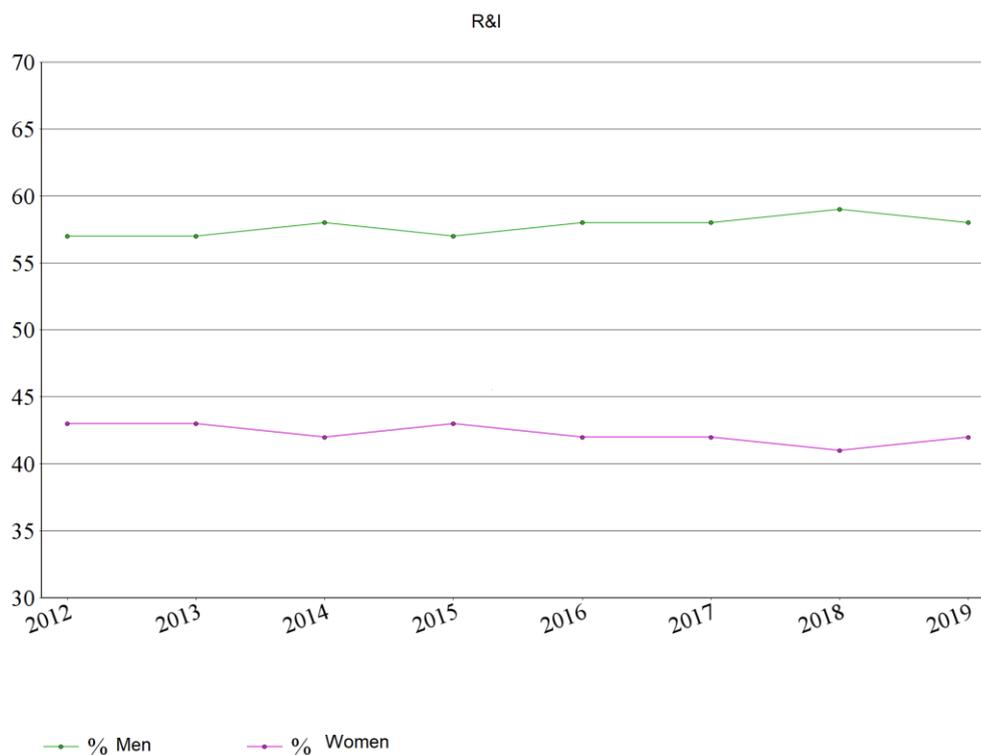
4.2.2 Figure 8. Public employment offer by sex



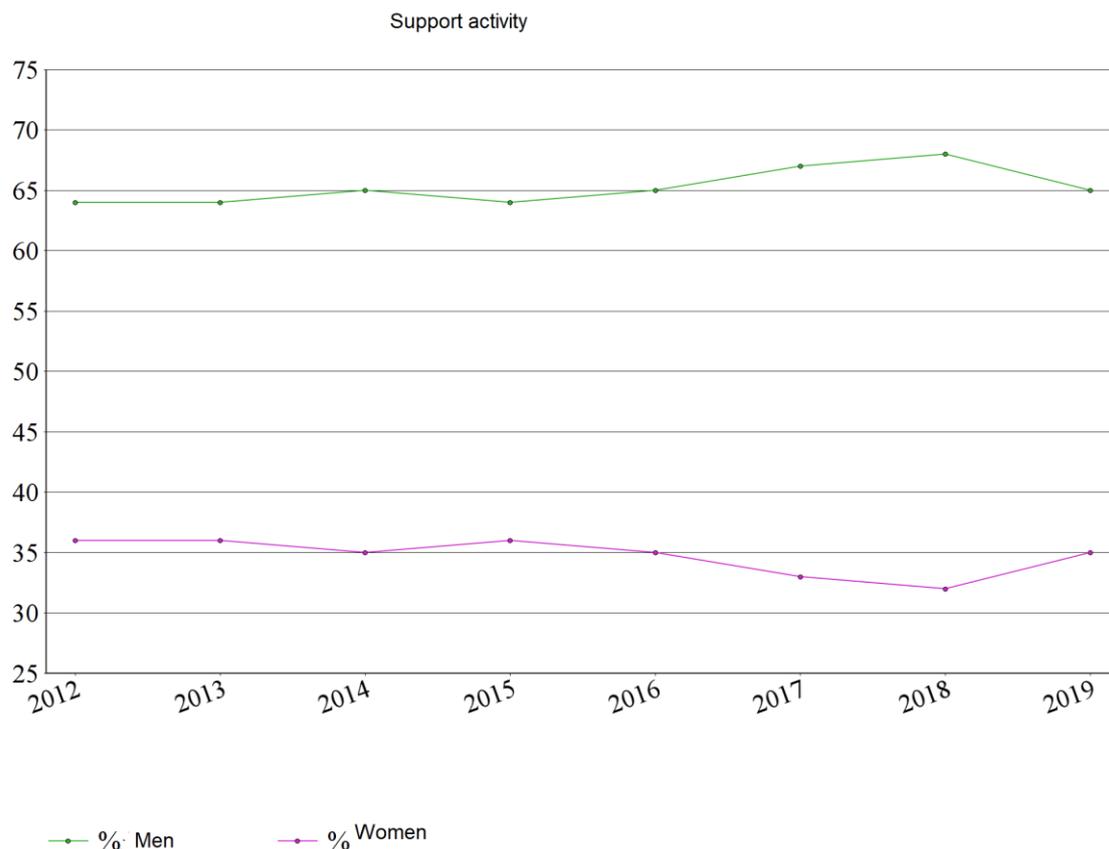
4.2.3 Figure 9. Selection processes for temporary employed staff by selection, admission and sex



