

EQUALITY PLAN

2023-2026



**Institut
d'Investigació
Biomèdica
de Girona
Dr. Josep Trueta**



HR EXCELLENCE IN RESEARCH

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1. INTRODUCTION

Equality plans are an arranged set of measures adopted on the basis of a situation diagnosis and aimed at achieving in the company equal treatment and opportunities between women and men, and to eliminate sex-based discrimination. (Art 46 Equality Law.)

The purpose of the diagnosis is to obtain detailed and structured information that can evaluate the differences in equal opportunities between men and women within the company.

It is about using a gender perspective to analyse:

- The characteristics of the company and its organisational structure
- The characteristics and working conditions of the staff
- The professional classification system
- The system of promotion and career development
- Under-representation of women
- Training and recycling processes
- The system of fixed and variable remunerations
- Termination of the employment contract
- Health and safety prevention
- The prevention of sexual and gender-based harassment
- The co-responsible exercise of the rights of personal, family and work life.

The aim of the diagnosis is to **estimate the magnitude of inequalities, disadvantages, difficulties and obstacles existing or that may exist in the company to achieve effective equality**, obtaining the necessary information to design and establish the evaluable measures to be adopted, priority in their adoption and the criteria necessary to evaluate their compliance.

The preparation of the Diagnosis has been carried out **within the Negotiating Commission of the Equality Plan**, and to do this, the company has provided all the quantitative and qualitative data, as well as the information necessary to prepare it and recognise the aspects in which inequalities occur and propose the necessary measures to be incorporated as to positive actions in the Equality Plan.

The results are presented below, as well as the measures and actions that are proposed to improve them and give effective compliance with the requirements established in Organic Law 3/2007 for effective equality between women and men and under Royal Decree 901/2020 which regulates equality plans and their registration.

1.1. Company registration data

Company Name	Girona Biomedical Research Institute - Doctor Josep Trueta Foundation
Activity (CNAE)	7211
Tax ID no	G17432592
Address	C/ Dr Castany s/n Parc Hospitalari Martí i Julià edifici M2 17190 Salt (Girona)
Province	Girona
Telephone	872987087
Web page	https://idibgi.org/

Applicable collective agreement	N/A
Diagnosis data collection data	31/10/2021 Spectrum data as of 31/12/2020
Date of approval of the diagnosis	05/10/2022
Date of approval of the Equality Plan	27/10/2022
Period of validity of the Plan	4 years from the date of approval of the Equality Plan
Period of validity of the Retributive Audit	The same as the Equality Plan
Personal and Territorial Scope of the Plan	All employees of the IDIBGI (Girona)
Contact person	Anna Ribas - Manager

1.2. Negotiating Committee.

Both the situation diagnosis and the Equality Plan have been agreed with all legal representatives of the employees.

The Negotiating Committee, established on 28 July 2022, has been made up of the following parties:

On the one hand, the representation of the IDIBGI organisation (with a 67% female presence):

People attending	Company position	Sex
Anna Ribas Gubau	Director	Woman
Sílvia Vilar Puigdollers	HR Manager	Woman
Albert Antolín Fontes	Innovation and Transfer Technician	Man

On the other hand, the workers' representative (with a 67% female presence):

People attending	Unitary/Union Representation Body and position	Sex
Gerard Pardo Albiñana	Senior Laboratory Technician and President of the Workers' Committee	Man
Neus Luque Sánchez	Research Technician and Member of the Workers' Committee	Woman
Elisabet Cuyàs Navarro	Consolidated Researcher (R3) and Member of the Workers' Committee	Woman

And as External Advisers (with 100% female presence):

People attending	Organisation	Sex
Esther Sànchez	Expert in HR and gender policies (www.histemi.net)	Woman

At the beginning of the negotiation process, the members of the negotiating committee received training on equality between men and women in the workplace, by the external consultant specialising in equality.

2. SITUATION DIAGNOSIS.

2.1. General characteristics.

The Biomedical Research Institute of Girona (IDIBGI) is a CERCA research centre of the Generalitat de Catalunya, which aims to **promote, develop, manage, transfer and disseminate biomedical research, scientific and technological knowledge, teaching and training in the field of life and health sciences**, mainly around Girona.

Formally established in 2005 the institute has its origins in the Dr. Josep Trueta Private Foundation (1995) and since 2008 is a **public body**, with the entry of the Generalitat into the governing bodies.

The IDIBGI is structured in **research groups and research staff** from the field of health and biomedical research itself and also from the Dr. Josep Trueta University Hospital of Girona (HUIT), the Catalan Health Institute (ICS), the Health Care Institute (IAS), the Imaging Diagnostic Institute (IDI), the Catalan Oncology Institute (ICO), the Blood and Tissue Bank (BST), the University of Girona (UdG), the University School of Health and Sports (EUSES) and the Jordi Gol Primary Care Research Institute (IDIAP) in Girona.

The IDIBGI facilities at the Martí i Julià Hospital Park in Salt host part of the laboratories and research staff who, together with the rest of the researchers from the associated institutions, form multidisciplinary teams with different expertise, focused on finding synergies and solutions to the health challenges of our environment, through transnational research.

Since 2014, the IDIBGI has developed its human resources policy through the deployment of the Equality Plan and the HRS4R Action Plan. The IDIBGI made the commitment to apply the principles of the Charter for Researchers and Code of Conduct for the Recruitment of Researchers (C&C) in May 2011, and became part of the 4th Cohort of the Institutional Human Resources Strategy Group (HRS4R) in 2012.

On 31 March 2015, the Biomedical Research Institute of Girona (IDIBGI) received the "[HR Excellence in Research Award](#)". This award and the logo reflect IDIBGI's commitment to continuously improve its human resources policies and practices in line with the [European Charter of the Researcher and the Code of Conduct for the Recruitment of Researchers \(Charter and Code\)](#).

The CERCA institution, a network of research centres of which the IDIBGI is a part, as we have said, has proposed the following challenges for the coming years:

- That each centre carries out a self-assessment exercise and that, based on this analysis, draw up its own action plan that will allow it to progress with respect to its starting situation in terms of gender.
- That the centres as a whole show, at a global level, a decrease in gender differences, and also that each of them balances its governing bodies, representatives of the centre and salaries, where applicable in relation to gender.
- Obtain the necessary data to be able to analyse the minorities in the different CERCA centres.
- To become institutional references in Catalonia in terms of equal opportunities and non-discrimination.

In this framework, IDIBGI carried out its first Equality Plan in 2014 (2014-2017) and its Second Plan in 2017 (2018-2022). As part of this latest Plan, it published its commitment to equality and non-discrimination:

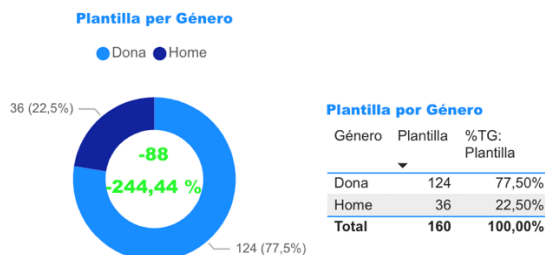


This commitment has been renewed as a result of the entry into force of Royal Decree 901/2020 which regulates Equality Plans and justifies the implementation of the III Equality Plan presented below (2023-2026).

In the course of 2021, the organisation has had under contract a **total of 160 people²**. This means that of the total number of people who have had a contractual relationship with the organisation during the reference year **124 people were women (77.5%) and 36 men (22.5%)**:

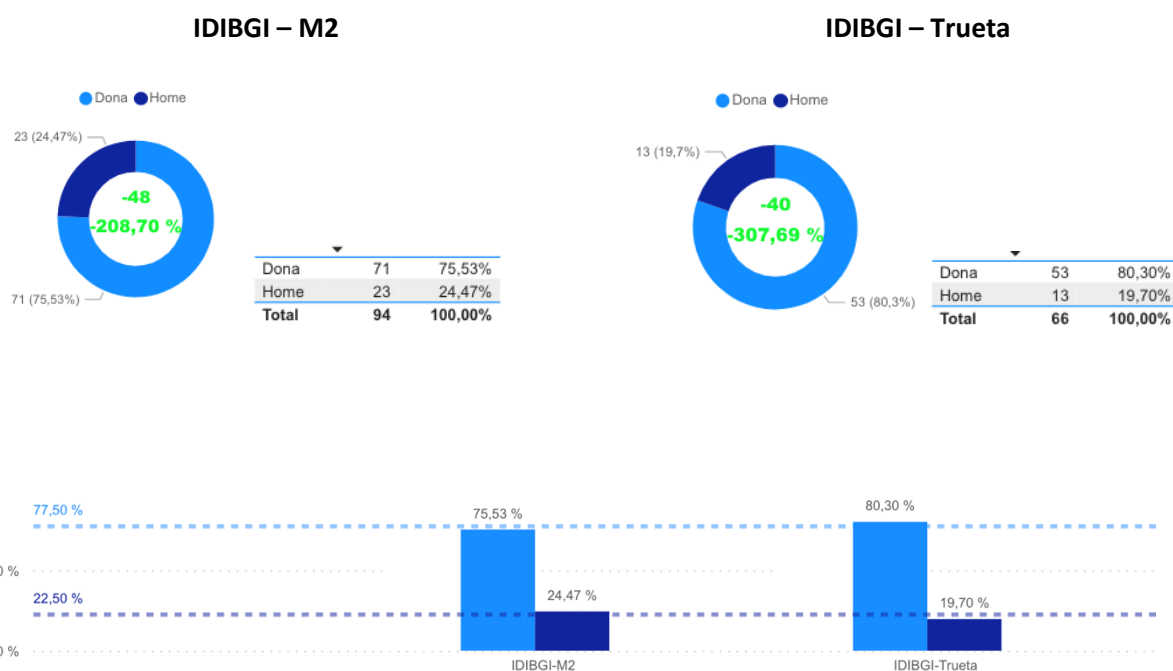
¹ The calculation of the difference that appears in green in the centre of the graph is derived from the following formula: (no. men – no. women) / no. men.

² With the aim of having a view more adjusted to the real movements of the population, the data presented in all the sections have taken into consideration this set of population.



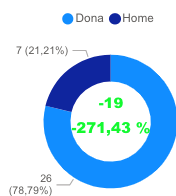
As of **31 December 2021** (end date of the reference period of the data sample worked with), **the population was 136 people, of which 103 were women (75.7%) and 33 men (24.2%)**. This means that, in general terms both longitudinally and by the fixed closing date of 2021, $\frac{3}{4}$ of the population in the organisation is female.

The population is located in two work centres: at the main headquarters of the Biomedical Research Institute of Girona (hereinafter, centre identified with the acronym IDIBGI-M2) and at the Trueta Hospital (hereinafter, centre identified with the acronym IDIBGI-Trueta). In both the female presence is clearly the majority.



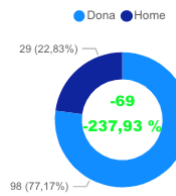
Although in the following sections we will analyse the information by Areas and Functions, we can already establish an initial distinction, between two groups: structural and research staff. At a general level, the distribution of the population is very similar to the pattern observed in general for the workforce as a whole, so that also with regard to the nature of the group, the female presence is the majority.

Structure



Dona	26	78,79%
Home	7	21,21%
Total	33	100,00%

Research



Dona	98	77,17%
Home	29	22,83%
Total	127	100,00%

Comparing the data with the results of the last Equality Plan, a significant growth of the female population is observed, in an environment (that of research) and in a sector (bio-medical and socio-sanitary) with a growing trend towards greater female participation.

	2019	2022	Difference
MEN	26%	22.5%	-3.5%
WOMEN	74%	77.5%	3.5%

a) Seniority.

Analysing the data by seniority, it is observed that the bulk of the population has joined the organisation in the last 5 years, a common occurrence in research institutions, due to the great mobility of the staff in charge or in the project teams, as is also confirmed by the similarity of the data with respect to the previous Plans. No significant differences between men and women can be observed, as a whole, although in both workplaces the population of women is much higher among the total number of people who join the organisation.

Staff by seniority rank (M/M and W/W)

	Men	Women	Total
0-5 years	75.00%	83.06%	81.25%
6-10 years	5.56%	6.45%	6.25%
11-20 years	19.44%	10.48%	12.50%
General Total	100.00%	100.00%	100.00%

Staff by seniority rank (M/W)

	Women	Men	Total
0-5 years	79.23%	20.77%	100.00%
6-10 years	80.00%	20.00%	100.00%
11-20 years	65.00%	35.00%	100.00%
General Total	77.50%	22.50%	100.00%

Average seniority (M/W)

Men	Women	Total
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4.25 years 3.27 years 3.5 years

IDIBGI – M2				IDIBGI - Trueta			
	Men	Women	Total		Women	Men	Total
0-5 years	78.26%	81.69%	80.85%	0-5 years	84.91%	69.23%	81.82%
6-10 years	8.70%	7.04%	7.45%	11-20 years	9.43%	30.77%	13.64%
11-20 years	13.04%	11.27%	11.70%	6-10 years	5.66%	0.00%	4.55%
Total	100.00%	100.00%	100.00%	Total	100.00%	100.00%	100.00%

This is a population of mid to low seniority, a pattern that is repeated both in relation to the structural staff and the research staff.

It should be mentioned, however, both within the structure and research group, that the greatest balance between men and women occurs in the section with the greatest seniority, which shows that the feminisation of the organisation has been particularly accentuated in the last 10 years.

Structure				Research			
	Women	Men	Total		Women	Men	Total
0-5 years	76.92%	71.43%	75.76%	0-5 years	84.69%	75.86%	82.68%
6-10 years	7.69%	0.00%	6.06%	6-10 years	6.12%	6.90%	6.30%
11-20 years	15.38%	28.57%	18.18%	11-20 years	9.18%	17.24%	11.02%
Total	100.00%	100.00%	100.00%	Total	100.00%	100.00%	100.00%

	Women	Men	Total		Women	Men	Total
0-5 years	80.00%	20.00%	100.00%	0-5 years	79.05%	20.95%	100.00%
6-10 years	100.00%	0.00%	100.00%	6-10 years	75.00%	25.00%	100.00%
11-20 years	66.67%	33.33%	100.00%	11-20 years	64.29%	35.71%	100.00%
Total	78.79%	21.21%	100.00%	Total	77.17%	22.83%	100.00%

Seniority differences in total personnel by level/category (M/W)

	0-5 years	6-10 years	11-20 years	Total
Structure - Deputy Director	100.00%	0.00%	0.00%	100.00%
Women	100.00%	0.00%	0.00%	100.00%
Structure - Administration	77.78%	0.00%	22.22%	100.00%
Women	83.33%	0.00%	16.67%	100.00%
Men	66.67%	0.00%	33.33%	100.00%
Structure - Director	100.00%	0.00%	0.00%	100.00%
Women	100.00%	0.00%	0.00%	100.00%
Structure - Management	0.00%	100.00%	0.00%	100.00%
Women	0.00%	100.00%	0.00%	100.00%
Structure - Supervisor	62.50%	12.50%	25.00%	100.00%
Women	57.14%	14.29%	28.57%	100.00%
Men	100.00%	0.00%	0.00%	100.00%
Structure - Technician	84.62%	0.00%	15.38%	100.00%
Women	90.00%	0.00%	10.00%	100.00%
Men	66.67%	0.00%	33.33%	100.00%
Research - Administration	75.00%	25.00%	0.00%	100.00%
Women	66.67%	33.33%	0.00%	100.00%
Men	100.00%	0.00%	0.00%	100.00%
Research - Nursing	92.86%	0.00%	7.14%	100.00%
Women	100.00%	0.00%	0.00%	100.00%
Men	0.00%	0.00%	100.00%	100.00%
Research - Research R1	100.00%	0.00%	0.00%	100.00%
Women	100.00%	0.00%	0.00%	100.00%
Men	100.00%	0.00%	0.00%	100.00%
Research - Research R2a	62.50%	12.50%	25.00%	100.00%
Women	66.67%	16.67%	16.67%	100.00%
Men	50.00%	0.00%	50.00%	100.00%
Research - Research R2b	80.00%	20.00%	0.00%	100.00%
Women	80.00%	20.00%	0.00%	100.00%
Research - Research R2i	50.00%	50.00%	0.00%	100.00%
Women	0.00%	100.00%	0.00%	100.00%
Men	100.00%	0.00%	0.00%	100.00%
Research - Research R3	42.86%	28.57%	28.57%	100.00%
Women	40.00%	20.00%	40.00%	100.00%
Men	50.00%	50.00%	0.00%	100.00%
Research - Research R4	0.00%	33.33%	66.67%	100.00%
Women	0.00%	0.00%	100.00%	100.00%
Men	0.00%	50.00%	50.00%	100.00%
Research - Laboratory	88.46%	0.00%	11.54%	100.00%
Women	95.00%	0.00%	5.00%	100.00%
Men	66.67%	0.00%	33.33%	100.00%

Research - Supervisor	60.00%	0.00%	40.00%	100.00%
Women	33.33%	0.00%	66.67%	100.00%
Men	100.00%	0.00%	0.00%	100.00%
Research - Technician	88.46%	3.85%	7.69%	100.00%
Women	85.71%	4.76%	9.52%	100.00%
Men	100.00%	0.00%	0.00%	100.00%
Total	81.25%	6.25%	12.50%	100.00%

Seniority differences in total personnel by level/category (General (M/M and W/W))

	0-5 years	6-10 years	11-20 years	Total
Structure - Deputy Director	0.77%	0.00%	0.00%	0.63%
Women	0.77%	0.00%	0.00%	0.63%
Structure - Administration	5.38%	0.00%	10.00%	5.63%
Women	3.85%	0.00%	5.00%	3.75%
Men	1.54%	0.00%	5.00%	1.88%
Structure - Director	0.77%	0.00%	0.00%	0.63%
Women	0.77%	0.00%	0.00%	0.63%
Structure - Management	0.00%	10.00%	0.00%	0.63%
Women	0.00%	10.00%	0.00%	0.63%
Structure - Supervisor	3.85%	10.00%	10.00%	5.00%
Women	3.08%	10.00%	10.00%	4.38%
Men	0.77%	0.00%	0.00%	0.63%
Structure - Technician	8.46%	0.00%	10.00%	8.13%
Women	6.92%	0.00%	5.00%	6.25%
Men	1.54%	0.00%	5.00%	1.88%
Research - Administration	2.31%	10.00%	0.00%	2.50%
Women	1.54%	10.00%	0.00%	1.88%
Men	0.77%	0.00%	0.00%	0.63%
Research - Nursing	10.00%	0.00%	5.00%	8.75%
Women	10.00%	0.00%	0.00%	8.13%
Men	0.00%	0.00%	5.00%	0.63%
Research - Research R1	20.77%	0.00%	0.00%	16.88%
Women	15.38%	0.00%	0.00%	12.50%
Men	5.38%	0.00%	0.00%	4.38%
Research - Research R2a	3.85%	10.00%	10.00%	5.00%
Women	3.08%	10.00%	5.00%	3.75%
Men	0.77%	0.00%	5.00%	1.25%
Research - Research R2b	3.08%	10.00%	0.00%	3.13%
Women	3.08%	10.00%	0.00%	3.13%
Research - Research R2i	0.77%	10.00%	0.00%	1.25%
Women	0.00%	10.00%	0.00%	0.63%

Men	0.77%	0.00%	0.00%	0.63%
Research - Research R3	2.31%	20.00%	10.00%	4.38%
Women	1.54%	10.00%	10.00%	3.13%
Men	0.77%	10.00%	0.00%	1.25%
Research - Research R4	0.00%	10.00%	10.00%	1.88%
Women	0.00%	0.00%	5.00%	0.63%
Men	0.00%	10.00%	5.00%	1.25%
Research - Laboratory	17.69%	0.00%	15.00%	16.25%
Women	14.62%	0.00%	5.00%	12.50%
Men	3.08%	0.00%	10.00%	3.75%
Research - Supervisor	2.31%	0.00%	10.00%	3.13%
Women	0.77%	0.00%	10.00%	1.88%
Men	1.54%	0.00%	0.00%	1.25%
Research - Technician	17.69%	10.00%	10.00%	16.25%
Women	13.85%	10.00%	10.00%	13.13%
Men	3.85%	0.00%	0.00%	3.13%
Total	100.00%	100.00%	100.00%	100.00%

IDIGBI's activity, organised around research and knowledge transfer projects, involves a series of positions of a non-stable type at the R1 (Predoctoral Researcher) and R2 (Post-doctoral Researcher) levels, since the researchers enrol in temporary projects and during their academic consolidation process (tenure) they are subject to continuous mobility between different research groups and institutions.