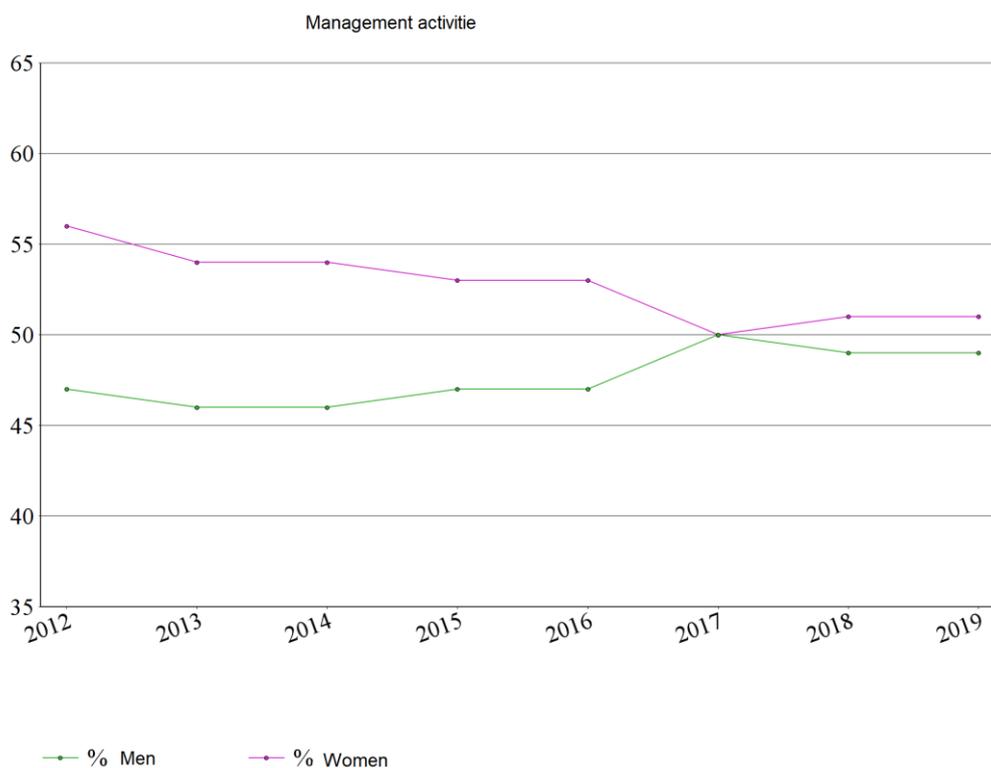
4.2.4 Figure 10. Percentage of women and men in CIEMAT by R&D activity and sex



4.2.5 Figure 11. Percentage of women and men in CIEMAT by R&D support activity and sex



4.2.6 Figure 12. Percentage of women and men in CIEMAT by management activity and sex



4.3 OBJECTIVES OF THE 2nd GENDER EQUALITY PLAN: 2021-2025

The objectives of the Gender Equality Plan 2021-2025 have been defined with the aim of obtaining the highest number of gender indicators, contributing to the eradication and prevention of any form of barrier or gender discrimination in the scientific field, driving and empowering greater visibility of women in science.

4.3.1 OBJECTIVE 1: TO FOSTER GENDER EQUALITY IN THE INCORPORATION AND ATTRACTION OF RESEARCH AND TECHNICAL R&D STAFF.

The incorporation and attraction of research talent under equality of treatment and opportunity is a key aspect for reaching scientific excellence. Eliminating gender bias in employment practices avoids the waste of talent and ensures that women have the same career opportunities as men.

4.3.2 OBJECTIVE 2: TO PROMOTE A BALANCED PRESENCE OF WOMEN AND MEN.

A balanced presence of women and men in science and technology is included in the objectives of Law 14/2011 on Science, Technology and Innovation. The achievement of this objective requires a focus on the presence of women at the highest levels of scientific careers where their presence is limited.

4.3.3 OBJECTIVE 3: TO DRIVE TRAINING, INFORMATION AND AWARENESS OF GENDER EQUALITY.

Progressive, complete and integrated training and education on equality allows us to ascertain the degree of integration of the principle of equality of treatment and opportunity in all the spheres in which the body conducts its activity. The breakdown of data by sex encourage us to improve the gender indicators.

4.3.4 OBJECTIVE 4: TO PROMOTE THE INCLUSION OF THE GENDER PERSPECTIVE IN SCIENCE, TECHNOLOGY AND INNOVATION.

The inclusion of the gender perspective in science, technology and innovation forms part of the roadmap of the ERA and so it is collected in objective 4. Integrating the gender perspective into R&D&I is an objective of this plan and to achieve it, gender tools are provided with the aim of eliminating gender bias in research.

4.3.5 OBJECTIVE 5: TO SUPPORT WORK-LIFE BALANCE AND CO-RESPONSIBILITY

To achieve real and effective equality between women and men, it is essential to support work-life balance and co-responsibility. So, this equality plan considers measures on this point that are included in the 2nd Equality Plan of the General State Administration and its Public Bodies.

4.3.6 OBJECTIVE 6: TO DRIVE THE SCIENTIFIC LEADERSHIP OF WOMEN

This objective of the Equality Plan is linked to the initiatives to increase the visibility of women and promote a greater presence of women in leadership positions in science, especially in the energy and environment spheres.

5 STRATEGIC PILLARS OF THE 2nd GENDER EQUALITY PLAN: 2021-2025

5.1 PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY

The first pillar, *equality of access to public employment and professional careers and Integration of intersectionality*, includes measures aimed at preventing discrimination on the grounds of sex, sexual orientation, expression or gender identity, in human resources hiring processes in CIEMAT, and ensuring equality of treatment and opportunity in their professional career.

It also covers the integration of intersectionality through the application of good practices for access and career development for the LGBTIQ+ community.

Specific objectives and measures

- **Objective 1.1 Guarantee equality of treatment and opportunity in access to employment.**

Measures:

- Equality will continue to be guaranteed before the panels and selection bodies of calls for selection processes, especially in the appointment to the most representative roles (chair and secretary).
- Inclusion of gender equality materials in programme proposals of the calls for selection processes.
- Avoid the use of discriminatory language in selection processes.

- **Objective 1.2 Guarantee equality of treatment and opportunity in access to employment.**

Measures:

- The equal participation of women and men in research projects and teams.
- Fostering the inclusion of women as candidates in all the proposals of the organisation for expert positions in national and international organisations and expert meetings.
- Fostering the participation of women in seminars, conferences and congresses.
- Completion of the survey aimed at the women of CIEMAT with the aim of establishing the employment and personal situations as workers and, any specific difficulties they have encountered in consolidating their professional career due to the fact they are women.

• **Objective 1.3 Application of LGBTIQ+ best practices.**

Measures:

- The CIEMAT Equality Unit, along with the Equality Working Group provide support and assistance to the LGBTIQ+ community in the workplace.
- Inclusion of discrimination based on gender expression and identity or sexual orientation in the protocol for action against sexual and sex-based harassment in CIEMAT (operating instruction 07).
- Inclusion of a third non-binary gender option in administrative forms.

• **Objective 1.4 Promote a balanced representation in decision-making and representative bodies**

Measures:

- Improve women's access to jobs in those bodies.
- It is recommended to correct the existing inequalities in the departments with under-representation of women among their management and executive positions.
- The evolution of these higher levels will be published in the committees and collegiate bodies of CIEMAT.