On the other hand, research positions at level R3 (Consolidated Research Staff) and R4 (Lead Research Staff), although they have the highest percentage of the population among the newest staff, reflect greater permanence.

Along these lines, it should be pointed out as a factor that largely explains these figures that the development of a scientific career is usually linked to the execution of specific projects, programmes or grants of a certain duration which often stimulates the mobility and change of centres.

Differences in seniority in research staff by level/category (General)

	0-5 years	6-10 years	11-20 years	Total
Research - Administration	2.86%	12.50%	0.00%	3.15%
Research - Nursing	12.38%	0.00%	7.14%	11.02%
Research - Research R1	25.71%	0.00%	0.00%	21.26%
Research - Research R2a	4.76%	12.50%	14.29%	6.30%
Research - Research R2b	3.81%	12.50%	0.00%	3.94%
Research - Research R2i	0.95%	12.50%	0.00%	1.57%
Research - Research R3	2.86%	25.00%	14.29%	5.51%
Research - Research R4	0.00%	12.50%	14.29%	2.36%
Research - Laboratory	21.90%	0.00%	21.43%	20.47%

Research - Supervisor	2.86%	0.00%	14.29%	3.94%
Research - Technician	21.90%	12.50%	14.29%	20.47%
General Total	100.00%	100.00%	100.00%	100.00%

Differences in seniority in structural personnel by level/category (General)

	0-5 years	6-10 years	11-20 years	Total
Structure - Deputy Director	4.00%	0.00%	0.00%	3.03%
Structure - Administration	28.00%	0.00%	33.33%	27.27%
Structure - Director	4.00%	0.00%	0.00%	3.03%
Structure - Management	0.00%	50.00%	0.00%	3.03%
Structure - Supervisor	20.00%	50.00%	33.33%	24.24%
Structure - Technician	44.00%	0.00%	33.33%	39.39%
Total	100.00%	100.00%	100.00%	100.00%

By Department, and logically also with the fact that it is an organisation with a streamlined workforce that concentrates resources in the positions of direct contribution of value, the bulk of the Departments or units with the largest population contain a more "junior" population, a trend that is the opposite in the case of departments and units made up of fewer people and that develop eminently corporate functions:

Differences in staff seniority by department (General Structure)

	0-5 years	6-10 years	11-20 years	Total
Administration and Finances	83.33%	0.00%	16.67%	100.00%
Research Ethics Committee for Medicines (CEIM)	50.00%	0.00%	50.00%	100.00%
Purchases and Contracting	0.00%	0.00%	100.00%	100.00%
Communication	100.00%	0.00%	0.00%	100.00%
Management Team	66.67%	33.33%	0.00%	100.00%
Statistics	0.00%	0.00%	100.00%	100.00%
Scientific Management	100.00%	0.00%	0.00%	100.00%
Computing	100.00%	0.00%	0.00%	100.00%
Innovation and Transfer	100.00%	0.00%	0.00%	100.00%
Legal	100.00%	0.00%	0.00%	100.00%
Laboratories and Operations	0.00%	100.00%	0.00%	100.00%
Sponsorship	100.00%	0.00%	0.00%	100.00%
Risk Prevention	0.00%	0.00%	100.00%	100.00%
Projects	100.00%	0.00%	0.00%	100.00%
Human Resources	100.00%	0.00%	0.00%	100.00%
Total	75.76%	6.06%	18.18%	100.00%

Differences in staff seniority by department (General Research)

	0-5 years	6-10 years	11-20 years	Total
Others	100.00%	0.00%	0.00%	100.00%
Biobank	85.71%	0.00%	14.29%	100.00%
General Surgery	100.00%	0.00%	0.00%	100.00%
Ageing, Disability and Health	100.00%	0.00%	0.00%	100.00%
Descriptive epidemiology, genetics and cancer prevention	100.00%	0.00%	0.00%	100.00%
Cardiovascular genetics	75.00%	10.00%	15.00%	100.00%
Haematology	66.67%	0.00%	33.33%	100.00%
Medical Imaging	100.00%	0.00%	0.00%	100.00%
Laboratories and Operations	100.00%	0.00%	0.00%	100.00%
Digestive diseases	85.71%	14.29%	0.00%	100.00%
Metabolism and Cancer	66.67%	33.33%	0.00%	100.00%
Nephrology	100.00%	0.00%	0.00%	100.00%
Neurodegeneration and Neuroinflammation	80.00%	0.00%	20.00%	100.00%
Nutrition, Eumetabolism and Health	93.75%	6.25%	0.00%	100.00%
Obesity and cardiovascular risk	80.00%	0.00%	20.00%	100.00%
Cerebrovascular Pathology	85.71%	0.00%	14.29%	100.00%
Clinical Research - ICO	80.00%	20.00%	0.00%	100.00%
Clinical Research - ICS	0.00%	0.00%	100.00%	100.00%
Maternal-Foetal metabolic research	50.00%	0.00%	50.00%	100.00%
Chromosomal replication	75.00%	25.00%	0.00%	100.00%
Respiratory	80.00%	0.00%	20.00%	100.00%
Vascular Health	84.62%	0.00%	15.38%	100.00%
General Total	82.68%	6.30%	11.02%	100.00%

b) Age.

In terms of age, this is a population made up mostly of the young and middle-aged, with respect to which no significant differences are seen between the sexes.

The average age of women is 35 (in line with the general average age of the workforce, which is 36), while in the case of men, the age is significantly higher, reaching 37. The Trueta centre is noticeably older, especially in the case of women, but no difference is observed due to gender.

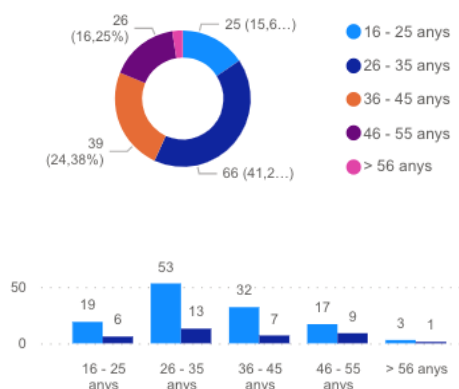
In relation to the previous Equality Plan, it is noteworthy that there has been a natural increase in the average age, especially in the case of women (who in the previous reference period were 33.7 years old) and, to a lesser extent in men (who in 2017 had an average age of 37.4 years), although the tendency remains for the female population as a whole to be younger than that of men.

As already highlighted in the previous Plan, the youth of the workforce can be due to several factors:

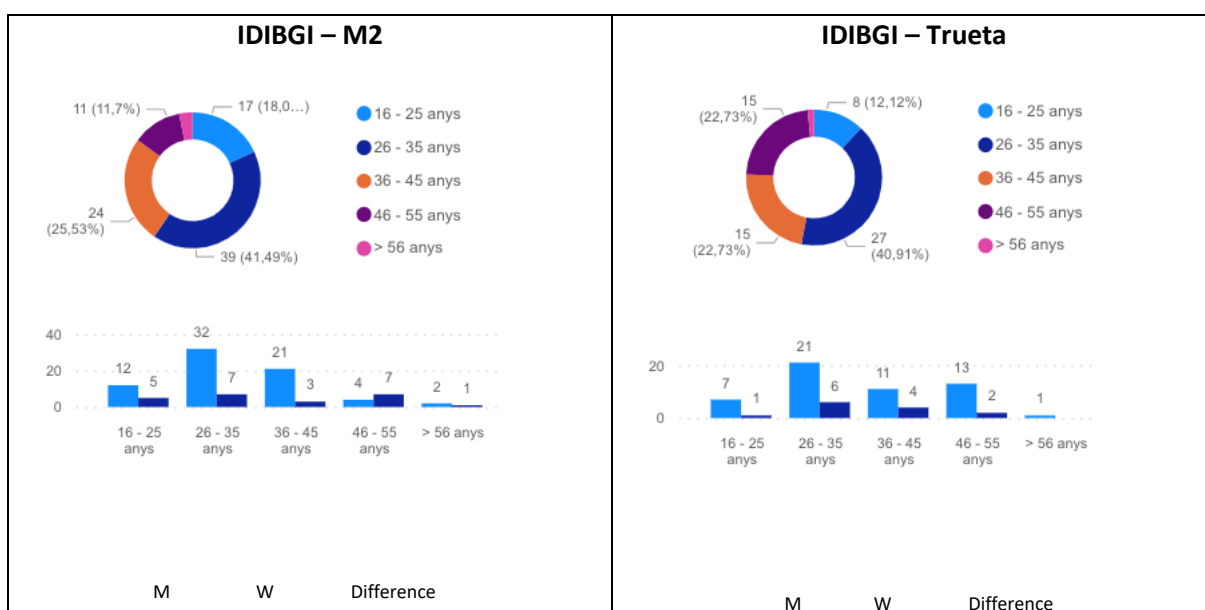
- On the one hand, the IDIBGI is a relatively young entity (2005), although the Dr. Josep Trueta Private Foundation, from which it originates, dates from 1995.

- On the one hand, scientific careers are usually linked to specific temporary projects, and, on the other hand, mobility between different research entities is highly valued, as this contributes to a broader research background.
- There are budgetary and legal limitations on increasing the workforce and formalising indefinite contracts.
- Researchers and principal investigators (responsible for the different research groups), generally older and more experienced, are hired by the different centres and entities that make up the IDIBGI (ICS, UdG, IDI, ICO, IDIAP).
- The high degree of qualification required of research staff can be a relevant aspect when determining the age of the workforce, as access to higher and tertiary education has increased exponentially in recent years decades.

Staff by age range (General)



Staff by age range and work centre (General and M/W)



16 - 25 anys	5	12	-7	-140,00 %
26 - 35 anys	7	32	-25	-357,14 %
36 - 45 anys	3	21	-18	-600,00 %
46 - 55 anys	7	4	3	42,86 %
> 56 anys	1	2	-1	-100,00 %
Total	23	71	-48	-208,70 %

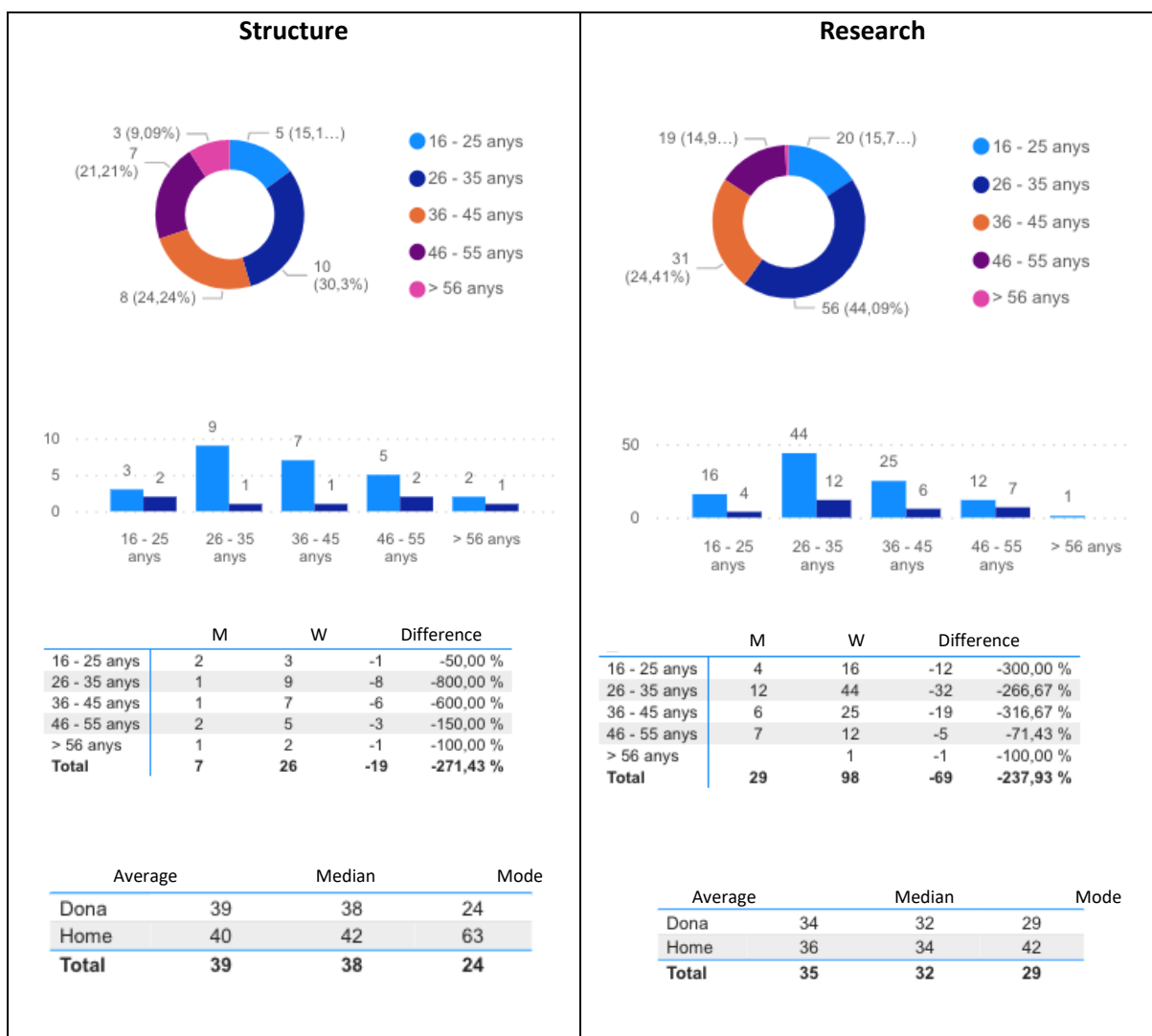
Average	Median			Mode
Dona	34	33	34	
Home	37	34	48	
Total	35	34	34	

16 - 25 anys	1	7	-6	-600,00 %
26 - 35 anys	6	21	-15	-250,00 %
36 - 45 anys	4	11	-7	-175,00 %
46 - 55 anys	2	13	-11	-550,00 %
> 56 anys	1	1	-1	-100,00 %
Total	13	53	-40	-307,69 %

Average	Median			Mode
Dona	37	34	32	
Home	37	35	42	
Total	37	35	32	

Staff by age group and group (General and M/W)

Regarding collectives, and logically with the different nature of the tasks carried out, there is an older age among the structural staff, a pattern that occurs very similarly between men and women.



By level, it is noteworthy that the population gap in the highest age levels is narrower than in the case of the younger age groups.

It would be necessary to analyse to what extent this trend is maintained over time, a fact that could point to a possible slowdown in women's careers as a result of the coincidence in time, in the stages prior to reaching these levels, periods of maternity and childcare and, therefore, of greater difficulty in meeting or completing the access requirements. It should be noted that the research career is very competitive and just now the calls and evaluations are incorporating the gender perspective to allow for maternity gaps for women.

Age differences in research staff by department (General)

	16-25 years	26-35 years	36-45 years	46-55 years	55- years	Total
Others	0.00%	50.00%	0.00%	0.00%	50.00%	100.00%
Biobank	28.57%	42.86%	14.29%	14.29%	0.00%	100.00%
General Surgery	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%
Ageing, Disability and Health	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Descriptive epidemiology, genetics and cancer prevention	0.00%	50.00%	0.00%	50.00%	0.00%	100.00%
Cardiovascular genetics	10.00%	55.00%	20.00%	15.00%	0.00%	100.00%
Haematology	0.00%	33.33%	66.67%	0.00%	0.00%	100.00%
Medical Imaging	0.00%	50.00%	50.00%	0.00%	0.00%	100.00%
Laboratories and Operations	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Digestive diseases	14.29%	42.86%	14.29%	28.57%	0.00%	100.00%
Metabolism and Cancer	33.33%	0.00%	66.67%	0.00%	0.00%	100.00%
Nephrology	33.33%	33.33%	0.00%	33.33%	0.00%	100.00%
Neurodegeneration and Neuroinflammation	20.00%	50.00%	20.00%	10.00%	0.00%	100.00%
Nutrition, Eumetabolism and Health	12.50%	50.00%	31.25%	6.25%	0.00%	100.00%
Obesity and cardiovascular risk	0.00%	40.00%	40.00%	0.00%	20.00%	100.00%
Cerebrovascular Pathology	14.29%	42.86%	42.86%	0.00%	0.00%	100.00%
Clinical Research - ICO	20.00%	50.00%	10.00%	20.00%	0.00%	100.00%
Clinical Research - ICS	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Maternal-Foetal metabolic research	0.00%	50.00%	50.00%	0.00%	0.00%	100.00%
Chromosomal replication	25.00%	50.00%	0.00%	25.00%	0.00%	100.00%
Respiratory	40.00%	0.00%	60.00%	0.00%	0.00%	100.00%
Vascular Health	7.69%	46.15%	15.38%	30.77%	0.00%	100.00%
General Total	15.75%	44.09%	25.20%	13.39%	1.57%	100.00%

Age differences in structural personnel by department (General)

	16-25 years	26-35 years	36-45 years	46-55 years	55- years	Total
Administration and Finances	16.67%	16.67%	16.67%	33.33%	16.67%	100.00%
Research Ethics Committee for Medicines (CEIM)	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

Purchases and Contracting	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
Communication	50.00%	50.00%	0.00%	0.00%	0.00%	100.00%
Management Team	0.00%	0.00%	33.33%	33.33%	33.33%	100.00%
Statistics	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Scientific Management	0.00%	50.00%	50.00%	0.00%	0.00%	100.00%
Computing	50.00%	50.00%	0.00%	0.00%	0.00%	100.00%
Innovation and Transfer	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%
Legal	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%
Laboratories and Operations	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Sponsorship	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
Risk Prevention	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Projects	40.00%	40.00%	20.00%	0.00%	0.00%	100.00%
Human Resources	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%
General Total	15.15%	33.33%	24.24%	18.18%	9.09%	100.00%

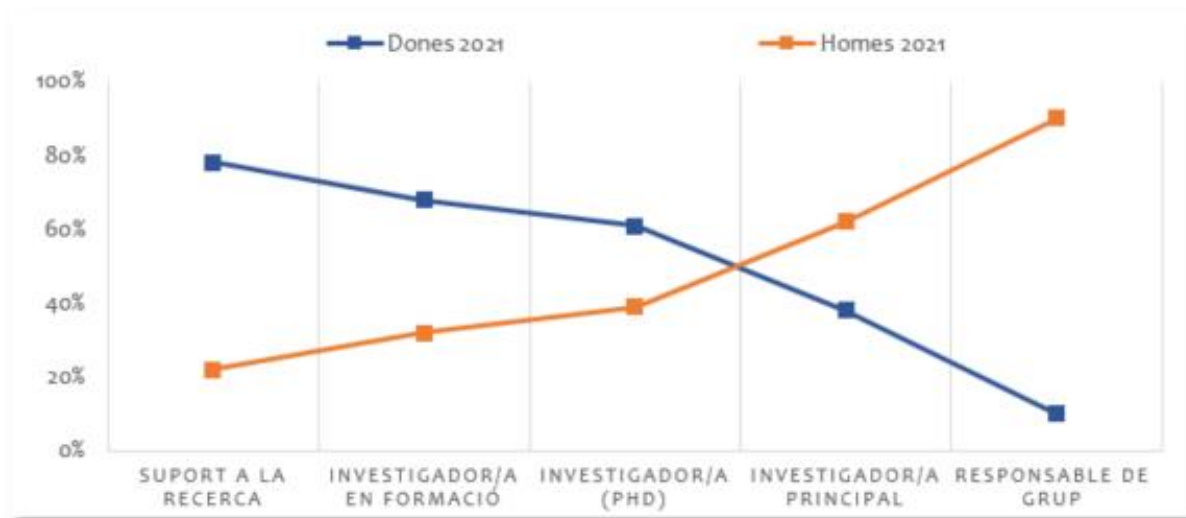
In this sense, even though Law 14/2011 on Science, Technology and Innovation, and also the implementation rules of the different grants and projects contemplate suspensions and extensions of the same in case of maternity (strictly referred to the post-partum period legally established), in order to facilitate the reconciliation of scientific and family careers, there is scientific evidence that demonstrates that the current criteria for assessing academic merit affect women more than men, since the pace of publication slows down during the early years of child care and attention.

By combining the ages with the blocks of seniority, this hypothesis would be presented as a general problem that could affect both women when joining the organisation, as well as once they have been incorporated and having acquired certain sections of seniority, reason for which it is important to observe whether this situation can also be manifested in the IDIBGI, although at present, no data appears that allow it to be clearly confirmed.

c) Attached Staff.