5.2 PILLAR 2: AWARENESS RAISING, TRAINING AND EDUCATION ON GENDER EQUALITY.

The second pillar, *Awareness raising, training and education on gender equality*, includes measures to expand training and awareness raising on equality between women and men in accordance with the legal provisions of Article 51.c, Article 60 and Article 61 of Organic Law 3/2007, of 22 March, on effective equality between women and men.

It also provides for the publication of data broken down by sex to foster knowledge of the situations of inequality and contribute to the application of equality policies.

Specific objectives and measures

• **Objective 2.1 Bolster awareness and training actions on gender equality.**

Measures:

- Completion of dissemination and awareness actions aimed at all staff in relation to equality of treatment and opportunity regardless of gender identity and expression and sexual orientation, through workshops and open days, informative posters, website and social media content, best practice manuals, etc.
- A compulsory course on awareness and sensitivity will be proposed for all incoming CIEMAT staff, in an online format and comprising 15 study hours, in order to ensure awareness of equality in accordance with current legislation.

- Training will be provided on gender perspective and equality to ensure there is no sexist bias in research projects and selection process committees.
- **Objective 2.2 Provide information and expand data broken down by sex**
Measures:
 - Data broken down by sex to be published progressively on the equality portal for staff of the centre to consult. These will include data on CIEMAT research projects (IP, research team).
 - Drafting of gender indicators for the evolution and monitoring of the degree of participation of women in the sphere of research through the equality portal.
 - Design and dissemination of gender indicators that see beyond binary gender.

5.3 PILLAR 3: WORKING HOURS, CO-RESPONSIBILITY AND WORK-LIFE BALANCE MEASURES.

In order to foster and promote work-life balance and co-responsibility, the third pillar, *working hours, co-responsibility and work-life balance measures*, aims to advance policies for equality between women and men within CIEMAT beyond the provisions of the consolidated text of the Basic Public Employment Statute (Articles 48 and 49).

Specific objectives and measures

- **Objective 3.1 Foster the implementation of measures that allow for work-life balance and reduce differences between the sexes”.**
Measures:
 - Foster the signing of collective collaboration agreements with private and/or official childcare centres close to the centre.
 - Proposal of an indefinite remote working programme.
 - Within a general framework of flexibility, CIEMAT will study the possibility of offering staff the option of working in a shift system.
- **Objective 3.2 Drive co-responsibility as a strategy to reach full equality.**
 - **Measures:**
 - Training actions will be proposed on the subject of co-responsibility.
 - Co-responsibility campaigns with the aim of preventing imbalances in the enjoyment of work-life balance measures and guaranteeing promotion opportunities.
 - Questionnaire to find out the degree of satisfaction with the work-life balance and co-responsibility measures currently in force, aimed at the staff within the scope of this plan.

5.4 PILLAR 4: VISIBILITY OF WOMEN IN SCIENCE, FOSTERING THE SCIENTIFIC VOCATION AND EQUALITY PROMOTION INITIATIVES.

Although there have been important advances in terms of equality in science, the data show that today, women are still under-represented in certain scientific disciplines, do not have the visibility and recognition they deserve and struggle to reach decision-making positions. For this reason, Pillar 4, *visibility of women in science, fostering the scientific vocation and equality promotion initiatives*, promotes actions to make visible the important role played by women in science and to stimulate scientific and technological vocations and thus correct the gender gap in R&D&I. All this is complemented by CIEMAT's participation in initiatives at regional, national and European level in the promotion of equality, with the ultimate aim of bolstering gender equality policies.

Specific objectives and measures

• Objective 4.1 Increase the visibility of women in science and foster STEM scientific vocations

• Measures:

- The work of CIEMAT's female researchers will be made visible, through the organisation of conferences, talks, round tables, specific dissemination campaigns on the organisation's website, as well as informative leaflets, exhibitions and publications.
- Publication of the appointments of women to senior and management positions at CIEMAT when on the *equality portal in the news section*.
- On the occasion of the celebration of the *International Day of Women and Girls in Science* it will be proposed to host a celebration day including, if possible, the visit a guest speaker with an outstanding track record in favour of equality.
- Posters on key days: *International Day of Women and Girls in Science, International Women's Day, International Day for the Elimination of Violence against Women, etc.*
- Host *scientific workshops for equality*, with the participation of volunteer CIEMAT female researchers and tech experts to promote the scientific vocation, making the work of these women visible so that they become role models for girls and adolescents.