IDIBGI, to carry out its research, counts on the collaboration of many people who are not directly employed by IDIBGI but have work contracts in hospitals and/or related bodies. Such personnel are registered as attached staff and are classified according to the relationship they have with the institution, in order to be able to report data and take into account the entire IDIBGI community.

It is important to look at this entire IDIBGI collective and not just the hired staff (analysis that is carried out throughout this diagnostic document) given that there are many people who participate in the research and are part of the IDIBGI research groups. In the graph below we can see the gender gap of the entire IDIBGI group classified according to their position.





In the previous table we see the gender gap that shows the large presence of women in the initial research career categories such as Personal Researcher in training and Personal Researcher Doctorate, while leadership positions generally continue to be occupied by men.

2.2. Access to the organisation.

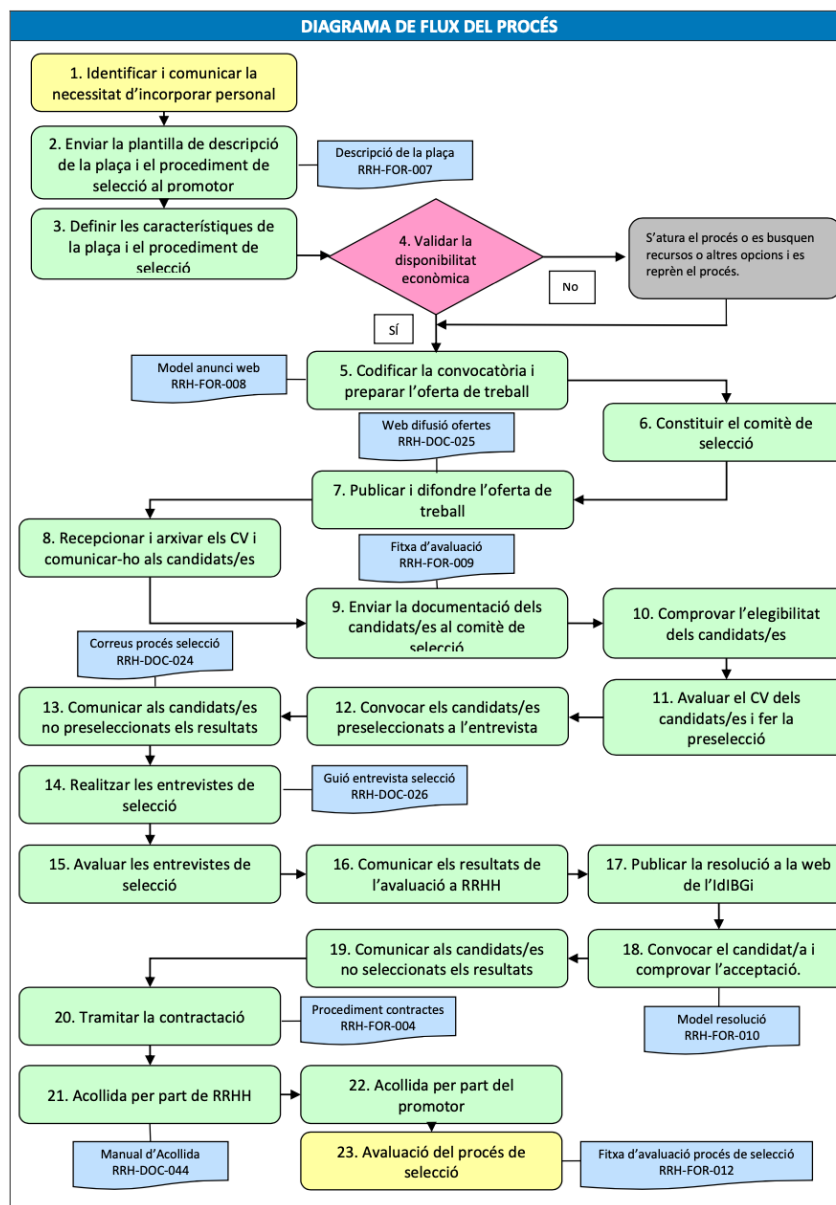
a) Recruitment process.

The IDIBGI, within the framework of the European Commission's requirements for obtaining the HRS4R seal, has included in its Personnel Recruitment Manual the recommendations of the recruitment policy of the European Research Area ([OTM-R, open, transparent and merit-based recruitment of research staff](#)) and completed the [OTM-R](#) check-list through which the organisation's commitment to respecting gender equality in selection processes is declared.

 Institut d'Investigació Biomèdica de Girona Dr. Josep Trueta 	PROCEDIMENT	CODI	DATA	REV.	APROVAT
	Manual de selecció de personal	RRH-PGS-001	22/03/2021	05	Anna Ribas
Modificació: Revisió continguts segons objectius segell HRS4R					Pàgina: 2 de 20
OBJECTE					
<p>El Manual de selecció és la guia per la incorporació de personal a l'IDIBGI a càrrec d'un projecte de recerca, un assaig clínic, l'estructura de la institució o un grup de recerca. El Manual té com a objectiu definir unes pràctiques i procediments de contractació oberts, transparents i basats en els mèrits dels candidats/es, en la línia de l'informe <i>OTM-R (Open, Transparent and Merit-Based Recruitment of Researchers)</i> de l'Espai Europeu de Recerca i resta de normativa aplicable. De la mateixa manera, la política de selecció s'alinea amb els principis d'igualtat de gènere, transparència i protecció de dades que ja està implementant la institució.</p> <p>La Comissió interna del <i>HRS4R</i> de l'IDIBGI va elaborar aquest Manual de Selecció intern per la contractació de personal en el marc del Pla d'Acció del <i>HR Excellence in Research</i> 2014-2018.</p>					

The objective is to ensure that the person chosen is a **suitable candidate**, as well as that the **selection is as agile, structured and effective as possible**, and is carried out in accordance with current and applicable legal regulations.



It is a process articulated in different phases and in which different people participate, also integrated in different departments and units:



Constitution of the Selection Committees for Research staff

Personal Investigador:	Membres del comitè de selecció
Investigador/a líder (R4)	1) Director IDIBGI 2) Expert científic (membre del SAB) 3) Gerent 4) Tècnic RRHH
Investigador/a consolidat (R3)	1) Director IDIBGI 2) Investigador/a líder 3) Investigador/a consolidat d'un altre grup 4) Tècnic RRHH i/o gerent
Investigador/a post-doctoral sènior (R2a)	1) Investigador/a líder i/o consolidat 2) Investigador/a post-doctoral sènior d'un altre grup 3) Tècnic RRHH
Investigador/a post-doctoral júnior (R2b)	1) Investigador/a líder i/o consolidat 2) Investigador/a post-doctoral júnior o sènior (del mateix grup o diferent) 3) Tècnic RRHH
Investigador/a pre-doctoral (R1)	1) Investigador/a líder i/o consolidat 2) Investigador/a post-doctoral júnior o sènior (del mateix grup o diferent) 3) Tècnic RRHH

There are specific regulations for the description of the vacant position and for the incorporation of staff. Based on these, the definition of the profile takes into consideration objective aspects directly linked to the characteristics of the position that is intended to be filled, identifying these characteristics, as well as its purpose, its key responsibilities, requirements regarding experience, technical knowledge and skills, and working conditions (which include the essential elements of context within which the tasks inherent to the position will be carried out).

 Institut d'Investigació Biomèdica de Girona Dr. Josep Trueta  HR EXCELLENCE IN RESEARCH	FORMULARI	CODI	DATA	REV.	APROVAT
	Descripció de la plaça i procediment per la incorporació de personal	RRH-FOR-007	18/02/2021	02	Anna Ribas
Modificació: Revisió continguts segons objectius segell HRS4R					Pàgina: 1 de 2

Likewise, there are job descriptions that objectively structure the characteristics, requirements and contributions of each position:

- Job Title: use of neutral language in all cases.
- Category
- Family
- Required training
- Experience required and/or to be valued
- Transversal skills
- Basic and technical skills
- Dependency
- Authority
- Responsibilities

As can be seen in the attached examples, these elements are all relevant, indispensable and neutral from a gender perspective. It is recommended to revise the content to apply parity in language at all times.

Example Description Position

IDIB GI Institut d'Investigació Biomèdica de Girona Dr. Josep Trueta		PROCEDIMENT	CODI	DATA	REV.	DEPT./AREA
Fitxa de treball Valorització i Transferència		RRH-DOC-004	06/04/2021	02	Anna Ribas	
Modificació: Actualització descripció tasques		Pàgina: 1 de 3				

Lloc de treball	• Tècnic/a en Valorització i Transferència
Categoria	• Tècnic/a
Família	• Administració i Suport a la recerca
Formació necessària	• Llicenciatura/grau en l'àrea de les ciències de la salut i/o socials. • Formació relacionada amb la gestió de la Propietat Intel·lectual i Indústria, gestió de I+D, i Innovació o Transferència Tecnològica, o similar.
Experiència necessària i/o a valorar	• Experiència en innovació i/o gestió de projectes • Experiència en el sector hospitalari i/o de la recerca i/o indústria
Competències transversals	• Comunicació • Iniciativa • Aprendre i utilització de coneixements • Autoconfiança • Compromís amb l'organització • Creativitat • Flexibilitat • Networking • Planificació i organització • Treball en equip i cooperació
Competències bàsiques i tècniques	• Domini del català escrit i parlat • Domini del castellà escrit i parlat • Nivell alt d'anglès escrit i parlat • Nivell mig de Word i Excel • Coneixements en gestió de patents, models d'utilitat. • Coneixements legals sobre la Llei de Propietat Intel·lectual i altra normativa relacionada, i contractes/convencions.
Dependència	• Responsable i/o Direcció/Gerència
Autoritat	• -
Responsabilitats:	<ul style="list-style-type: none"> • Innovació: <ul style="list-style-type: none"> – Interacció amb els grups de recerca. Identificació de projectes i/o idees d'innovació amb potencial de transferència. – Suport en la promoció de la cultura innovadora organitzant activitats relacionades. – Suport en la detecció i promoció d'oportunitats de negoci. • Transferència

IDIB GI Institut d'Investigació Biomèdica de Girona Dr. Josep Trueta		PROCEDIMENT	CODI	DATA	REV.	DEPT./AREA
Fitxa de treball Valorització i Transferència		RRH-DOC-004	06/04/2021	02	Anna Ribas	
Modificació: Actualització descripció tasques		Pàgina: 2 de 3				

- Ordenar i gestionar els projectes i patents del portafoli d'innovació.
- Suport a l'avaluació tècnica i comercial de projectes.
- Legal. Suport als investigadors en les relacions amb empreses interessades en la seva recerca (preparació CDA, Llei. Contacte advocats si s'escau)
- Legal: identificació col·laboracions no regulades, avaluació i accions correctores. Preparació i revisió convenis i contractes.
- Propietat Intel·lectual & Industrial. Suport als investigadors en temes PI, contacte agents de patents i gestió documentació.
- Suport al personal investigador en matèria de start-up i spin-off.
- Gestió de coneixement
 - Crear el mapa del coneixement d'IDIBGI.
 - Fomentar col·laboracions amb altres centres CERCA i empreses de l'entorn.
 - Networking.
- Visibilitat: afavorir difusió marca IDIBGI, dels seus investigadors, dels seus interessos i activitats.
- Formació investigadors (interna & externa): patents i marques, procés valorització, procés transferència-necessitats actuals, finançament. Organització seminaris.

Qualitat:

- Conèixer i complir les normes de qualitat establertes i actuar d'acord amb les instruccions rebudes.
- Aportar suggeriments i participar en la millora contínua de les activitats desenvolupades.
- Garantir la confidencialitat de la informació, especialment la que afecta a la protecció de dades personals.

Medi ambient:

- Aplicar les instruccions de gestió de residus.
- Aplicar les instruccions i consells sobre la reducció de consum d'energies i materials.

Seguretat laboral:

- Complir les instruccions de prevenció de riscos laborals.

Examples of Job Offers

CONVOCATÒRIA REF.: 005-2022 BASES DE LA CONVOCATÒRIA. PLAÇA CONVOCADA.

Es convoca el procés selectiu per a la cobertura de 1 plaça de recerca a l'INSTITUT D'INVESTIGACIÓ BIOMÈDICA DE GIRONA DR. JOSEP TRUETA (IDIBGI), per formar part de la Unitat d'Investigació Clínica, liderada per la Dra. Martín, en la següent categoria professional:

Tècnic/a de Recerca Clínica

Funcions a desenvolupar per la persona contractada:

- Facilitar el desenvolupament efectiu dels assaigs al centre seguint la normativa legal i els principis de investigació amb éssers humans.
- Realització de visites d'inici, monitoritzacions, tancament i auditories/inspeccions.
- Notificar els esdeveniments adversos greus (SAEs) d'acord a la normativa vigent.
- Introduir les dades als quaderns de recollida de dades i entrenaments CRD. Dur a terme la resolució de qüestions.
- Revisar i actualitzar procediments envers el protocol dels assaigs clínics i addendums dels mateixos.
- Realitzar i registrar en l'AppLIC el document guia de protocol i fitxa d'assaig. Coordinar els circuits entre serveis i notificar l'obertura d'assaig als serveis col·laboradors.
- Registrar pacients AppLIC durant l'assaig clínic. Monitoritzar visites, transaccions de sistemes (registres, aleatoritzacions). Supervisar el compliment del protocol i mantenir actualitzats els documents administratius de l'assaig, controlar la gestió de SUSARS, correspondència i manteniment arxiu.

Requisits dels aspirants:

- Titulació universitària (diplomada/grau/licenciat) preferentment en Ciències de la Salut i Vida.
- Coneixements informàtics pel que fa al manteniment i explotació de bases de dades.
- Coneixements d'anglès científic. Nivell mig-alt.
- Habilitat en la resolució de conflictes, planificació i gestió del temps i dels recursos.
- Actitud proactiva i treball en equip.

CONVOCATÒRIA REF.: 013-2022 BASES DE LA CONVOCATÒRIA. PLAÇA CONVOCADA.

Es convoca el procés selectiu per a la cobertura de 1 plaça a l'INSTITUT D'INVESTIGACIÓ BIOMÈDICA DE GIRONA DR. JOSEP TRUETA (IDIBGI) per formar part del grup de recerca de Genètica Cardiovascular, liderat pel Dr. Brugada en la següent categoria professional:

Infermer/a de recerca

Funcions a desenvolupar per la persona contractada:

- Reclutament de pacients pels estudis de recerca.
- Citació de persones per a la participació a l'estudi.
- Realització de mesures d'exploració física.
- Realització d'extracció de sang.
- Recollida de la informació necessària per a la realització i avaluació del projecte.

Requisits dels aspirants:

- Grau/ diplomatura en infermeria.

Es valorarà:

- Experiència en assaigs clínics.
- Persona responsable i creativa, amb aptituds per treballar a un lloc on és important la interacció amb altres grups de professionals per tal d'obtenir els millors resultats.
- Persona emprendedora, creativa i amb capacitat organitzativa per a gestionar el volum de feina.

S'ofereix:

- Jornada: Parcial, 20h/setmana
- Durada: 5 anys aproximadament.
- Incorporació prevista: 01/04/2022
- Les retribucions brutes anuals inherents a la plaça objecte de la present convocatòria, seran fixades en funció de l'experiència aportada i les aptituds dels candidats.

Presentació de Sol·licituds:

Enviar una Carta Presentació, fent explícita la Referència de la plaça i la motivació personal de la sol·licitud, adjuntant-hi el Currículum Vitae i la documentació acreditativa dels mèrits exposats i de la titulació obtinguda.

Lloc de Presentació:

Per correu electrònic al mail borsadetreball@idibgi.org (indicar a l'assumpte la referència de la plaça)

As can be seen in the attached "job posting" examples, all offers explicitly include the **commitment of the organisation to respect the principle of equality and non-discrimination** during the course of the

selection process and the ratification and accession to the **Principles of the European Charter** for research staff, the **Code of Conduct** for the selection of research staff and the open, transparent and meritocratic selection process promoted by the **European Commission** and for the **Equal Opportunity Policies**:

Termini Presentació:


Des de la publicació d'aquesta convocatòria fins el 28 de febrer de 2022.

La contractació s'efectuarà segons el previst en l'article 15 del Reial Decret Legislatiu 1/1995, de 24 de març, pel qual s'aprova el text refós de la Llei de l'Estatut dels Treballadors, d'acord amb el que disposa l'art. 2 del Reial Decret 2720/98, de 18 de desembre (B.O.E. de 8 de gener de 1999), Llei 12/2001, de 9 de juliol (B.O.E. de 10 de juliol) i disposicions concordants.

Es té en compte el principi d'igualtat de tracte entre homes i dones, d'acord amb l'article 14 de la Constitució Espanyola, la Directiva 2006/54/CE del Parlament Europeu i del Consell i el previst en la Llei Orgànica 3/2007, de 22 de març, i la Llei 17/2015, de 21 de juliol, per la igualtat efectiva de homes i dones.

Es té en compte l'accessibilitat universal de les persones amb discapacitat segons el RD Legislatiu 1/2013, de 29 de novembre, pel que s'aprova el Text refós de la Llei General de drets de les persones amb discapacitat i de la seva inclusió social, fent especial referència als articles 35 i següents on es regulen les garanties del dret al treball.

Regarding the interviews, and in order to preserve the requirements of **merit and ability**, beyond regulating, as we have seen before, the conditions on which the Selection Committees will be set up, there is also a Guideline to carry out the interview process in a structured way.

 Institut d'Investigació Biomèdica de Girona Dr. Josep Trueta	PROCEDIMENT	CODI	DATA	REV.	APROVAT
	Guíu entrevista de selecció de personal	RRH-DOC-026	23/03/2021	1	Anna Ribas
	Modificació: Actualització del document				Pàgina: 1 de 1

The video **"Recruitment Bias in Research Institutes"** (<https://www.youtube.com/watch?v=g978T58gELo>) has begun to be disseminated among the members of the Selection/Evaluator Committee, in which attention is drawn to the existence of certain gender biases specific to the sector, and which may affect them, such as:

- Aspects related to their capacity (independence) in the case of joint research: to the extent that the independence of women generally tends to be questioned more.
- The use of informal information about candidates: which can incorporate subjective biases depending on the scope and nature of contact networks.
- The interpretation of reference letters: to the extent that they generally incorporate subjective biases that favour men.
- The influence of first impressions at the time of meeting the candidates: for example, the "halo" effect or the affinity bias.
- The questioning of competences: which is clearer in the case of female candidates compared to their male counterparts.
- The evaluation criteria: that if they are defined globally, they negatively affect women.

- The link very often made between commitment and motherhood: which clearly negatively affects women to the extent that they are the ones who mostly assume the functions of guardianship and care of minors and other dependent family members.

Finally, and in order to promote the maximum dissemination of job offers, the "job postings" are published and disseminated through different channels:

- Official routes:
 - Institutional website www.IDIBGI.org
 - Internal communication
 - EURAXESS (in case of categories between R1-R4)
- Other routes:
 - Specialised websites (Biocat, COIG, COIB, Rediris...)
 - LinkedIn
 - Universities...

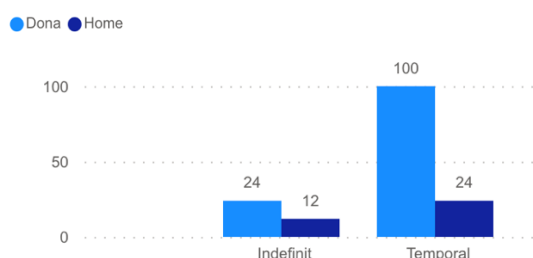
There is no automated database that allows detailed quantitative information to be obtained on the applications received and their behaviour throughout the selection process and until the time of hiring, from a gender perspective. In any case, the current distribution of the workforce means that such a lack is not particularly relevant.

b) Hiring.

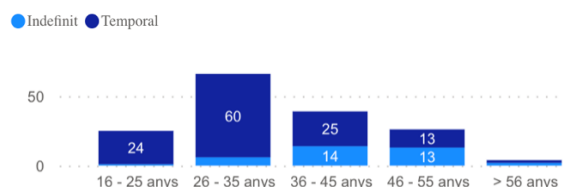
Regarding the contractual relationship, a **greater ratio of temporary employment** is observed among women than among men.

In general terms, this is a significant difference, since among all women 80.65% are subject to a temporary contract, while among all men, the figure drops to 66.67%.

Distribution of the population by type of employment (total workforce)



Distribution of the population by age groups (total workforce)

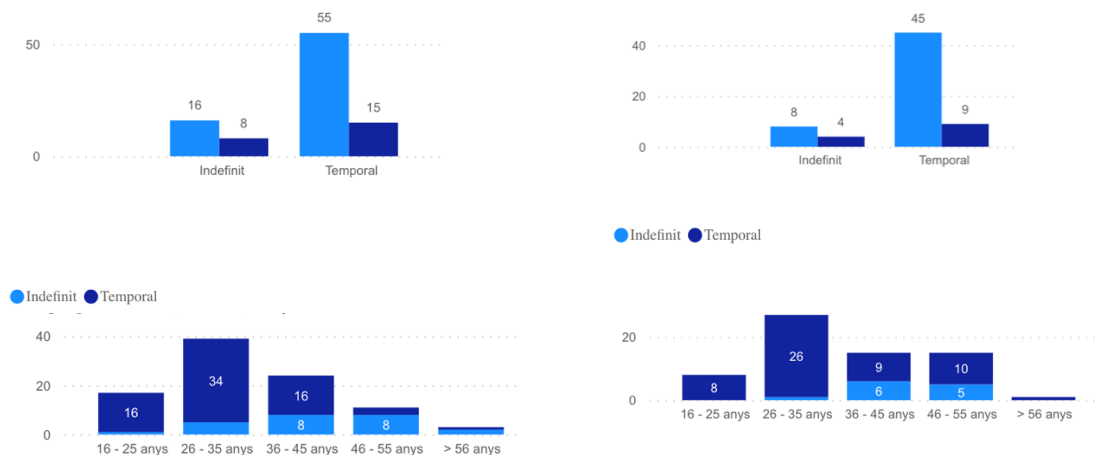


Distribution of the population by type of employment (IDIBGI – M2)



Distribution of the population by age groups and type of contract (IDIBGI – Trueta)





When analysing the data linking the type of recruitment to age, there are no significant differences between men and women. The average age among women with an indefinite contract is 42 (in the case of men, 47). And in the case of temporary contracts, the average age of women is 33 (in the case of men it drops a little to 31).

Temporary Hiring vs. Indefinite per Area (M/W)

	Women			Men			Total
	Indefinite	Temporary		Indefinite	Temporary		
Administration and Finances	8.33%	3.00%	4.03%	8.33%	0.00%	2.78%	3.75%
Others	0.00%	2.00%	1.61%	0.00%	0.00%	0.00%	1.25%
Biobank	4.17%	4.00%	4.03%	16.67%	0.00%	5.56%	4.38%
General Surgery	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Research Ethics Committee for Medicines (CEIM)	8.33%	0.00%	1.61%	0.00%	0.00%	0.00%	1.25%
Purchases and Contracting	4.17%	0.00%	0.81%	8.33%	0.00%	2.78%	1.25%
Communication	0.00%	2.00%	1.61%	0.00%	0.00%	0.00%	1.25%
Ageing, Disability and Health	0.00%	0.00%	0.00%	0.00%	4.17%	2.78%	0.63%
Descriptive epidemiology, genetics and cancer prevention	0.00%	1.00%	0.81%	0.00%	4.17%	2.78%	1.25%
Management Team	8.33%	1.00%	2.42%	0.00%	0.00%	0.00%	1.88%
Statistics	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Cardiovascular genetics	12.50%	8.00%	8.87%	16.67%	29.17%	25.00%	12.50%
Scientific Management	4.17%	1.00%	1.61%	0.00%	0.00%	0.00%	1.25%
Haematology	4.17%	2.00%	2.42%	0.00%	0.00%	0.00%	1.88%
Medical Imaging	0.00%	2.00%	1.61%	0.00%	8.33%	5.56%	2.50%
Computing	0.00%	1.00%	0.81%	0.00%	4.17%	2.78%	1.25%
Innovation and Transfer	0.00%	0.00%	0.00%	0.00%	4.17%	2.78%	0.63%
Legal	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Laboratories and Operations	4.17%	1.00%	1.61%	0.00%	0.00%	0.00%	1.25%

Digestive diseases	4.17%	4.00%	4.03%	0.00%	8.33%	5.56%	4.38%
Sponsorship	0.00%	0.00%	0.00%	8.33%	0.00%	2.78%	0.63%
Metabolism and Cancer	0.00%	3.00%	2.42%	0.00%	0.00%	0.00%	1.88%
Nephrology	0.00%	3.00%	2.42%	0.00%	0.00%	0.00%	1.88%
Neurodegeneration and Neuroinflammation	0.00%	7.00%	5.65%	8.33%	8.33%	8.33%	6.25%
Nutrition, Eumetabolism and Health	0.00%	14.00%	11.29%	0.00%	8.33%	5.56%	10.00%
Obesity and cardiovascular risk	0.00%	4.00%	3.23%	8.33%	0.00%	2.78%	3.13%
Cerebrovascular Pathology	0.00%	7.00%	5.65%	0.00%	0.00%	0.00%	4.38%
Risk Prevention	0.00%	0.00%	0.00%	8.33%	0.00%	2.78%	0.63%
Projects	4.17%	3.00%	3.23%	0.00%	4.17%	2.78%	3.13%
Clinical Research - ICO	8.33%	6.00%	6.45%	0.00%	8.33%	5.56%	6.25%
Clinical Research - ICS	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Maternal-Foetal metabolic research	4.17%	1.00%	1.61%	0.00%	0.00%	0.00%	1.25%
Human Resources	4.17%	2.00%	2.42%	0.00%	0.00%	0.00%	1.88%
Chromosomal replication	0.00%	2.00%	1.61%	8.33%	4.17%	5.56%	2.50%
Respiratory	0.00%	4.00%	3.23%	8.33%	0.00%	2.78%	3.13%
Vascular Health	8.33%	10.00%	9.68%	0.00%	4.17%	2.78%	8.13%
General Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

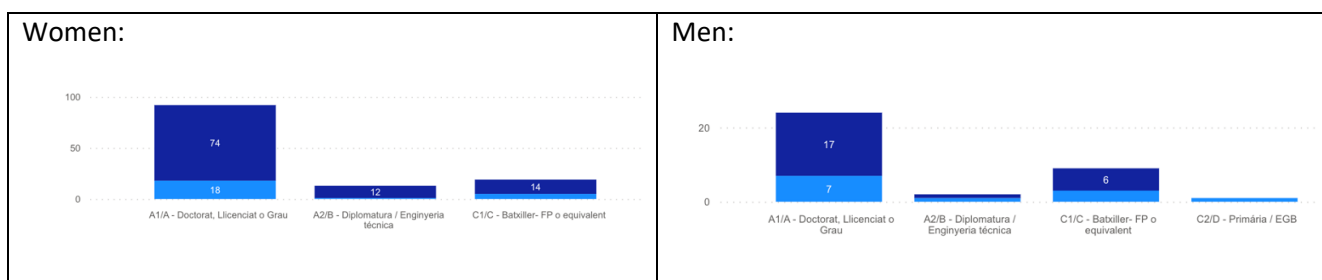
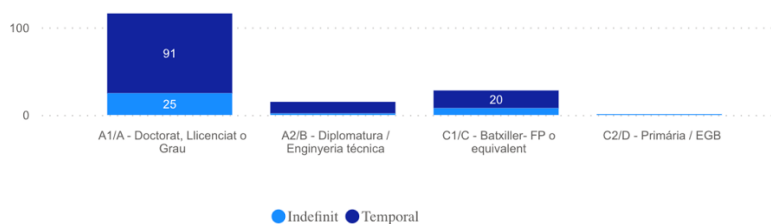
Temporary Hiring vs. Indefinite by Workplace (M/W)

	Women			Men			Total
	Indefinite	Temporary		Indefinite	Temporary		
Deputy Director	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Administrator	8.33%	2.00%	3.23%	8.33%	4.17%	5.56%	3.75%
IT Assistant Administrator	0.00%	0.00%	0.00%	0.00%	4.17%	2.78%	0.63%
HR Administrator	0.00%	2.00%	1.61%	0.00%	0.00%	0.00%	1.25%
Reception Administrator	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Senior Administrator	8.33%	0.00%	1.61%	0.00%	0.00%	0.00%	1.25%
Concierge	0.00%	0.00%	0.00%	8.33%	0.00%	2.78%	0.63%
Director	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Director	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Nurse	0.00%	9.00%	7.26%	0.00%	0.00%	0.00%	5.63%
Senior Nurse	0.00%	4.00%	3.23%	8.33%	0.00%	2.78%	3.13%
Consolidated Researcher (R3)	8.33%	3.00%	4.03%	0.00%	8.33%	5.56%	4.38%
Lead Researcher (R4)	4.17%	0.00%	0.81%	16.67%	0.00%	5.56%	1.88%
Senior Associate Post-doctoral Researcher (R2i)	4.17%	0.00%	0.81%	0.00%	4.17%	2.78%	1.25%
Junior Post-doctoral Researcher (R2b)	4.17%	4.00%	4.03%	0.00%	0.00%	0.00%	3.13%
Senior Post-doctoral Researcher (R2a)	0.00%	6.00%	4.84%	8.33%	4.17%	5.56%	5.00%
Predocctoral Researcher (R1)	0.00%	20.00%	16.13%	0.00%	29.17%	19.44%	16.88%
Bioinformatics Manager	0.00%	0.00%	0.00%	8.33%	0.00%	2.78%	0.63%
CT Coordination Manager	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Biobank Coordination Manager	0.00%	0.00%	0.00%	8.33%	0.00%	2.78%	0.63%

Manager of Administration and Finances	0.00%	2.00%	1.61%	0.00%	0.00%	0.00%	1.25%
Manager of Statistics and Methodological Advisement	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Manager of Legal	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Manager of Sponsorship	0.00%	0.00%	0.00%	8.33%	0.00%	2.78%	0.63%
Manager of International Projects	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Head of Project Management	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
LDG Laboratory Manager	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Laboratory and Operations Manager	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Head of IECm Secretariat	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Junior Communication Technician	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Senior Communication Technician	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Laboratory Technician	0.00%	13.00%	10.48%	0.00%	8.33%	5.56%	9.38%
Senior Laboratory Technician	4.17%	6.00%	5.65%	16.67%	8.33%	11.11%	6.88%
Senior Risk Prevention Technician	0.00%	0.00%	0.00%	8.33%	0.00%	2.78%	0.63%
Research Technician	0.00%	12.00%	9.68%	0.00%	8.33%	5.56%	8.75%
Junior Research Technician	0.00%	0.00%	0.00%	0.00%	4.17%	2.78%	0.63%
Senior Research Technician	12.50%	5.00%	6.45%	0.00%	8.33%	5.56%	6.25%
Senior HR Technician	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
CT Economic Technician	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Technician in Economic Management of Junior Projects	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Project Management Technician	0.00%	2.00%	1.61%	0.00%	0.00%	0.00%	1.25%
IT Technician	0.00%	1.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Innovation and Transfer Technician	0.00%	0.00%	0.00%	0.00%	4.17%	2.78%	0.63%
Junior Technician in Project Management	0.00%	0.00%	0.00%	0.00%	4.17%	2.78%	0.63%
Senior Technician in Quality and Public Procurement	4.17%	0.00%	0.81%	0.00%	0.00%	0.00%	0.63%
Support Technician in Management and Scientific Management	4.17%	1.00%	1.61%	0.00%	0.00%	0.00%	1.25%
General Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

No correlation is observed between level of training and type of recruitment, beyond the one already mentioned regarding pre- and post-doctoral research staff, where due to regulatory issues, the temporary contracts are more common when linked to research projects. There are also no significant differences due to gender.

Hiring method and training level (total workforce)

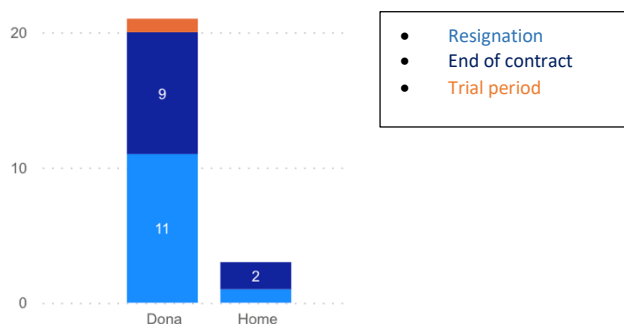


c) Terminations of the employment contract.

Throughout the 2021 financial year, 24 contract terminations have been carried out, the majority due to the arrival of the final term of the contract. This contingency has affected women more than men, a fact that seems consistent with the fact that a greater number of temporary contracts are also concentrated among women.

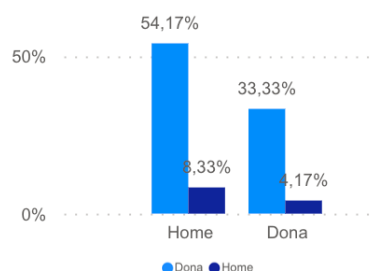
Even so, comparing the data between each group, among women, 16.9% are affected by the terminations, with 8.3% in the case of men:

Number of terminations by motive thereof (M/W)



A correlation is observed between the gender of the person who heads the Department or unit affected by the terminations and their greater volume.

Terminations by gender of the hierarchically responsible person (M/W)

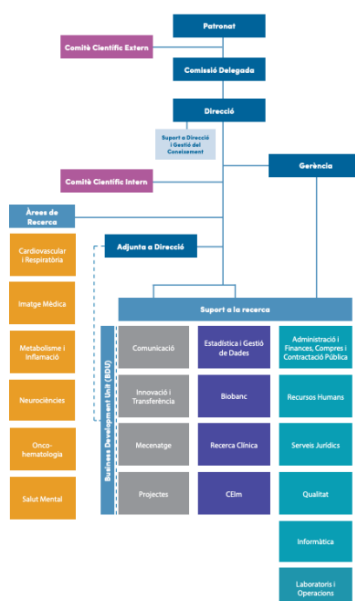


	Female Manager	Male Manager	General Total
Women	8	13	21
Resignation	4	7	11
End of contract	3	6	9
Trial period	1		1
Men	1	2	3
Resignation	1		1
End of contract		2	2
General Total	9	15	24

In any case, the special impact of the resignations should be pointed out, a fact that can also show the particular talent retention problem that some research centres have, to the extent that they are not as competitive as other area institutions (university, public administration) and companies.

2.3. Horizontal segmentation³

The organisation is structured around the following organisational chart:



³ Remember that the data reflect the population as a whole that has occupied the various positions over the course of the year and not the static situation as of 31 December 2021. The analysis has taken this dynamic view with the aim of being able to analyse whether the rotations that may have occurred over time may have a gender bias or are neutral.

Of the population as a whole, 79.3% currently correspond to research staff and 20.6% to structure management staff. Among the research staff as a whole, 77.1% are women compared to 22.8% of men. And with regard to management staff, a similar ratio is observed (78.8% women vs. 21.2% men).

Analysing the distribution of the female and male population by department, a certain professional segmentation is initially observed, although it is not conclusive given the small population existing in some of these departments.

Personnel by Department (Structure) (M/W)

	Women	Men	Total
Administration and Finances	5	1	6
Research Ethics Committee for Medicines (CEIM)	2		2
Purchases and Contracting	1	1	2
Communication	2		2
Management Team	3		3
Statistics	1		1
Scientific Management	2		2
Computing	1	1	2
Innovation and Transfer		1	1
Legal	1		1
Laboratories and Operations	1		1
Sponsorship		1	1
Risk Prevention		1	1
Projects	4	1	5
Human Resources	3		3
Total	26	7	33

Personnel by Workplace (Structure) (M/W)

	Women	Men	Total
Deputy Director	1		1
Administrator	2	1	3
IT Assistant Administrator		1	1
HR Administrator	2		2
Reception Administrator	1		1
Senior Administrator	1		1
Concierge		1	1
Director	1		1
Director	1		1
Manager of Administration and Finances	2		2
Manager of Statistics and Methodological Advisement	1		1
Manager of Legal	1		1
Manager of Sponsorship		1	1

Manager of International Projects	1	1
Laboratory and Operations Manager	1	1
Head of IECm Secretariat	1	1
Junior Communication Technician	1	1
Senior Communication Technician	1	1
Senior Risk Prevention Technician		1
Senior HR Technician	1	1
Technician in Economic Management of Junior Projects	1	1
Project Management Technician	2	2
IT Technician	1	1
Innovation and Transfer Technician		1
Junior Technician in Project Management		1
Senior Technician in Quality and Public Procurement	1	1
Support Technician in Management and Scientific Management	2	2
Total	26	7

In this regard, it should be remembered that absolute population data, given that in many cases we are talking about positions occupied by only one person, require a global and longitudinal analysis that observes behaviour over time. At the moment, and in view of the current situation and in relation to the weight they have within the organisation as a whole, **women are under-represented**:

- Innovation and transfer
- Sponsorship
- Risk Prevention*

Separate mention must be made in relation to the departments of:

- Purchases and Contracting
- IT*

In this case, there is no purely under-representation, since the distribution between men and women reaches parity, although in relation to the overall weight of the female population within the organisation (77.5%) we can observe a lower weight that, in any case, would be necessary to continue over time to rule out any gender-related explanation.

*Areas where the IDIBGI has an agreement with the Trueta Hospital in order to be able to have the service in exchange for financing a contract. It does not represent the actual % of the predominant gender in the service.

Conversely, the departments where the **presence of women is higher** than that of the assigned population (that is, there is a higher percentage of women compared to their general weight within the population as a whole) are:

- Administration and Finances
- Ethics Committee
- Communication
- Management Team
- Statistics
- Scientific Management

- Legal
- Laboratory and Operations
- HR

Personnel by Department (Structure) (M/W)

	Women	Men	General Total
Administration and Finances	83.33%	16.67%	100.00%
Research Ethics Committee for Medicines (CEIM)	100.00%	0.00%	100.00%
Purchases and Contracting	50.00%	50.00%	100.00%
Communication	100.00%	0.00%	100.00%
Management Team	100.00%	0.00%	100.00%
Statistics	100.00%	0.00%	100.00%
Scientific Management	100.00%	0.00%	100.00%
Computing	50.00%	50.00%	100.00%
Innovation and Transfer	0.00%	100.00%	100.00%
Legal	100.00%	0.00%	100.00%
Laboratories and Operations	100.00%	0.00%	100.00%
Sponsorship	0.00%	100.00%	100.00%
Risk Prevention	0.00%	100.00%	100.00%
Projects	80.00%	20.00%	100.00%
Human Resources	100.00%	0.00%	100.00%
Total	78.79%	21.21%	100.00%

In the case of Research staff, taking as a reference only staff hired by the IDIBGI, again making the same assessment made above regarding structural staff, and making the comparison with respect to the weight they currently have within the whole of the population, **women would be under-represented** in:

- Ageing, disability and health
- Chromosome compilation

In relation to the population weight of women on the entire workforce (77.5%), we observe a lower percentage in the following Departments:

- Biobank
- Descriptive and genetic epidemiology
- Cardiovascular genetics
- Medical image
- Digestive diseases
- Neurodegeneration/Neuroinflammation
- ICO Clinical Research

It is, however, a population distribution that falls within the parameters of balanced representation.