• Objective 4.2: Strengthen equality policies by increasing participation in projects and initiatives to promote equality.

Measures:

- Participation in projects and initiatives at regional, national and European level to carry out innovative actions to increase the presence of women in science.

6 INDICATORS OF RESULTS LINKED TO THE OBJECTIVES OF THE 2nd GENDER EQUALITY PLAN: 2021-2025

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY.
Measure	Equality will continue to be guaranteed before the panels and selection bodies of calls for selection processes, especially in the appointment to the most representative roles (chair and secretary).
Objective	Guarantee equality of treatment and opportunity in access to employment.
Type of measure (cross-cutting or targeted)	Cross-cutting
Competent body	Human Resources Management Area
Monitoring indicator	Number of calls for selective processes with equal number of tribunals
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	Inclusion of gender equality materials in programme proposals of the calls for selection processes.
Objective	Guarantee quality of treatment and opportunity in access to employment.
Type of Measure (cross-cutting or targeted)	Cross-cutting
Competent body	Human Resources Management Area
Monitoring indicator	Number of calls for selective processes that include gender equality issues
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
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Measure	Avoid the use of discriminatory language in selection processes.
Objective	Guarantee equality of treatment and opportunity in access to employment.
Type of measure (cross-cutting or targeted)	Cross-cutting
Competent body	Human Resources Management Area
Monitoring indicator	Number of calls for selective processes with inclusive language
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	The equal participation of women and men in research projects and teams.
Objective	Guarantee equality of treatment and opportunity in access to employment.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Support cabinets
Monitoring indicator	Research projects with equal participation
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	Fostering the inclusion of women as candidates in all the proposals of the organisation for expert positions in national and international organisations and expert meetings.
Objective	Guarantee equality of treatment and opportunity in access to employment.

Type of measure (cross-cutting or targeted)	Specific
Competent body	Scientific-technical departments and sub-directorates general
Monitoring indicator	Number of women proposed as candidates for expert meetings in national and international expert organisations.
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	Fostering the participation of women in seminars, conferences and congresses.
Objective	Guarantee equality of treatment and opportunity in access to employment.
Type of Measure (cross-cutting or targeted)	Specific
Competent body	Scientific-technical departments and sub-directorates general
Monitoring indicator	Number of women who participate in seminars, conferences and congresses.
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	Completion of the survey aimed at the women of CIEMAT with the aim of establishing the employment and personal situations of workers and where applicable the specific difficulties encountered in consolidating their professional career due to the fact they are women.
Objective	Guarantee equality of treatment and opportunity in access to employment.
Type of Measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Equality Working Group
Monitoring indicator	Conducting the survey itself and presenting results

Notes	
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Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	The CIEMAT Equality unit, along with the Equality Working Group provide support and assistance to the LGBTIQ+ community in the workplace.
Objective	Application of LGBTIQ+ best practices.
Type of measure (cross-cutting or targeted)	Cross-cutting
Competent body	Equality Unit
Monitoring indicator	Actions in support of the LGBTIQ+ community.
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	Inclusion of discrimination based on gender expression and identity or sexual orientation in the protocol for action against sexual and sex-based harassment in CIEMAT (operating instruction 07).
Objective	Application of LGBTIQ+ best practices.
Type of measure (cross-cutting or targeted)	Cross-cutting
Competent body	Occupational Risk Prevention Unit and Equal Opportunities Unit
Monitoring indicator	Modification of Operational Instruction 07
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	Inclusion of a third non-binary gender option in administrative forms.

Objective	Application of LGBTIQ+ best practices.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality and Human Resources Unit
Monitoring indicator	Number of forms where the gender box has been filled in
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	Improve women's access to positions in decision making and representative bodies of the organisation.
Objective	Promote a balanced representation in decision-making and representative bodies of the organisation.
Type of measure (cross-cutting or targeted)	Cross-cutting
Competent body	The Directorate General
Monitoring indicator	Number of women in these positions
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	It is recommended to correct the existing inequalities in the departments with under-representation of women among their management and executive positions.
Objective	Promote a balanced representation in decision-making and representative bodies of the organisation.
Type of measure (cross-cutting or targeted)	Specific

Competent body	Scientific-technical departments and sub-directorates general
Monitoring indicator	Number of women managers and project leaders.
Notes	