Conversely, the departments where the **presence of women is higher** than that of the assigned population are:

- General Surgery
- Haematology
- Laboratory / Operations
- Metabolism and Cancer
- Nephrology
- Nutrition, eumetabolism and health
- Obesity and cardiovascular risk
- Cerebrovascular pathology
- ICS clinical research
- Maternal-foetal metabolic research
- Chromosomal replication
- Respiratory
- Vascular Health

Personnel by Department (Research) (H/D)

	Women	Men	Total
Others	2		2
Biobank	5	2	7
General Surgery	1		1
Ageing, Disability and Health		1	1
Descriptive epidemiology, genetics and cancer prevention	1	1	2
Cardiovascular genetics	11	9	20
Haematology	3		3
Medical Imaging	2	2	4
Laboratories and Operations	1		1
Digestive diseases	5	2	7
Metabolism and Cancer	3		3
Nephrology	3		3
Neurodegeneration and Neuroinflammation	7	3	10
Nutrition, Eumetabolism and Health	14	2	16
Obesity and cardiovascular risk	4	1	5
Cerebrovascular Pathology	7		7
Clinical Research - ICO	8	2	10
Clinical Research - ICS	1		1
Maternal-Foetal metabolic research	2		2
Chromosomal replication	2	2	4
Respiratory	4	1	5
Vascular Health	12	1	13
Total	98	29	127

	Women	Men	Total
Others	100.00%	0.00%	100.00%
Biobank	71.43%	28.57%	100.00%
General Surgery	100.00%	0.00%	100.00%
Ageing, Disability and Health	0.00%	100.00%	100.00%
Descriptive epidemiology, genetics and cancer prevention	50.00%	50.00%	100.00%
Cardiovascular genetics	55.00%	45.00%	100.00%
Haematology	100.00%	0.00%	100.00%
Medical Imaging	50.00%	50.00%	100.00%
Laboratories and Operations	100.00%	0.00%	100.00%
Digestive diseases	71.43%	28.57%	100.00%
Metabolism and Cancer	100.00%	0.00%	100.00%
Nephrology	100.00%	0.00%	100.00%
Neurodegeneration and Neuroinflammation	70.00%	30.00%	100.00%
Nutrition, Eumetabolism and Health	87.50%	12.50%	100.00%
Obesity and cardiovascular risk	80.00%	20.00%	100.00%
Cerebrovascular Pathology	100.00%	0.00%	100.00%
Clinical Research - ICO	80.00%	20.00%	100.00%
Clinical Research - ICS	100.00%	0.00%	100.00%
Maternal-Foetal metabolic research	100.00%	0.00%	100.00%
Chromosomal replication	50.00%	50.00%	100.00%
Respiratory	80.00%	20.00%	100.00%
Vascular Health	92.31%	7.69%	100.00%
Total	77.17%	22.83%	100.00%

Personnel by Workplace (Research) (M/W)

	Women	Men	Total
Administrator	2	1	3
Senior Administrator	1		1
Nurse	9		9
Senior Nurse	4	1	5
Consolidated Researcher (R3)	5	2	7
Lead Researcher (R4)	1	2	3
Senior Associate Post-doctoral Researcher (R2i)	1	1	2
Junior Post-doctoral Researcher (R2b)	5		5
Senior Post-doctoral Researcher (R2a)	6	2	8
Predoctoral Researcher (R1)	20	7	27
Bioinformatics Manager		1	1
CT Coordination Manager	1		1
Biobank Coordination Manager		1	1
Head of Project Management	1		1

LDG Laboratory Manager	1	1
Laboratory Technician	13	2
Senior Laboratory Technician	7	4
Research Technician	12	2
Junior Research Technician		1
Senior Research Technician	8	2
CT Economic Technician	1	1
Total	98	29

2.4. Vertical segmentation and female under-representation⁴.

The IDIBGI has a professional classification system for both research staff and management staff.

The criteria for the allocation to the different levels or categories is determined on objective criteria generally applicable to the field of research. In the case of people assigned to **"Research" profiles** (R4, R3, R2 and R1), the criteria are based on:

- The ability to publish in impact magazines.
- The ability to obtain competitive research projects.
- The ability to direct and lead the search for R2 and R1 profiles.

In the case of research staff not properly classified as "Research" (that is, those who cannot be assigned to the previous levels), the criteria are based on:

- The duration of their professional experience.
- The greater or lesser complexity of the tasks performed.
- Greater or lesser degree of autonomy in carrying out assigned tasks.
- The level of knowledge and/or training.

ÀREA	CATEGORIA	NIVELL	REQUISITS	NIVELL
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⁴ Remember that the data reflect the population as a whole that has occupied the various positions over the course of the year and not the static situation as of 31 December 2021. The analysis has taken this dynamic view with the aim of being able to analyse whether the rotations that may have occurred over time may have a gender bias or are neutral.

		Investigador/a Líder (R4)	Títol de Doctor/a i dilatada experiència (mín. 10 anys) i qualitat científica. Ha realitzat estades de recerca en centres externs (preferiblement internacionals). Lidera un grup de recerca integrat per diferents línies i varis projectes de recerca com a IP. Manté un alt i sostingut nivell de producció científica com a últim o autor de correspondència en revistes d'impacte. Contribueix a nivell nacional i internacional a la seva àrea de recerca (participa en xarxes, jornades i/o congressos, és avaluador). Coordina i supervisa el personal del seu grup. Assegura el finançament i recursos del grup. Contribueix a la gestió de l'IDIBGI. Respon directament davant la Direcció.	
		Investigador/a consolidat (R3)	Títol de Doctor/a i experiència (mín. 5 anys) i qualitat científica. Ha realitzat estades de recerca en centres externs (preferiblement internacionals). Lidera una línia de recerca dins un grup i com a mínim és IP d'un projecte de recerca. Manté un alt i sostingut nivell de producció científica com a primer/a o últim/a o autor/a de correspondència o co-autor/a principal. Contribueix a nivell nacional i internacional a la seva àrea de recerca (participa en xarxes, jornades i/o congressos). Supervisa i orienta personal investigador més junior. Treballa amb un alt nivell d'independència. Respon davant el/la Cap de grup.	

RECERCA	INVESTIGADOR/A	Investigador/a Postdoctoral Associat Senior (R2i)	Títol de Doctor/a i experiència (mín. 5 anys) en varis projectes de recerca. És primer autor/a o autor/a de correspondència o co-autor/a de publicacions. Contribueix a nivell nacional a l'àrea de recerca del seu grup (participa en xarxes, jornades i/o congressos). És adjunt/a al Cap de Grup (R4) i contribueix a assegurar el finançament i recursos del grup (redacta projectes) i a la seva gestió. Supervisa i orienta personal investigador més junior. Treballa amb un alt nivell d'independència. Respon davant el/la Cap de grup.	
		Investigador/a Postdoctoral Associat Junior (R2j)	Títol de Doctor/a i experiència (mín. 3 anys) en un mínim d'un projecte de recerca. És primer/a o autor/a de correspondència o co-autor/a principal de publicacions. Contribueix a nivell nacional a l'àrea de recerca del seu grup (participa en xarxes, jornades i/o congressos). És adjunt/a al/la Cap de Grup (R4) i contribueix a assegurar el finançament i recursos del grup (redacta projectes) i/o a la seva gestió. Orienta personal investigador més junior. Respon davant el Cap de grup.	
		Investigador/a postdoctoral senior (R2a)	Títol de Doctor/a i experiència (mín. 5 anys) en varis projectes de recerca. Ha realitzat estades de recerca en centres externs (preferiblement internacionals). Manté un sostingut nivell de producció científica com a primer/a o autor/a de correspondència o co-autor/a principal. Contribueix a nivell nacional a l'àrea de recerca del seu grup (participa en xarxes, jornades i/o congressos). Supervisa i orienta personal investigador més junior. Treballa en col·laboració amb el/la Cap de Grup (R4) o Investigador/a consolidat/da (R3). Respon davant el/la Cap de Grup.	
		Investigador/a postdoctoral junior (R2b)	Títol de Doctor i experiència (mín. 3 anys) en un mínim d'un projecte de recerca. És primer/a o autor/a de correspondència o co-autor/a principal de publicacions. Contribueix a nivell nacional a l'àrea de recerca del seu grup (participa en xarxes, jornades i/o congressos). Treballa sota la supervisió d'un/a investigador/a senior (R2a, R3 o R4). Respon davant el/la Cap de Grup.	

		Investigador/a predoctoral (R1)	Reuneix les condicions per inscriure's en un programa de doctorat (títol universitari de grau o equivalent i màster). No es requereix experiència investigadora. Ha de defensar la tesi doctoral en un període de 3 a 7 anys. Treballa sota la supervisió d'una investigador/a senior (R2a, R3 o R4). Respon davant el/la Cap de Grup.	
		Responsable de projectes, infraestructura o laboratori (amb personal a càrrec)	Formació a nivell de Llicenciatura o grau o dilatada experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de laboratori, projecte gran o infraestructura amb solidesa, iniciativa, depèn directament del Cap de Grup, té un equip sota la seva responsabilitat.	
		Responsable de projectes, infraestructura o laboratori	Formació a nivell de Llicenciatura o grau o dilatada experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de laboratori, projecte gran o infraestructura amb solidesa, iniciativa i depèn directament del/la Cap de Grup. No té persones a càrrec.	
RECERCA	TÈCNIC/A DE RECERCA	Tècnic/a de Recerca Sènior	Formació a nivell de Llicenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament, mínim 4 anys experiència en la posició, domina la seva àrea actuació. Raporta a un professional de rang superior	
		Tècnic/a de Recerca mig	Formació a nivell de Llicenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament, mínim 3 anys experiència en la posició i comença a guanyar polivalència dins l'àrea. Raporta a un professional de rang superior	
		Tècnic/a de Recerca júnior	Formació a nivell de Llicenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament. Raporta a un professional de rang superior	

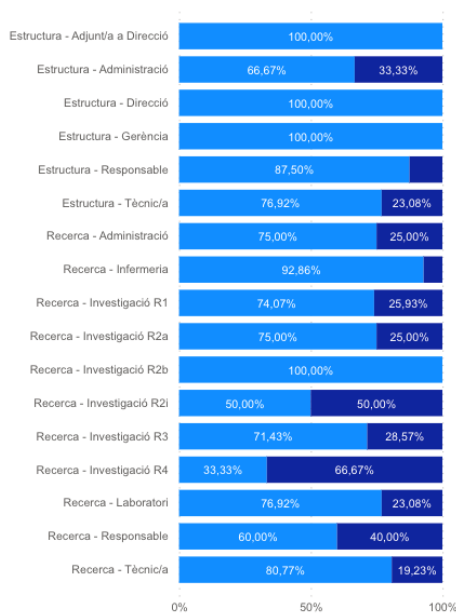
In the case of **Structure staff**, they are hired according to the concurrence of objective criteria such as:

- The strategic or operational/technical nature of the functions performed.
- Greater or lesser degree of autonomy in carrying out assigned tasks.
- The greater or lesser level of responsibility.
- The level of knowledge and/or training.

ÀREA	CATEGORIA	NIVELL	REQUISITS	NIVELL
ESTRUCTURA	RESPONSABLE	Responsable Departament (amb equip)	Formació a nivell de Llicenciatura o grau o dilatada experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de projectes amb solidesa, iniciativa, depèn directament de la Direcció, té un equip sota la seva responsabilitat i és Cap Departament	nivell 3
		Responsable Departament (sense equip)	Formació a nivell de Llicenciatura o grau o dilatada experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de projectes amb solidesa, iniciativa i depèn directament de la Direcció. És Cap d'un Departament Unipersonal	nivell 2
		Responsable junior	Formació a nivell de Llicenciatura o grau o experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de projectes per primera vegada, depèn directament de la Direcció i col·labora amb projectes estratègics	nivell 1
ESTRUCTURA	TÈCNIC/A	Tècnic/a Sènior	Formació a nivell de Llicenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament, mínim 4 anys experiència en la posició, domina la seva àrea actuació. Reporta a un professional de rang superior	nivell 3
		Tècnic/a	Formació a nivell de Llicenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament, mínim 2 anys experiència en la posició i comença a guanyar polivalència dins l'àrea. Reporta a un professional de rang superior	nivell 2
		Tècnic/a junior	Formació a nivell de Llicenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament. Reporta a un professional de rang superior	nivell 1
ESTRUCTURA	ADMINISTRATIU/VA	Administratiu/va sènior	Formació a nivell de Grau Superior Administració. Amb experiència mínima de 5 anys en el càrrec i que tot i desenvolupar tasques administratives ho fa amb solidesa i iniciativa.	nivell 3
		Administratiu/va	Formació a nivell Grau Mig Administració o Batxillerat. Experiència mínima de 3 anys en el càrrec. Desenvolupa tasques administratives amb autonomia	nivell 2
		Auxiliar administratiu/va	Grau Mig Administració o Batxillerat, sense experiència. Desenvolupa tasques administratives bàsiques.	nivell 1
ESTR		Conserge	No es requereix formació. Realitza els serveis necessaris (manteniment, paqueteria, seguretat, recepció...) per garantir el correcte funcionament de la Unitat.	nivell 1

Based on this classification, the distribution of the population by level shows how women are solely under-represented at the R4 Research-Investigation level.

Distribution of the population by levels (M/W)



Regarding the presence of women in positions of responsibility and management, 18 command positions have been reported in 2021, which are distributed as follows.

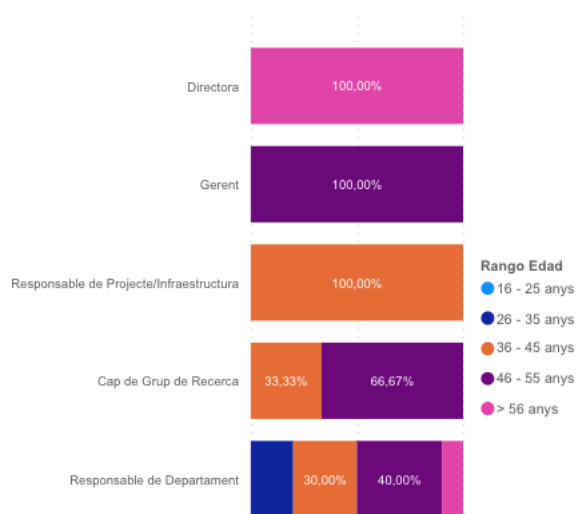
Distribution of the population by command positions (M/W)

	Women	Men	Total
Head of Research Group	1	2	3
Director	1		1
Director	1		1
Head of Department	8	3	11
Project/Infrastructure Manager	2		2
Total	13	5	18

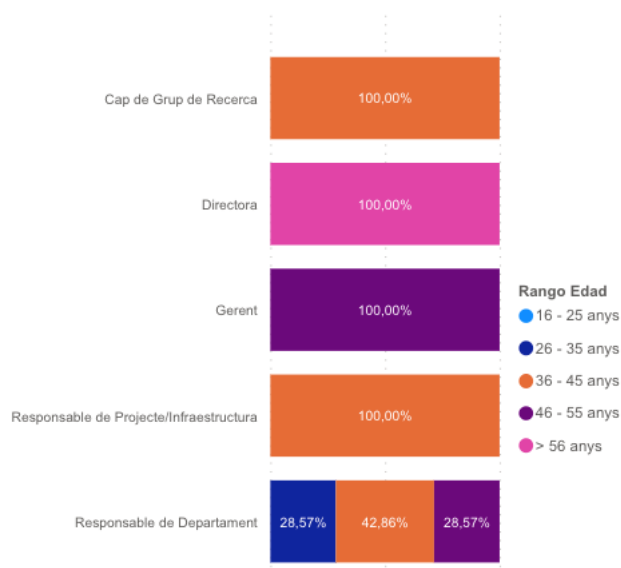
	Women	Men	Total
Head of Research Group	33.33%	66.67%	100.00%
Director	100.00%	0.00%	100.00%
Director	100.00%	0.00%	100.00%
Head of Department	72.73%	27.27%	100.00%
Project/Infrastructure Manager	100.00%	0.00%	100.00%
Total	72.22%	27.78%	100.00%

Analysing the data, by age group, it is observed that the life cycle (generally associated with the tasks of caring for children and dependent people) is not an obstacle to accessing or occupying decision-making positions.

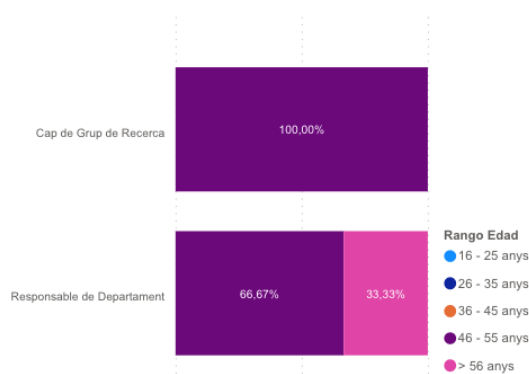
Distribution of the population with managerial responsibilities by age group (general staff)



Distribution of the population with managerial responsibilities by age groups (Women)



Distribution of the population with managerial responsibilities by age groups (Men)



Nor is seniority, a factor that traditionally tends to penalise women, but it is not shown to be a relevant factor in the case of the IDIBGI.

Distribution of the population with managerial responsibilities by length of service (general staff)

	0-5 years	6-10 years	11-20 years	Total
Head of Research Group	0.00%	10.00%	10.00%	1.88%
Director	0.77%	0.00%	0.00%	0.63%
Director	0.00%	10.00%	0.00%	0.63%
Head of Department	5.38%	10.00%	15.00%	6.88%
Project/Infrastructure Manager	0.77%	0.00%	5.00%	1.25%
Total	100.00%	100.00%	100.00%	100.00%

Distribution of the population with managerial responsibilities by seniority (Women and Men)

	0-5 years	6-10 years	11-20 years	Total
Head of Research Group	0.00%	10.00%	10.00%	1.88%
Women	0.00%	0.00%	5.00%	0.63%
Men	0.00%	10.00%	5.00%	1.25%
Director	0.77%	0.00%	0.00%	0.63%
Women	0.77%	0.00%	0.00%	0.63%
Director	0.00%	10.00%	0.00%	0.63%
Women	0.00%	10.00%	0.00%	0.63%
Head of Department	5.38%	10.00%	15.00%	6.88%
Women	3.08%	10.00%	15.00%	5.00%
Men	2.31%	0.00%	0.00%	1.88%
Project/Infrastructure Manager	0.77%	0.00%	5.00%	1.25%
Women	0.77%	0.00%	5.00%	1.25%
Total	100.00%	100.00%	100.00%	100.00%

In the case of management personnel, in any case, the presence of women in managerial positions is more evident.

Distribution of the population with managerial responsibilities among the structural group (M/W)

	Women	Men	Total
Director	100.00%	0.00%	100.00%
Director	100.00%	0.00%	100.00%
Head of Department	87.50%	12.50%	100.00%
Total	78.79%	21.21%	100.00%

In the case of research staff, compared to the management group, there is a lower presence of women, which is significantly below the representative balance.

Distribution of the population with managerial responsibilities among the research group (M/W)

	Women	Men	Total
Head of Research Group	33.33%	66.67%	100.00%
Head of Department	33.33%	66.67%	100.00%
Project/Infrastructure Manager	100.00%	0.00%	100.00%
Total	77.17%	22.83%	100.00%

These data, similar to those observed at similar or comparable institutions, show how the classification criteria have a greater impact on women, given that the context in which research and publication

requirements are developed coincides in time with the periods of motherhood and raising small children. This means that the IDIBGI may in a certain way be receiving the consequences of some academic criteria to accessing higher categories that do not integrate the gender perspective, to the extent that they focus eminently on one type of activity (research of impact) and not in others (teaching activity, dissemination, "ordinary" publication or knowledge transfer) that are not so affected by maternity-related processes.

This thesis, when we compare men and women within the same group, seems supported as a hypothesis, once we correlate managerial position, age and seniority.

Distribution of the population with managerial responsibilities among the research group by age groups (General)

	16-25 years	26-35 years	36-45 years	46-55 years	55- years	Total
Head of Research Group	0.00%	0.00%	2.50%	4.35%	20.00%	1.88%
Director	0.00%	0.00%	0.00%	0.00%	20.00%	0.63%
Director	0.00%	0.00%	0.00%	4.35%	0.00%	0.63%
Head of Department	0.00%	4.48%	7.50%	17.39%	20.00%	6.88%
Project/Infrastructure Manager	0.00%	0.00%	5.00%	0.00%	0.00%	1.25%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Distribution of the population with managerial responsibilities by age (Women and Men)

	16-25 years	26-35 years	36-45 years	46-55 years	55- years	Total
Head of Research Group	0.00%	0.00%	2.50%	4.35%	20.00%	1.88%
Women	0.00%	0.00%	2.50%	0.00%	0.00%	0.63%
Men	0.00%	0.00%	0.00%	4.35%	20.00%	1.25%
Director	0.00%	0.00%	0.00%	0.00%	20.00%	0.63%
Women	0.00%	0.00%	0.00%	0.00%	20.00%	0.63%
Director	0.00%	0.00%	0.00%	4.35%	0.00%	0.63%
Women	0.00%	0.00%	0.00%	4.35%	0.00%	0.63%
Head of Department	0.00%	4.48%	7.50%	17.39%	20.00%	6.88%
Women	0.00%	4.48%	7.50%	8.70%	0.00%	5.00%
Men	0.00%	0.00%	0.00%	8.70%	20.00%	1.88%
Project/Infrastructure Manager	0.00%	0.00%	5.00%	0.00%	0.00%	1.25%
Women	0.00%	0.00%	5.00%	0.00%	0.00%	1.25%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Although the data cannot be conclusive due to the small male population, a correlation can be observed between horizontal and vertical segmentation. In other words, there is a greater recurrence of male managerial positions in those departments where men are more represented.