Pillar:	PILLAR 1: EQUALITY OF ACCESS TO PUBLIC EMPLOYMENT AND PROFESSIONAL CAREERS. INTEGRATION OF INTERSECTIONALITY
Measure	The evolution of these higher levels will be published in the committees and collegiate bodies of CIEMAT.
Objective	Promote a balanced representation in decision-making and representative bodies of the organisation.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit
Monitoring indicator	Publication of the evolution of the higher levels and the committees and collegiate bodies of CIEMAT.
Notes	

Pillar:	PILLAR 2: AWARENESS RAISING, TRAINING AND EDUCATION ON GENDER EQUALITY
Measure	Dissemination and awareness actions aimed at all staff in relation to equality of treatment and opportunity regardless of gender identity and expression and sexual orientation, through workshops and open days, informative poster, website contents and social media, best practice manuals, etc.
Objective	Bolster awareness and training actions on gender equality.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Equality Working Group
Monitoring indicator	Number of dissemination and awareness-raising actions

Notes	
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Pillar:	PILLAR 2: AWARENESS RAISING, TRAINING AND EDUCATION ON GENDER EQUALITY
Measure	A compulsory course on awareness-sensitivity will be proposed for all persons entering CIEMAT, in an online format and comprising 15 study hours, in order to ensure awareness of equality in accordance with current legislation.
Objective	Bolster awareness and training actions on gender equality.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Training Unit
Monitoring indicator	Implementation of the compulsory course
Notes	

Pillar:	PILLAR 2: AWARENESS RAISING, TRAINING AND EDUCATION ON GENDER EQUALITY
Measure	Training will be provided on gender perspective and equality to ensure there is no sexist bias in research projects and selection process committees.
Objective	Bolster awareness and training actions on gender equality.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Training Unit
Monitoring indicator	Training actions carried out on gender and equality issues
Notes	

Pillar:	PILLAR 2: AWARENESS RAISING, TRAINING AND EDUCATION ON GENDER EQUALITY
Measure	Obtain data broken down by sex to be published progressively on the equality portal for staff of the centre to consult. These will include data on CIEMAT research projects

	(IP, research team).
Objective	Provide information and expand data broken down by sex.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Equality Working Group
Monitoring indicator	Publication of sex-disaggregated data and data related to research projects
Notes	

Pillar:	PILLAR 2: AWARENESS RAISING, TRAINING AND EDUCATION ON GENDER EQUALITY
Measure	Drafting of gender indicators for the evolution and monitoring of the degree of participation of women in the sphere of research through the equality portal.
Objective	Provide information and expand data broken down by sex.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit
Monitoring indicator	Gender indicators published in the Equality Portal
Notes	

Pillar:	PILLAR 2: AWARENESS RAISING, TRAINING AND EDUCATION ON GENDER EQUALITY
Measure	Design and dissemination of gender indicators that see beyond binary gender
Objective	Provide information and expand data broken down by sex.
Type of measure (cross-cutting or targeted)	Specific

Competent body	Equality Unit
Monitoring indicator	Gender indicators that not only that see beyond binary gender
Notes	

Pillar:	PILLAR 3: WORKING HOURS, CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Measure	Foster the signing of collective collaboration agreements with private and/or official childcare centres close to the centre.
Objective	Foster the implementation of measures that allow for work-life balance and reduce differences between the sexes.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Working Group
Monitoring indicator	Signing of a cooperation agreement
Notes	

Pillar:	PILLAR 3: WORKING HOURS, CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Measure	Proposal of an indefinite remote working programme.
Objective	Foster the implementation of measures that allow for work-life balance and reduce differences between the sexes.
Type of measure (cross-cutting or targeted)	Cross-cutting
Competent body	Staff Unit
Monitoring indicator	Implementation of the remote working programme
Notes	

Pillar:	PILLAR 3: WORKING HOURS, CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Measure	Within a general framework of flexibility, CIEMAT will study the possibility of offering staff the option of working in a s shift system.
Objective	Foster the implementation of measures that allow for work-life balance and reduce differences between the sexes.
Type of measure (cross-cutting or targeted)	Specific
Competent body	The Directorate General
Monitoring indicator	Study of a shift work system
Notes	

Pillar:	PILLAR 3: WORKING HOURS, CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Measure	Training actions will be proposed on the subject of co-responsibility.
Objective	Drive co-responsibility as a strategy to reach full equality.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Training Unit
Monitoring indicator	Training actions will be proposed on the subject of co-responsibility
Notes	

Pillar:	PILLAR 3: WORKING HOURS, CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Measure	Completion of co-responsibility campaigns with the aim of preventing imbalances in the enjoyment of work-life balance measures and guaranteeing promotion opportunities.