People with managerial responsibilities by Department (M/W)

	Women	Men	General Total
Administration and Finances	5	1	6
Head of Department	2 ⁵		2
Biobank	5	2	7
Head of Department		1	1
Research Ethics Committee for Medicines (CEIM)	2		2
Head of Department	1		1
Management Team	3		3
Director	1		1
Director	1		1
Statistics	1		1
Head of Department	1		1
Cardiovascular genetics	11	9	20
Head of Department		1	1
Project/Infrastructure Manager	1		1
Legal	1		1
Head of Department	1		1
Laboratories and Operations	2		2
Head of Department	1		1
Sponsorship		1	1
Head of Department		1	1
Nutrition, Eumetabolism and Health	14	2	16
Project/Infrastructure Manager	1		1
Obesity and cardiovascular risk	4	1	5
Head of Research Group		1	1
Projects	4	1	5
Head of Department	1		1
Clinical Research - ICS	1		1
Head of Department	1		1
Maternal-Foetal metabolic research	2		2
Head of Research Group	1		1
Chromosome compilation		2	2
Head of Research Group		1	1

As mentioned at the beginning of the document, in section 1.1 c) Attached Staff, it is interesting to keep in mind the IDIBGI collective as a whole, given that in many cases not all the staff of the research groups have employment/contract through IDIBGI, but also through other related institutions.

With regard to the presence of women in other decision-making and influential bodies within the IDIBGI, it should be noted that there have been no clearly significant changes since the last Equality Plan:

- 1) In the Board of Trustees, the presence of women is 47%, compared to 52.9% of men. The balance between men and women is within the parameter of balanced representation, but is strongly conditioned by the designations from the Public Administrations with a presence on the Board of Trustees.

Women **Men**

⁵ We recall that the reality of the table presents accumulated data, where all the people occupying the referenced positions in 2021 have been taken into consideration.

Ex Officio Members ⁶	1	3
Appointed members (Department of Health Generalitat de Catalunya)	2	1
Appointed members (Department of Research and Universities)	1	1
Appointed members (Rector University of Girona)	1	2
Appointed members (Healthcare Institutions)	2	2
Appointed members (Secretary)	1	0
TOTAL	8	9

- 2) In the Management Commission, the presence of women is 37.5%, compared to 62.5% of men. In this case, the criterion of balanced representation is not met, even though 75% of the positions in this body are freely appointed by the corresponding Institutions.

	Women	Men
Chair	1	0
Appointed members (Department of Research and Universities)	0	2
Appointed members (Rector University of Girona)	1	1
Appointed members (Healthcare Institutions)	0	2
Appointed members (Secretary)	1	0
TOTAL	3	5

2.5. Education.

In terms of education, it can be observed that although a representative balance between men and women is generally maintained, women have a higher level of education than men.

Population distribution by education level (M/W)

	Women	Men	General Total
A1/A - Doctorate, Honours or Degree	74.19%	66.67%	72.50%
A2/B - Diploma / Technical Engineering	10.48%	5.56%	9.38%
C1/C - Bachelor- VT or equivalent	15.32%	25.00%	17.50%
C2/D - Primary / EGB	0.00%	2.78%	0.63%
General Total	100.00%	100.00%	100.00%

Population distribution by education level and professional level (M/W)

	Women	Men	General Total
A1/A - Doctorate, Honours or Degree	74.19%	66.67%	72.50%
Structure - Deputy Director	0.81%	0.00%	0.63%
Structure - Administration	0.81%	0.00%	0.63%
Structure - Director	0.81%	0.00%	0.63%
Structure - Management	0.81%	0.00%	0.63%
Structure - Supervisor	5.65%	2.78%	5.00%

⁶ Health Councillor Generalitat de Catalunya, Councillor for Research and Universities Generalitat de Catalunya, Rector University of Girona, General Director of Research of the Department of Business and Knowledge.

Structure - Technician	8.06%	8.33%	8.13%
Research - Nursing	2.42%	0.00%	1.88%
Research - Research R1	16.13%	19.44%	16.88%
Research - Research R2a	4.84%	5.56%	5.00%
Research - Research R2b	4.03%	0.00%	3.13%
Research - Research R2i	0.81%	2.78%	1.25%
Research - Research R3	4.03%	5.56%	4.38%
Research - Research R4	0.81%	5.56%	1.88%
Research - Laboratory	8.06%	0.00%	6.25%
Research - Supervisor	2.42%	5.56%	3.13%
Research - Technician	13.71%	11.11%	13.13%
A2/B - Diploma / Technical Engineering	10.48%	5.56%	9.38%
Research - Nursing	8.06%	2.78%	6.88%
Research - Technician	2.42%	2.78%	2.50%
C1/C - Bachelor- VT or equivalent	15.32%	25.00%	17.50%
Structure - Administration	4.03%	5.56%	4.38%
Research - Administration	2.42%	2.78%	2.50%
Research - Laboratory	8.06%	16.67%	10.00%
Research - Technician	0.81%	0.00%	0.63%
C2/D - Primary / EGB	0.00%	2.78%	0.63%
Structure - Administration	0.00%	2.78%	0.63%
General Total	100.00%	100.00%	100.00%

Regarding the promotion of training within the organisation, the IDIBGI has a basic training protocol, aimed at work research staff, attached research staff, administrative and support staff and hospital resident staff, where it is established that:

1. On the one hand, its commitment to training, based on the premise that training must enable the people who are part of the organisation to have the knowledge, skills and attitudes appropriate to achieve both the strategic and operational objectives of the centre.
2. On the other hand, the process of communication and participation in the training programme.

Communication: specific dissemination for each of the training activities, indicating the objectives of the training, contents, information about the training person, day, time, modality and form of registration.

Participation: registrations for the trainings are made on the basis of a form attached to the dissemination of each scheduled training action.

The organisation has a training needs detection system.

The training needs collected in the Training Plan are grouped by more or less homogeneous areas, which allows for the identification of the following **Training Areas**:

- Mandatory and initial training.
- Transversal training and institutional values.

- Transversal training in research.
- Cycles of conferences or seminars on different topics.
- Training in Research for Residents.

As for the 2021 financial year, the IDIBGI allocated a total of 1,173 hours of training that were distributed mostly among women (83.08% vs. 16.92%).

Training by subject (distribution of number of hours M/M and W/W)

	Men	Women	Total
ADGD081PO Design, monitoring and evaluation of projects	0.00%	4.10%	3.41%
C1 Advanced English	15.11%	30.78%	28.13%
C2 Advanced English	30.23%	15.39%	17.90%
Criminal Compliance	0.00%	0.00%	0.00%
Funding Calls and Programmes - "Ready for Horizon Europe" Series of Webinars	0.76%	0.00%	0.13%
Advanced Excel Course	0.00%	3.08%	2.56%
Course in Intellectual Property in the Health and Biomedicine Sector	5.04%	3.90%	4.09%
Health and Safety Emergency Plan, Fire Extinguishing and First Aid Equipment	12.09%	12.31%	12.27%
Webinar course - The right to the protection of personal data and the right to one's image	0.00%	0.21%	0.17%
Scientific dissemination "Communicate your cCencia"	3.78%	1.80%	2.13%
Code of ethics training, conduct and good practices	11.34%	8.72%	9.16%
Data Protection Training	16.12%	12.52%	13.13%
Data Protection Training	0.00%	0.41%	0.34%
Management of toxic and hazardous waste	4.03%	4.92%	4.77%
Communication skills for Management	0.00%	0.00%	0.00%
Conference on practical cases of Electronic Bidding	0.00%	0.24%	0.20%
Plan the Research Career	1.51%	1.23%	1.28%
Research with a gender perspective	0.00%	0.41%	0.34%
General Total	100.00%	100.00%	100.00%

Training by category/level (distribution of number of M/W hours)

	Men	Women	General Total
Director	0.00%	0.00%	0.00%
Structure - Deputy Director	0.00%	0.41%	0.34%
Structure - Administration	4.03%	9.75%	8.78%
Structure - Management	0.00%	0.21%	0.17%
Structure - Supervisor	0.00%	3.44%	2.86%
Structure - Technician	21.16%	15.78%	16.69%
Research - Administration	0.00%	0.36%	0.30%
Research - Nursing	0.00%	1.03%	0.85%
Research - Research R1	31.74%	21.65%	23.35%
Research - Research R2	0.00%	0.10%	0.09%

Research - Research R2a	2.02%	8.98%	7.80%
Research - Research R2b	0.00%	6.82%	5.67%
Research - Research R2i	1.01%	0.56%	0.64%
Research - Research R3	18.39%	6.05%	8.14%
Research - Research R4	3.27%	0.56%	1.02%
Research - Laboratory	10.58%	12.16%	11.89%
Research - Supervisor	5.79%	0.92%	1.75%
Research - Technician	2.02%	11.23%	9.67%
General Total	100.00%	100.00%	100.00%

Of the total beneficiaries of training actions, 76.4% were women, compared to 23.5% of men. Compared to the workforce data, of the female population as a whole, 88.3% have participated in training actions, while in the case of men, the coverage rate is significantly lower at 84.8%. Regarding the average number of hours, men and women are almost equal (3.6 hours for women and 3.1 hours for men). As can be seen, no differences are observed due to gender.

All the training has been given in the work centre and during working hours.

The training programme on gender matters (Research in gender perspective) should be highlighted, although with a residual impact.

2.6. Professional promotion.

The organisation does not operate with a system of professional promotion as understood in the private sector, since vacancies are filled according to a public call system and, therefore, where the same criteria apply which apply to the selection process.

Therefore, this section will analyse the career system based around the professional classification and the skills assessment system.

In this sense, the organization is working on a standard staff evaluation system based on a skills map (RRH-DOC-066). This is a map structured based on objective skills, well-defined and associated with levelled behaviours, which allows us to avoid limiting subjective biases.

CORPORATE COMPETENCES

- INTEGRITY (INTE)
- COMMITMENT TO THE INSTITUTION (COMP)

SPECIFIC COMPETENCES

- ADAPTATION TO CHANGE/ FLEXIBILITY (FLEX) 4. SELF-CONFIDENCE (CONF)
- ANALYSIS CAPACITY (ANLI) 6. COMMUNICATION (COM)
- CREATIVITY (CREA)
- EMPATHY (EMPA)
- CONFLICT MANAGEMENT (GCON) 10. PROJECT MANAGEMENT (PROJ) 11. INITIATIVE (INIC)
- LEADERSHIP (LIDE) 13. NEGOTIATION (NEGO)
- ORDER AND QUALITY (QUAL) 15. CUSTOMER ORIENTATION (OCLI)
- RESULTS ORIENTATION (RESU) 17. INFORMATION SEARCH (INFO)
- RESISTANCE TO PRESSURE (PRES) 19. TEAMWORK (EQUI)
- STRATEGIC VISION (ESTR)

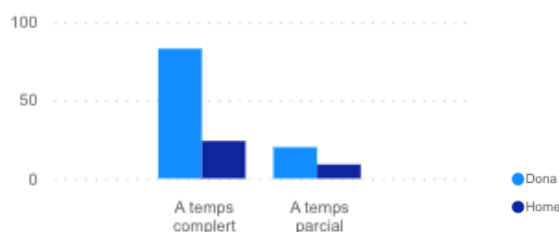
As we said at the beginning of this section, since it is a public organisation, the promotion system is articulated under the same scheme as any selection system, strictly subject to criteria of equality, ability and merits.

No quantitative data is available to validate the integration of the gender perspective in these processes.

2.7. Balance of personal, family and work life.

The amount of the ordinary working day at IDIBGI totals 1736 hours. The bulk of its population performs this day:

Distribution of the population by type of working day (M/W)



That is to say, the population employed at the IDIBGI is linked to the company for the most part through full-time contracts and it is not possible to observe differences due to gender:

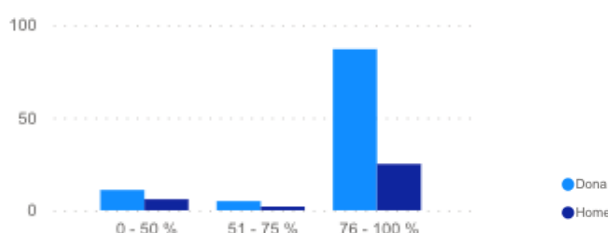
Distribution of the population by type of working day (M/W)

	Women	Men	Total
Continuous	75.81%	75.00%	75.63%
Interrupted	24.19%	25.00%	24.38%
Total	100.00%	100.00%	100.00%

Distribution of the population by % of working hours (M/W)

	Women	Men	Total
15%	0.81%	0.00%	0.63%
20%	0.81%	0.00%	0.63%
25%	2.42%	2.78%	2.50%
30%	0.81%	0.00%	0.63%
35%	0.00%	2.78%	0.63%
37.5%	1.61%	5.56%	2.50%
40%	0.81%	0.00%	0.63%
50%	6.45%	5.56%	6.25%
60%	0.81%	0.00%	0.63%

625%	4.84%	2.78%	4.38%
75%	1.61%	2.78%	1.88%
77.5%	0.00%	2.78%	0.63%
80%	1.61%	0.00%	1.25%
87.5%	2.42%	0.00%	1.88%
93.75%	0.81%	0.00%	0.63%
100%	74.19%	75.00%	74.38%
Total	100.00%	100.00%	100.00%



The average age of women with a part-time contract is 36.5. In the case of men, it is 38.8.

No significant differences are observed depending on the group, so there is no impact on the partiality ratio depending on whether we are among the research and/or structural group.

Regarding the use of actions to balance personal, family and work life, 37 requests have been registered, affecting 28 people, 82.4% women, a fact that correlates with the majority female population in the organisation.

Comparing by population, no significant differences are observed due to gender, nor is age or seniority particularly relevant in the use of these actions.

Work-life balance actions by seniority (General)

	0 - 5 anys		6 - 10 anys		11 - 20 anys	
	Plantilla	%TG Plantilla	Plantilla	%TG Plantilla	Plantilla	%TG Plantilla
Permis al·letament	1	3,57%				
Permis hospitalització/ De...	11	39,29%	3	10,71%	1	3,57%
Permis maternitat	3	10,71%				
Permis paternitat	2	7,14%				
Permis trasllat	11	39,29%				
Total	24	85,71%	3	10,71%	1	3,57%

Work-life balance actions by seniority (Women)

	0 - 5 anys		6 - 10 anys		11 - 20 anys	
	Plantilla	%TG Plantilla	Plantilla	%TG Plantilla	Plantilla	%TG Plantilla
Permis al·letament	1	4,35%				
Permis hospitalització/ De...	9	39,13%	3	13,04%	1	4,35%
Permis maternitat	3	13,04%				
Permis trasllat	10	43,48%				
Total	19	82,61%	3	13,04%	1	4,35%

Work-life balance actions by seniority (Men)

	0 - 5 anys	
	Plantilla	%TG Plantilla

Permis hospitalització/ De...	2	40,00%
Permis paternitat	2	40,00%
Permis trasllat	1	20,00%
Total	5	100,00%

Work-life balance actions by age (General)

	16 - 25 anys		26 - 35 anys		36 - 45 anys		46 - 55 anys		> 56 anys	
	Plantilla	%TG	Plantilla	%TG	Plantilla	%TG	Plantilla	%TG	Plantilla	%TG
Permis alletament			1	3,57%						
Permis hospitalització/ De...	1	3,57%	2	7,14%	6	21,43%	6	21,43%		
Permis maternitat			2	7,14%	1	3,57%				
Permis paternitat					2	7,14%				
Permis trasllat	2	7,14%	4	14,29%	4	14,29%			1	3,57%
Total	3	10,71%	7	25,00%	11	39,29%	6	21,43%	1	3,57%

Work-life balance actions by age (Women)

	16 - 25 anys		26 - 35 anys		36 - 45 anys		46 - 55 anys	
	Plantilla	%TG	Plantilla	%TG	Plantilla	%TG	Plantilla	%TG
Permis alletament			1	4,35%				
Permis hospitalització/ De...			1	4,35%	6	26,09%	6	26,09%
Permis maternitat			2	8,70%	1	4,35%		
Permis trasllat	2	8,70%	4	17,39%	4	17,39%		
Total	2	8,70%	6	26,09%	9	39,13%	6	26,09%

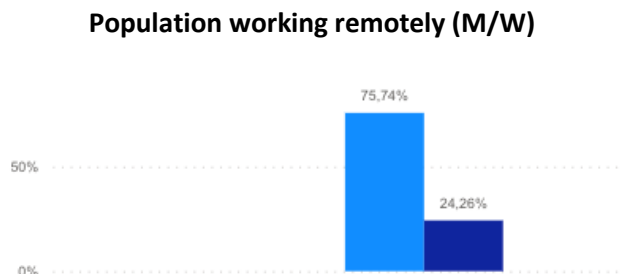
Work-life balance actions by age (Men)

	16 - 25 anys		26 - 35 anys		36 - 45 anys		> 56 anys	
	Plantilla	%TG	Plantilla	%TG	Plantilla	%TG	Plantilla	%TG
Permis hospitalització/ De...	1	20,00%	1	20,00%				
Permis paternitat					2	40,00%		
Permis trasllat							1	20,00%
Total	1	20,00%	1	20,00%	2	40,00%	1	20,00%

In terms of remote work, it is noteworthy the existence of an internal policy regulating the right to telework that arose as a result of the Covid pandemic, which has taken into consideration the assessment of the workforce around this form of organising work and is also sensitive to the risks involved in terms of communication and the linking of people with teams and departments.

1. Interested workers can request up to a maximum of 2 days of telework per week, indicating the days on which they want to work.
2. This request will be evaluated and, if appropriate, approved by the group leader, who has the autonomy to organise his or her team.
3. Once the request has been approved, an agreement annexed to the employment contract of the person involved will be formalised.
4. The commitment to respect the health and safety of teleworkers is established.
5. Likewise, the organisation undertakes to provide appropriate training in the field of Data Protection and Health and Safety at Work.
6. Likewise, the organisation guarantees respect for daily and weekly rest times, permits and holidays; a commitment is established to avoid telephone calls outside working hours; a commitment is established to use scheduling formulas for emails to avoid their entry outside the working day; and also the commitment to convening meetings, assessing their estimated duration and avoiding holding them at the end of the day, all this within the framework of the directives and best practices published by the Generalitat de Catalunya.

In 2021, as a direct consequence of the lockdown imposed by the Covid-19 pandemic, 136 people have used telework, 103 women and 33 men.



2.8. Health and anti-harassment protocol.

Although the sample is not statistically representative, of the 2021 medical leave register (23 people affected), 86.9% correspond to processes suffered by women.

The absenteeism rate does not show significant differences between men (1.59%) and women (1.57%).

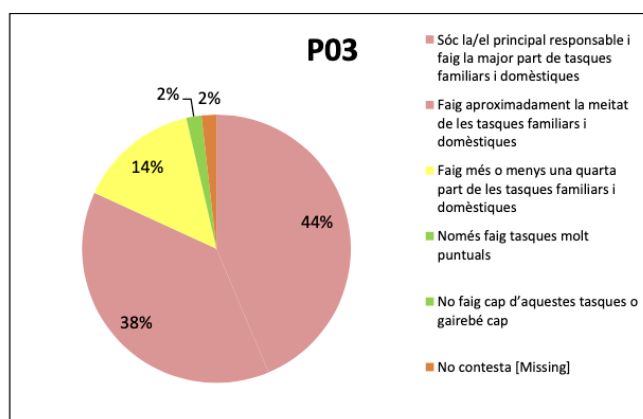
This absenteeism rate has had an unequal distribution, to the extent that it has affected 544 days and an average of 18.7 days. If we break this data down by gender, we see that the average for women is 26.4 days, compared to 5.3 days for men. In fact, the incidence rate of this leave on the respective affected group shows a noticeably worse balance for the female population (19.4% of its total affected population, compared to 10.7% in the case of men).

The economic repercussions in case of absenteeism are mitigated, to the extent that the organisation has recognised a 100% supplement to the salary in the cases of:

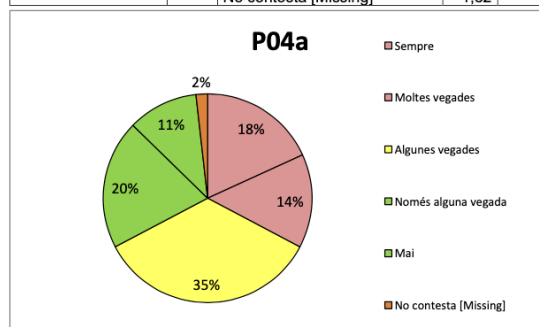
- Temporary disability for common illness or non-occupational accident that does not involve hospitalisation (according to the scale established in the agreement of 28 November 2019).
- Leave resulting from work-related accident and occupational disease, up to a maximum of 18 months.
- Leave during pregnancy.
- Leave following surgical interventions.
- Leave involving hospitalisation.
- Leave resulting from gender violence.
- Leave resulting from oncological treatments.
- Leave resulting from assisted reproduction treatments or the breastfeeding period.

In 2015, the organisation carried out an **Evaluation of Psychosocial Risks**. Although it does not present the data broken down by gender in order to be able to measure possible gender-based differences in impact (it does do this by research group vs structure), it has specifically measured the risks derived from the double presence (productive work and care work), with the following results:

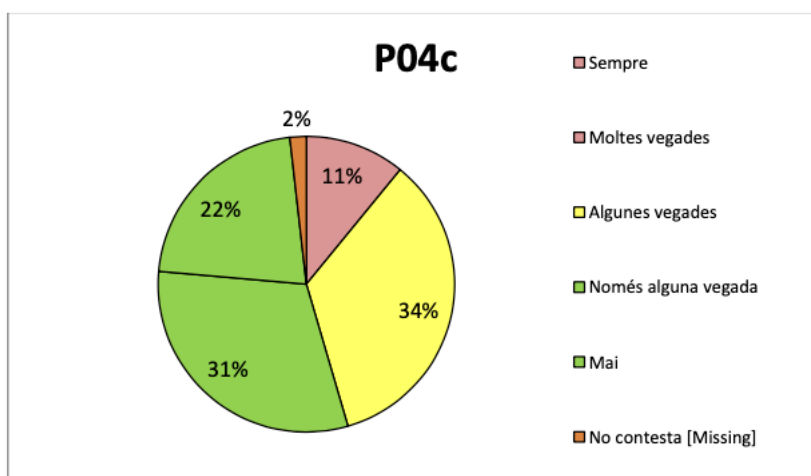
Pregunta	codi	Resposta	%	N
Quina part de les feines familiars i domèstiques fas	P03			54
		Sóc la/el principal responsable i faig la major part de tasques familiars i domèstiques	44,44	24
		Faig aproximadament la meitat de les tasques familiars i domèstiques	38,89	21
		Faig més o menys una quarta part de les tasques familiars i domèstiques	14,81	8
		Només faig tasques molt puntuals		
		No faig cap d'aquestes tasques o gairebé cap	1,85	1
		No contesta [Missing]	1,82	1



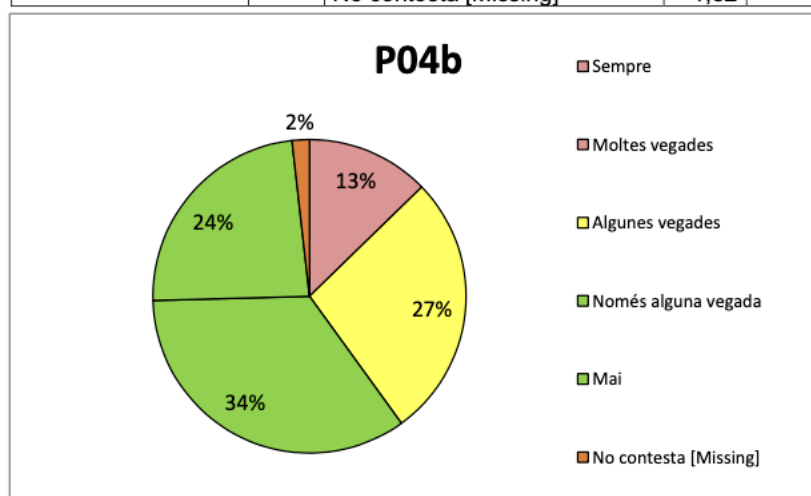
Pregunta	codi	Resposta	%	N
Si faltes algun dia de casa, les feines domèstiques que realitzes es queden sense fer?	P04a			54
		Sempre	18,52	10
		Moltes vegades	14,81	8
		Algunes vegades	35,19	19
		Només alguna vegada	20,37	11
		Mai	11,11	6
		No contesta [Missing]	1,82	1



Pregunta	codi	Resposta	%	N
Hi ha moments que necessaries ser a l'empresa i a casa alhora?	P04c			54
		Sempre		
		Moltes vegades	11,11	6
		Algunes vegades	35,19	19
		Només alguna vegada	31,48	17
		Mai	22,22	12
		No contesta [Missing]	1,82	1



Pregunta	codi	Resposta	%	N
Quan ets a l'empresa, penses en les feines domèstiques i familiars?	P04b			54
		Sempre		
		Moltes vegades	12,96	7
		Algunes vegades	27,78	15
		Només alguna vegada	35,19	19
		Mai	24,07	13
		No contesta [Missing]	1,82	1



Regarding the **Anti-harassment protocol**, the IDIBGI has a specific policy covering cases of psychological harassment, sexual harassment, because of sex or sexual orientation and other types of discrimination.

In relation to sexual harassment, the concept typified in the regulations is replicated, and relates behaviours that are associated with it, but without establishing levels of severity, and referring to them as preventive actions:

El constitueix qualsevol comportament verbal, no verbal o físic no desitjat d'índole sexual que tingui com a objectiu o produeixi l'efecte d'atemptar contra la dignitat d'una persona o de crear-li un entorn intimidador, hostil, degradant, humiliant, ofensiu o molest.

Decidir que una determinada conducta és sexualment indesitjada correspon sempre al/a la receptor/a.

Per tant, l'assetjament sexual és un seguit de comportaments verbals, no verbals i/o físics d'índole sexual, no volguts per la persona receptora, o bé un sol incident que pel seu caràcter summament ofensiu o delictiu pot constituir per si sol un cas d'assetjament sexual. És una forma d'abús que s'exerceix des d'una percepció o sensació de poder psíquic o físic respecte a la persona assetjada i que es pot donar en qualsevol àmbit de relació entre persones (laboral, docent, domèstic, etc.), sense que necessàriament existeixi una superioritat jeràrquica (veure annex 1 – Conductes de la persona assetjadora i conseqüències).

- **Evitar a l'entorn laboral l'existència de les conductes següents:**
 - Comentarís sobre la vida privada, aparença, condició sexual, crítiques permanents, imitacions etc.
 - Enviament de gràfics, dibuixos i fotografies de contingut sexual explícit.
 - Trucades telefòniques, missatges, correus electrònics de contingut sexual.
 - Agressions verbals (crits, insults, amenaces, desqualificacions ofensives etc.)
 - Agressions físiques, contacte físic deliberat, apropament excessiu i innecessari.
 - Atacaments a les creences religioses, polítiques, nacionals, de raça, condicions sexuals, discapacitats etc.
 - Qualsevol altre comportament que tingui com a causa o com a objectiu la discriminació,

l'abús, la vexació o la humiliació de la persona.

As regards harassment based on sex, it is assimilated to harassment based on sexual orientation, when harassment based on sex is typified in the regulations as a subtype of discriminatory harassment associated with gender roles and not to sexual orientation:

El constitueix un comportament no desitjat relacionat amb el sexe o l'orientació sexual d'una persona en ocasió de l'accés al treball remunerat, la promoció en el lloc de treball, l'ocupació o la formació, que tingui com a propòsit o produeixi l'efecte d'atemptar contra la dignitat de la persona i de crear-li un entorn intimidador, hostil, degradant, humiliant o ofensiu.

La consideració d'assetjament per raó de sexe sempre exigeix una pauta de repetició i acumulació sistemàtica de conductes ofensives (veure annex 1 – Conductes de la persona assetjadora i conseqüències).

The protocol identifies the responsible roles in the preventive and corrective management of harassment cases.

Likewise, it establishes an informal and formal action process, which can extend its duration up to 30 days, and which foresees the application of precautionary measures, although without specifying a special protection towards the alleged victim.

It is not known that information and training actions have been carried out around the Protocol, nor to employees, nor to the people who must directly participate in the investigation and resolution of the cases.

2.9. Communication and non-sexist language.

The IDIBGI makes sure that in all its publications in physical support, appearances in the media and presence in social networks, the image of women is represented. In the same way, it also promotes the public dissemination of images in which women who occupy managerial positions in the organisation appear, thus contributing to the construction of references of women in positions with decision-making power:



Metabolisme i inflamació

Un nou tractament per a la Síndrome de l'Ovari Poliquístic



Mecenatge, Oncohematologia

L'Oncolliga Girona fa una donació per impulsar una recerca sobre el càncer d'ovari de l'IDIBGI i l'ICO



Cardiovascular i respiratòria

Girona lidera un nou projecte europeu per millorar el diagnòstic i tractament de l'apnea obstructiva del son



Tesi doctoral

Tesi doctoral: Cognitive function in obesity: Interactions with the gut microbiome



18
jun

Torneig Solidari Bufalynch

Similarly, it participates publicly in awareness campaigns aimed at breaking horizontal segmentation based on gender and favouring the presence of women in scientific professions:





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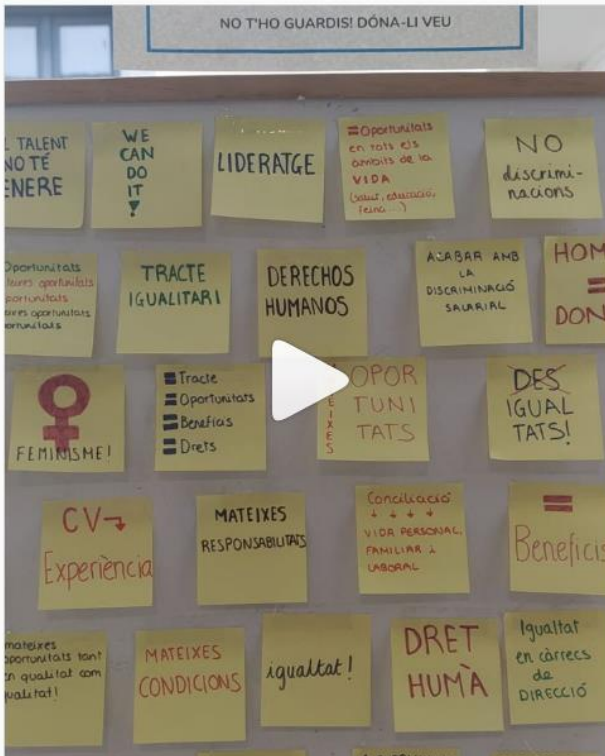
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idibgi 🇪🇸 Des de l'IDIBGI ens unim al #DiaDonaNenaCiència per reivindicar la igualtat real entre dones i homes a la ciència. Fem una crida a les generacions actuals i futures per avançar cap a una recerca paritària. Perquè som imprescindibles 🧬👩🔬

#WomenInScienceDay #11F
#idibgisomtots #mujerenciencia
#DonesCienciaCAT

617 views
FEBRUARY 11

Log in to like or comment.



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idibgi ♀ Avui 8M, dia de la dona treballadora a l'IDIBGI hem creat el Mural de la Igualtat de Gènere a la Ciència a partir de les respostes del nostre personal a les preguntes:

- 1 Què significa igualtat de gènere per tu?
- 2 En el món de la ciència quines diferències de gènere identifiques o has viscut?

Amb aquesta acció reflexionem en relació aquest tema i totes les aportacions les recollirà el Comissió d'Igualtat de l'IDIBGI, que valorarà possibles accions per afegir a les que deriven del Pla d'Igualtat de l'IDIBGI.

Continuem treballant per garantir unes condicions d'igualtat en la recerca

303 views
MARCH 8, 2021

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From the communication side, it has a communication and non-sexist language protocol, specifically aimed at language issues to avoid the use of the masculine gender. Even so, in some documents for internal use and on the organisation's website, expressions are observed that do not comply with the aforementioned Protocol.

2.10. Salary audit.

The Equality Plan that was renewed in 2018 and the development of the HRS4R action plan that was validated by the European Commission through the presentation of a self-evaluation report sent in 2017, IDIBGI imposed upon itself a commitment to set a Salary Policy for the organisation.

According to the internal analysis that had been carried out in the framework of the previous Plan, and as reflected in the aforementioned policy (RRH-DOC-058) "we could not speak of a discriminatory salary policy at the gender level, but of a poorly defined retributive salary policy, which did not seem to respond directly to the level of education, the position held or, necessarily, to the percentage of working hours worked, although a certain tendency to "homogenisation of wages by categories and similar tasks".

In this sense, as is already the case with other research institutions, certain remuneration levels at the IDIBGI are determined, not by internal policy, but by the economic conditions established in the call for the respective grants and, based on these, some remuneration levels can have sizeable differences, especially between national and European calls. It is worth saying that, in any case, the impact on the organisation is residual.

The budgetary situation of each research group often limits remuneration, however, thanks to the existence of the Salary Policy and Matrix, all IDIBGI staff are currently on the same salary scale within the same position.

The organisation has declared as remuneration commitments:

- Adaptation to IDIBGI's strategy and its culture and values
- The focus on maintaining internal equity
- The focus on guaranteeing external competitiveness
- Adaptation to IDIBGI budget availability
- Adjustment to current legislation

It is important to highlight that during 2021 the organisation has been working to apply the Remuneration Policy approved in 2020, in the sense that professional categories have been updated and salary levels reviewed in accordance with the tasks of each, new classification and levels marked in the internal policy.

The remuneration structure of the IDIBGI is structured around three remuneration concepts:

- 1) **Fixed Remuneration:** It constitutes the basic element of the Salary Policy. It is based on the organisational relevance, the responsibility assumed and the impact on the results that each place has for the IDIBGI.

Application group: all people with an employment contract with the Institute.

Payment system: monthly.

- It is a specific remuneration of the person based on the position held, and assumes the performance of the functions and responsibilities in an appropriate and sustained manner.
- It is made up of a consolidated gross amount, received in the number of monthly payments that are agreed (12 or 14 payments), unless they are determined by the grant call.
- It rewards the sustained performance of the occupant of a position in their functions and responsibilities.
- The annual salary can be reviewed in accordance with the Salary Policy, the particular Collective Work Agreement, if one exists, and with what is established by the Budget Law of the Generalitat or legal standard that replaces it.
- In the month of July, coinciding with the beginning of the preparation of the budget, the remuneration changes that will be applied in January of the following year will be reviewed

- 2) **and/or Variable Salary:** Non-consolidating remuneration based on the achievement of objectives. Its application must be included in the salary matrix and approved by the Management. It is determined together with the head, must be aligned with departmental and institutional objectives, and is implemented through a bonus and/or incentive.

Application group: positions of responsibility for structure and research (Researchers R4).

- 3) **and/or Wage Supplements:** Non-consolidating remuneration² which makes it possible to compensate for an additional and temporary effort. In order for these to be incorporated into the salary system, they must be approved by management.

The concept of a wage supplement will be used in exceptional and emergent situations where tasks of greater responsibility must be carried out, a higher workload than usual is to be carried out or there is an incentive to participate in prestigious grants or to assess non-required training for the position although the fact of having it brings more responsibility to the position.

Wage supplements can be used in:

a. Coordination of work teams not provided for in the requirements of the position:

When the job does not include the characteristic of having to manage a team and for some reason it becomes necessary on a temporary basis.

If the eventuality extends beyond a year, it will be necessary to study whether to include the person in the positions of responsibility that include leading teams.

b. Specific supplement to substitute leave takers:

To substitute a superior: Understood as taking on the work of a higher category. The amount of the supplement will be equivalent to the difference between the salaries of the lower and the higher categories, applying in the calculation the percentage of the replaced functions and responsibilities.

To substitute a person of the same or lower category: producing in this case a greater workload. In this case, the supplement will be agreed by the management, human resources and the direct manager, taking into account the amount of tasks increased that has occurred and their difficulty and responsibility involved.

The supplement will be determined by the duration of the leave and the tasks to be undertaken, as assessed by the head of the area.

c. Specific supplement for increased workload:

This supplement can be used when the worker is assigned to participate in a specific project and/or tasks additional to those provided for in their category, which in order to carry them out successfully requires extra dedication from that person.

The supplement will be determined by the expected duration of the increase in the workload and the tasks to be undertaken, as assessed by the head of the area.

d. Obtaining competitive human resources projects or with personnel expenditure items with an economic value higher than the salary agreed within the entity (provided that the call determines or allows it).

This supplement can be used, for example, in the case of obtaining a Miquel Servet/Starting Grant/Marie Curie type of grant.

e. Development of large-scale projects with direct benefit to the proper functioning and prestige of the Institute (as long as the call allows it).

This supplement can be used by those people who are responsible for the management/coordination of large-scale projects. A project with a budget of more than €400,000 is considered a large-scale project.

f. Contribution of differential value in the workplace due to specialised training and/or higher education, and/or experience in a leading research centre.

This supplement can be used, for example, in the case of having very specific experience and/or training in a very specific infrastructure or technique, which brings a differential value to the position due to its high degree of specialisation, knowledge and/or experience.

The amount of this supplement may not exceed 25% of the person's fixed gross annual salary. It will be the management, the HR Department and the person directly responsible who establish the value of this amount.

Application group: any person from the structure or research.

Payment system: monthly.

Deadline: this supplement can only be applied when a start date and an end date are determined. The end date can only be extended if there is a solid reason, argued and accepted by the Institute's management.

The Salary Policy also establishes the systems for economic promotion and the authorisation of salary improvements, in order to guarantee that these are structured and objective processes.

The Salary Matrix corresponding to this remuneration model for 2021 is as follows:

ÀREA	CATEGORIA	NIVELL	REQUISITS	NIVELL	SALARI BRUT ANUAL (Mínim)	SALARI BRUT ANUAL (Màxim)	% VARIABLE	QUANTITAT VARIABLE	SALARI TOTAL	OBSERVACIONS
ESTRUCTURA	RESPONSABLE	Responsable Departament (amb equip)	Formació a nivell de Licenciatura o grau o dilatada experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de projectes amb solidesa, iniciativa, depèn directament de la Direcció, té un equip sota la seva responsabilitat i és Cap Departament	nivell 3	33.630 €	35.668 €	10%	3.567 €	39.235 €	
		Responsable Departament (sense equip)	Formació a nivell de Licenciatura o grau o dilatada experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de projectes amb solidesa, iniciativa i depèn directament de la Direcció. És Cap d'un Departament Unipersonal	nivell 2	30.573 €	33.630 €	10%	3.363 €	36.993 €	
		Responsable junior	Formació a nivell de Licenciatura o grau o experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de projectes per primera vegada, depèn directament de la Direcció i col·labora amb projectes estratègics	nivell 1	27.515 €	30.573 €	5%	1.529 €	32.101 €	PER CREIXER A LES POSICIONS DE RESPONSABLE CAL HAVER SUPERAT UNA AVALUACIÓ COMPETENCIAL
ESTRUCTURA	TÈCNIC/A	Tècnic/a Sènior	Formació a nivell de Licenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament, mínim 4 anys experiència en la posició, domina la seva àrea actuació. Reporta a un professional de rang superior	nivell 3	24.458 €	27.515 €	0%	0 €	27.515 €	
		Tècnic/a	Formació a nivell de Licenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament, mínim 2 anys experiència en la posició i comença a guanyar polivalència dins l'àrea. Reporta a un professional de rang superior	nivell 2	21.401 €	24.458 €	0%	0 €	24.458 €	
		Tècnic/a junior	Formació a nivell de Licenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament. Reporta a un professional de rang superior	nivell 1	19.363 €	21.401 €	0%	0 €	21.401 €	
ESTRUCTURA	ADMINISTRATIU/VA	Administratiu/va sènior	Formació a nivell de Grau Superior Administració. Amb experiència mínima de 5 anys en el càrrec i que tot i desenvolupar tasques administratives ho fa amb solidesa i iniciativa.	nivell 3	20.382 €	22.420 €	0%	0 €	22.420 €	
		Administratiu/va	Formació a nivell Grau Mig Administració o Batallerat. Experiència mínima de 3 anys en el càrrec. Desenvolupa tasques administratives amb autonomia	nivell 2	18.344 €	20.382 €	0%	0 €	20.382 €	
		Auxiliar administratiu/va	Grau Mig Administració o Batallerat, sense experiència. Desenvolupa tasques administratives bàsiques.	nivell 1	16.305 €	18.344 €	0%	0 €	18.344 €	
ESTR		Conserge	No es requereix formació. Realitza els serveis necessaris (manteniment, paqueteria, seguretat, recepció...) per garantir el correcte funcionament de la Unitat.	nivell 1	15.796 €	17.325 €	0%	0 €	17.325 €	
		Investigador/a Líder (R4)	Títol de Doctor/a i dilatada experiència (mín. 10 anys) i qualitat científica. Ha realitzat estades de recerca en centres externs (preferiblement internacionals). Lidera un grup de recerca integrat per diferents línies i varis projectes de recerca com a IP. Manté un alt i sostingut nivell de producció científica com a últim o autor de correspondència en revistes d'impacte. Contribueix a nivell nacional i internacional a la seva àrea de recerca (participa en xarxes, jornades i/o congressos, és avaluador). Coordina i supervisa el personal del seu grup. Assegura el finançament i recursos del grup. Contribueix a la gestió de l'IDIBGI. Respon directament davant la Direcció.		45.859 €	50.955 €	5% (cada 5 anys per avaluació positiva)			PER ACCEDIR I MANTENIR LA POSICIÓ CAL SUPERAR UNA AVALUACIÓ QUINQUENNAL (PLA DE CARRERA)
					35.668 €	41.273 €				
		Investigador/a consolidat (R3)	Títol de Doctor/a i experiència (mín. 5 anys) i qualitat científica. Ha realitzat estades de recerca en centres externs (preferiblement internacionals). Lidera una línia de recerca dins un grup i com a mínim és IP d'un projecte de recerca. Manté un alt i sostingut nivell de producció científica com a primer/a o últim/a o autor/a de correspondència o co-autor/a principal. Contribueix a nivell nacional i internacional a la seva àrea de recerca (participa en xarxes, jornades i/o congressos). Supervisa i orienta personal investigador més junior. Treballa amb un alt nivell d'independència. Respon davant el/la Cap de grup.		27.515 €	35.668 €	5.605€ de complement per obtenir una ajuda tipus Miquel Servet/Starting Grant/Marie Curie			PER ACCEDIR I MANTENIR LA POSICIÓ CAL SUPERAR UNA AVALUACIÓ QUINQUENNAL (PLA DE CARRERA)