Objective	Drive co-responsibility as a strategy to reach full equality.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Equality Working Group
Monitoring indicator	Co-responsibility campaigns
Notes	

Pillar:	PILLAR 3: WORKING HOURS, CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Measure	Draft a questionnaire to find out the degree of satisfaction with the work-life balance and co-responsibility measures currently in force, aimed at the staff covered by this plan
Objective	Drive co-responsibility as a strategy to reach full equality.
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Equality Working Group
Monitoring indicator	Questionnaire on satisfaction with work-life balance and co-responsibility measures
Notes	

Pillar:	PILLAR 4: VISIBILITY OF WOMEN IN SCIENCE, FOSTERING THE SCIENTIFIC VOCATION AND EQUALITY PROMOTION INITIATIVES.
Measure	The work of CIEMAT's female researchers will be made visible through conferences, talks, round tables, specific dissemination campaigns on the organisation's website, as well as informative leaflets, exhibitions and publications.
Objective	Increase the visibility of women in science and foster STEM vocations
Type of measure (cross-cutting or targeted)	Specific

Competent body	Equality Unit and Equality Working Group
Monitoring indicator	Number of conferences, talks, round tables, specific dissemination campaigns on the organisation's website, as well as informative brochures, exhibitions and publications
Notes	

Pillar:	PILLAR 4: VISIBILITY OF WOMEN IN SCIENCE, FOSTERING THE SCIENTIFIC VOCATION AND EQUALITY PROMOTION INITIATIVES.
Measure	Publication of the appointments of senior and responsible positions at CIEMAT when they are women on the equality portal in the news section.
Objective	Increasing the visibility of women in science and fostering STEM scientific vocations
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit
Monitoring indicator	Publication of appointments to management and senior positions on the equality portal
Notes	

Pillar:	PILLAR 4: VISIBILITY OF WOMEN IN SCIENCE, FOSTERING THE SCIENTIFIC VOCATION AND EQUALITY PROMOTION INITIATIVES.
Measure	On the occasion of the celebration of International Day of Women and Girls in Science it will be proposed to hold a day that will include, as far as possible, a guest speaker with an outstanding track record in favour of equality.
Objective	Increasing the visibility of women in science and fostering careers in the STEM fields
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit
Monitoring indicator	Day of International Day of Women and Girls in Science
Notes	

Pillar:	PILLAR 4: VISIBILITY OF WOMEN IN SCIENCE, FOSTERING THE SCIENTIFIC VOCATION AND EQUALITY PROMOTION INITIATIVES.
Measure	Posters on key days: International Day of Women and Girls in Science, International Women's Day, International Day for the Elimination of Violence against Women, etc.
Objective	Increasing the visibility of women in science and fostering STEM scientific vocations
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Equality Working Group
Monitoring indicator	Number of posters on key days
Notes	

Pillar:	PILLAR 4: VISIBILITY OF WOMEN IN SCIENCE, FOSTERING THE SCIENTIFIC VOCATION AND EQUALITY PROMOTION INITIATIVES.
Measure	Carry out scientific workshops for equality, with the participation of CIEMAT volunteer female researchers and technologists to promote scientific vocations, making the work of these women visible so that they become a point of reference for girls and adolescents
Objective	Increasing the visibility of women in science and fostering STEM scientific vocations
Type of measure (cross-cutting or targeted)	Specific
Competent body	Equality Unit and Equality Working Group
Monitoring indicator	Number of science for equality workshops
Notes	

Pillar:	PILLAR 4: VISIBILITY OF WOMEN IN SCIENCE, FOSTERING THE SCIENTIFIC VOCATION AND EQUALITY PROMOTION INITIATIVES.
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Measure	Participation in projects and initiatives at regional, national and European level to carry out innovative actions to increase the presence of women in science.
Objective	Strengthen equality policies by increasing participation in projects and initiatives to promote equality.
Type of measure (cross-cutting or targeted)	Specific
Competent body	The Directorate General and Equality Unit
Monitoring indicator	Number of projects and initiatives in which CIEMAT participates
Notes	