RECERCA	INVESTIGADOR/A	Investigador/a Postdoctoral Associat Senior (R2i)	Títol de Doctor/a i experiència (mín. 5 anys) en varis projectes de recerca. És primer autor/a o autor/a de correspondència o co-autor/a de publicacions. Contribueix a nivell nacional a l'àrea de recerca del seu grup (participa en xarxes, jornades i/o congressos). És adjunt/a al Cap de Grup (R4) i contribueix a assegurar el finançament i recursos del grup (redacta projectes) i a la seva gestió. Supervisa i orienta personal investigador més junior. Treballa amb un alt nivell d'independència. Respon davant el/la Cap de grup.		27.515 €	33.630 €	2.038 € de complement per coordinació d'un equip de persones			
		Investigador/a Postdoctoral Associat Junior (R2j)	Títol de Doctor/a i experiència (mín. 3 anys) en un mínim d'un projecte de recerca. És primer/a o autor/a de correspondència o co-autor/a principal de publicacions. Contribueix a nivell nacional a l'àrea de recerca del seu grup (participa en xarxes, jornades i/o congressos). És adjunt/a al/la Cap de Grup (R4) i contribueix a assegurar el finançament i recursos del grup (redacta projectes) i/o a la seva gestió. Orienta personal investigador més junior. Respon davant el Cap de grup.		21.401 €	25.477 €				
		Investigador/a postdoctoral senior (R2a)	Títol de Doctor/a i experiència (mín. 5 anys) en varis projectes de recerca. Ha realitzat estades de recerca en centres externs (preferiblement internacionals). Manté un sostingut nivell de producció científica com a primer/a o autor/a de correspondència o co-autor/a principal. Contribueix a nivell nacional a l'àrea de recerca del seu grup (participa en xarxes, jornades i/o congressos). Supervisa i orienta personal investigador més junior. Treballa en col·laboració amb el/la Cap de Grup (R4) o Investigador/a consolidat/da (R3). Respon davant el/la Cap de Grup.		24.458 €	27.515 €				PER ACCEDIR A LA POSICIÓ CAL PRESENTAR-SE A UNA OFERTA DE POSTDOC O OBTENIR UNA AJUDA
		Investigador/a postdoctoral junior (R2b)	Títol de Doctor i experiència (mín. 3 anys) en un mínim d'un projecte de recerca. És primer/a o autor/a de correspondència o co-autor/a principal de publicacions. Contribueix a nivell nacional a l'àrea de recerca del seu grup (participa en xarxes, jornades i/o congressos). Treballa sota la supervisió d'un/a investigador/a senior (R2a, R3 o R4). Respon davant el/la Cap de Grup.		21.401 €	24.458 €				

		Investigador/a predoctoral (R1)	Reuneix les condicions per inscriure's en un programa de doctorat (títol universitari de grau o equivalent i màster). No es requereix experiència investigadora. Ha de defensar la tesi doctoral en un període de 3 a 7 anys. Treballa sota la supervisió d'una investigador/a senior (R2a, R3 o R4). Respon davant el/la Cap de Grup.		16.305 €	20.382 €	Variable en funció de l'ajuda o responsabilitats que adopti dins el grup, màx. 20.000 €. Si ha finalitzat la formació sanitària especialitzada (MIR, EIR, PIR, FIR, LLIR), complement de 2.038 €			PER ACCEDIR A LA POSICIÓ CAL PRESENTAR-SE A UNA OFERTA DE PREDOC O OBTENIR UNA AJUDA
		Responsable de projectes, infraestructura o laboratori (amb personal a càrrec)	Formació a nivell de Llicenciatura o grau o dilatada experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de laboratori, projecte gran o infraestructura amb solidesa, iniciativa, depèn directament del Cap de Grup, té un equip sota la seva responsabilitat.		33.630 €	35.668 €				
		Responsable de projectes, infraestructura o laboratori	Formació a nivell de Llicenciatura o grau o dilatada experiència en l'àrea mínima de 5 anys. Imprescindible anglès nivell B2*. Assumeix direcció de laboratori, projecte gran o infraestructura amb solidesa, iniciativa i depèn directament del/la Cap de Grup. No té persones a càrrec.		27.515 €	30.573 €	Complement de 5.095 € per projectes de gran envergadura (> 400.000 €)			

RECEPCION	TÈCNIC/A DE RECERCA	Tècnic/a de Recerca Sènior	Formació a nivell de Llicenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament, mínim 4 anys experiència en la posició, domina la seva àrea actuació. Reporta a un professional de rang superior		24.458 €	27.515 €	Si ha finalitzat la formació sanitària especialitzada MIR i aquest fet aporta valor al projecte, complement de 3.057€			
		Tècnic/a de Recerca mig	Formació a nivell de Llicenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament, mínim 3 anys experiència en la posició i comença a guanyar polivalència dins l'àrea. Reporta a un professional de rang superior		21.401 €	24.458 €				
		Tècnic/a de Recerca júnior	Formació a nivell de Llicenciatura o Grau especialitzada en l'àrea que ocupa. Anglès a nivell PET. Assumeix tasques especialitzades dins un departament. Reporta a un professional de rang superior		17.325 €	19.363 €				

a) Salary analysis

The salary evaluation has taken the wage gap as a reference indicator, the calculation of which is as follows:

$$\frac{(\text{Mitjana retribució total anual homes} - \text{mitjana retribució total anual dones})}{\text{Mitjana retribució total anual homes}} \times 100$$

Based on this formula, in general, the set of remunerations between men and women at the IDIBGI presents the following population distribution by salary bands:

	>20K	20K-34K	35K-49K	50K-64K	>=65K	Total
Women	67.35%	84.95%	62.50%	100.00%	100.00%	77.50%
Men	32.65%	15.05%	37.50%	0.00%	0.00%	22.50%
Total	100.00%	100.00%	1600.00%	100.00%	100.00%	100.00%

	>20K	20K-34K	35K-49K	50K-64K	>=65K	Total
Women	26.61%	63.71%	8.06%	0.81%	0.81%	100.00%
Men	44.44%	38.89%	16.67%	0.00%	0.00%	100.00%
Total	29.38%	58.13%	10.00%	0.63%	0.63%	100.00%



The total remuneration agreed by the workforce in 2021 amounts to €3,818,545.05, with a general difference of -3.98% on average. In this sense, women, in general and in an aggregated form, have a significantly higher average salary.

Average gap on agreed annual gross salary. General (M/W)

Men	Women	General Total	Gap
€23,151.19	€24,073.40	23,865.90656	-3.98%

In general, and without comparing positions or hierarchical levels, the pay difference is unevenly distributed depending on the level of education. In this sense, the biggest difference is observed at the C1/C-Bachelor-FP level or equivalent, the only education level where women have a lower average salary than men.

Average gap on annual gross salary agreed by training levels (M/W)

	Men	Women	Total	Average gap
A1/A - Doctorate, Honours or Degree	€24,698.62	€25,626.65	€25,434.65	-3.76%
A2/B - Diploma / Technical Engineering	€21,023.08	€21,212.27	€21,187.04	-0.90%
C1/C - Bachelor- VT or equivalent	€20,314.90	€18,510.02	€19,090.16	8.88%
C2/D - Primary / EGB	€15,795.92		€15,795.92	
General Total	€23,151.20	€24,073.40	€23,865.91	-3.86%

Likewise, and in aggregate terms of the agreed annual gross salary, taking as reference the criteria on which the current remuneration structure is based, the levels where the salary gap presents a difference to the detriment of women are:

- At the structural level, the "intermediate level" (average gap of 6.28%) and "manager" (average gap of 7.92%) levels.

	Men	Women	Total	Gap
Assistant	€18,343.62		€18,343.62	
Management		€70,000.00	€70,000.00	
Junior	€19,190.00	€19,362.71	€19,305.14	-0.90%
Intermediate	€20,211.99	€18,943.49	€19,260.62	6.28%
Manager	€35,668.14	€32,843.88	€33,196.91	7.92%
Senior	€13,322.48	€29,625.14	€27,296.19	-122.37%

General Total	€21,022.89	€29,110.57	€27,395.00	-38.47%
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- At research level, the "R3" (average gap of 6.46%) and the "intermediate" (average gap of 1.97%) levels.

	Men	Women	Total	Gap
Assistant		€17,324.5	€17,324.5	
Intermediate	€19,596.0	€19,210.6	€19,265.7	1.97%
R1	€137.7	€20,512.1	€9,896.5	-13.09%
R2a	€18,180.1	€26,596.9	€24,492.7	-46.30%
R2b		€23,555.1	€23,555.1	
R2i	€27,515.4	€27,515.4	€27,515.4	0.00%
R3	€40,500.0	€37,883.7	€38,631.2	6.46%
R4	€38,879.8	€40,864.5	€39,541.3	-5.10%
Manager	€31,162.3	€34,720.0	€33,296.9	-11.42%
Senior	€22,397.6	€23,488.3	€23,205.5	-4.87%
General Total	€23,664.9	€22,737.0	€22,948.9	3.92%

Taking the data from the two previous Equality Plans as reference, an improvement in the average gap is therefore observed. We recall that the previous diagnosis of the 2018-2022 Plan established a general difference between the salary of women and men of 7.04% and that of 2014-2018 of 9.84%.

Having made this aggregate approximation, we proceed to break down the information by levels and positions, in order to be able to make a comparison of the same or comparable realities.

b) Salary structure.

Fixed salary

By workplace, no significant differences are observed between men and women.

Wage gap by workplace (M/W).

	Staff	Staff M	Staff W	%Amount	Average gap	Median gap
IDIBGI-M2	94	23	71	60,85%	-6,38 %	-10,00 %
IDIBGI-Trueta	66	13	53	39,15%	-1,47 %	-11,49 %
Total	160	36	124	100,00%	-3,98 %	-10,99 %

By level, although the differences are below the legal parameters, aggregated differences are observed in:

- Structure-Manager (7.95% on average and 5.71% in median)
- Research-Administration (28.02% on average and 9.19% in median)
- Research-Investigation R3 (6.46% on average, but 0% in median)
- Research-Laboratory (7.94% on average and 17.12% in median)
- Research-Technical (-1.19% on average and 6.60% in median)

Wage gap by category level (M/W).

	Staff	M	W	%Amount	Average G	Median G
Estructura - Adjunt/a a Direcció	1		1	1,18%		
Estructura - Administració	9	3	6	4,37%	-3,11 %	-5,56 %
Estructura - Direcció	1		1	2,23%		
Estructura - Gerència	1		1	1,44%		
Estructura - Responsable	8	1	7	6,95%	7,92 %	5,71 %
Estructura - Tècnic/a	13	3	10	7,50%	-20,87 %	-18,88 %
Recerca - Administració	4	1	3	1,67%	28,02 %	9,19 %
Recerca - Infermeria	14	1	13	7,55%	-26,11 %	-46,38 %
Recerca - Investigació R1	27	7	20	14,07%	-13,09 %	-14,28 %
Recerca - Investigació R2a	8	2	6	5,13%	-46,30 %	-47,78 %
Recerca - Investigació R2b	5		5	3,08%		
Recerca - Investigació R2i	2	1	1	1,44%	0,00 %	0,00 %
Recerca - Investigació R3	7	2	5	7,08%	6,46 %	0,00 %
Recerca - Investigació R4	3	2	1	3,11%	-5,10 %	-5,10 %
Recerca - Laboratori	26	6	20	13,20%	7,94 %	17,12 %
Recerca - Responsable	5	2	3	4,36%	-11,42 %	-7,92 %
Recerca - Tècnic/a	26	5	21	15,63%	-1,19 %	6,60 %
Total	160	36	124	100,00%	-3,98 %	-10,99 %

In the case of the Structure-Manager level, once we get down to the job level, we notice that the difference can be explained by the fact that there are no equal jobs, nor a comparable population, so the gap appears with the impact of the position of the Manager of the Board of Trustees (only occupied by men).

	Staff	M	W	%Amount	Average G	Median G
Responsable Dept. Administració i Finances	2		2	26,74%		
Responsable Dept. Estadística i Assessorament Metodològic	1		1	13,05%		
Responsable Dept. Jurídic	1		1	11,51%		
Responsable Dept. Mecenatge	1	1		13,43%	100,00 %	100,00 %
Responsable Dept. Projectes Internacionals	1		1	12,66%		
Responsable Laboratoris i operacions	1		1	11,51%		
Responsable Secretaria CEIM	1		1	11,09%		
Total	8	1	7	100,00%	7,92 %	5,71 %

In the case of the Research-Administration level, the difference is caused by the different impact of the working hours on the agreed wages. At this level we find 4 people (3 women and a man). One of the women works part-time. Comparing the rest of the salaries, it is observed that women have a significantly higher salary than men, so that the gap on average ends up standing at -1.15% in favour of women.

In the case of Research-Investigation R3 level, again we are faced with an under-representative male population (1 man and 6 women). As we said, there is no gap in the median. The difference in the average is strictly due to the fact that 2 of the 6 women have an agreed fixed salary that is significantly lower than the rest of the people at this level. In other words, 5 of the 7 people integrated at this level (4 women and one man) have the same salary, while only 2 (women) have a lower salary. Therefore, the gap cannot be linked to any issue of gender, since it is prevalent among the female population.

In the case of Research-Laboratory level, when we compare by job, the differences disappear and show only a small difference in the job of "Senior Laboratory Technician".

	Staff	M	W	%Amount	Average G	Median G
Tècnic/a de Laboratori	15	2	13	51,74%	-0,44 %	-4,94 %
Tècnic/a de Laboratori Sènior	11	4	7	48,26%	1,39 %	0,99 %
Total	26	6	20	100,00%	7,94 %	17,12 %

In the case of **Research Technician level**, again the comparison by jobs dilutes the differences, which occur exclusively among the group with a part-time contract, and which can be explained by the different % reduction in working hours (higher in global calculation in the case of women).

	Staff	M	W	%Amount	Average G	Median G
Tècnic/a de Recerca	14	2	12	52,61%	-0,77 %	3,27 %
Tècnic/a de Recerca Sènior	10	2	8	40,59%	6,14 %	-3,49 %
Tècnic/a Econòmica AACC	1		1	3,76%		
Tècnic/a de Recerca Júnior	1	1		3,04%	100,00 %	100,00 %
Total	26	5	21	100,00%	-1,19 %	6,60 %

Variable salary

Regarding the variable salary, the results show no differences that can be linked to the sex of the people involved.

This is a salary item that only 3.13% of the organisation's total population receives, so its impact is marginal, both in terms of its population and economic impact. Furthermore, in when we do the comparison by levels/categories, we notice that there is no comparable population

Wage supplements

- **Workload supplement**

At the aggregate level, there are no differences in the average, but there are differences in the median.

Overall Aggregate Wage Gap (M/W).

	Staff	M	W	%Amount	Average G	Median G
G17432592	27	7	20	100,00%	-13,33 %	35,81 %
Total	27	7	20	100,00%	-13,33 %	35,81 %

Wage gap by workplace (M/W).

	Staff	M	W	%Amount	Average G	Median G
IDIBGI-M2	17	6	11	56,09%	19,10 %	62,98 %
IDIBGI-Trueta	10	1	9	43,91%	-372,43 %	-325,02 %
Total	27	7	20	100,00%	-13,33 %	35,81 %

Wage gap by level/category (M/W).

Staff	M	W	%Amount	Average G	Median G
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Recerca - Infermeria	3		3	31,21%		
Recerca - Laboratori	9	3	6	18,74%	75,98 %	96,36 %
Estructura - Tècnic/a	3	1	2	15,50%	-113,73 %	-113,73 %
Recerca - Investigació R3	2		2	8,29%		
Estructura - Responsable	2		2	7,93%		
Recerca - Investigació R1	4	1	3	7,19%	81,40 %	86,40 %
Recerca - Responsable	1		1	6,75%		
Estructura - Administració	1	1		2,37%	100,00 %	100,00 %
Recerca - Tècnic/a	2	1	1	2,02%	0,00 %	0,00 %
Total	27	7	20	100,00%	-13,33 %	35,81 %

Wage gap by workplace (M/W).

	Staff	M	W	%Amount	Average G	Median G
Infermer/a Sènior	3		3	31,21%		
Tècnic/a de Laboratori Sènior	5	3	2	17,85%	38,57 %	49,33 %
Tècnic/a de RRHH Sènior	1		1	10,19%		
Investigador/a Consolidat/da (R3)	2		2	8,29%		
Investigador/a Predoctoral (R1)	4	1	3	7,19%	81,40 %	86,40 %
Responsable Coordinació AACC	1		1	6,75%		
Responsable Secretaria CEIM	1		1	4,29%		
Responsable Dept. Jurídic	1		1	3,64%		
Tècnic/a Innovació i Transferència	1	1		2,94%	100,00 %	100,00 %
Administratiu/a	1	1		2,37%	100,00 %	100,00 %
Tècnic/a Sènior de Qualitat i Contractació Pública	1		1	2,37%		
Tècnic/a de Recerca	2	1	1	2,02%	0,00 %	0,00 %
Tècnic/a de Laboratori	4		4	0,90%		
Total	27	7	20	100,00%	-13,33 %	35,81 %

• *Obtaining Competitive Projects supplement*

In this case, it is a complement perceived exclusively by women, so it is not possible to observe gender-related differences.

	Staff	M	W	%Amount
Recerca - Investigació R1	2		2	100,00%
Total	2		2	100,00%

• *Leave replacement supplement*

The same happens in this case, where the population that perceives this supplement is clearly marginal and affects exclusively women.

	Staff	M	W	%Amount
Estructura - Responsable	1		1	100,00%
Total	1		1	100,00%

• *Perception Objectives supplement*

In this case, we are faced with a supplement perceived specifically by 4 people (1 man and 3 women), none of whom can be placed in the same level/category or workplace.

Therefore, the differences observed, both in median and average, cannot be linked a priori to any factor linked to gender.

Wage gap by level/category (M/W).

	Staff	M	W	%Amount	Average G	Median G
Recerca - Responsable	1	1		48,31%	100,00 %	100,00 %
Estructura - Gerència	1		1	27,54%		
Estructura - Adjunt/a a Direcció	1		1	24,15%		
Total	3	1	2	100,00%	46,50 %	46,50 %

Wage gap by workplace (M/W).

	Staff	M	W	%Amount	Average G	Median G
Responsable Bioinformàtica	1	1		48,31%	100,00 %	100,00 %
Gerent	1		1	27,54%		
Adjunt/a a Direcció	1		1	24,15%		
Total	3	1	2	100,00%	46,50 %	46,50 %

3. OBJECTIVES AND ACTIONS

The areas that have been the subject of negotiations and on which measures have been agreed are the following:

Areas	Negotiations	Adoption of measures
Selection and recruitment process	YES	YES
Professional classification	YES	YES
Professional promotion	YES	YES
Female under-representation	YES	YES
Professional training	YES	YES
Co-responsible exercise of the rights to balance personal, family and work life	YES	YES
Remunerations	YES	YES
Occupational Health	YES	YES
Prevention of sexual harassment and gender-based harassment	YES	YES
Communication and non-sexist language	YES	YES

3.1. Selection and Recruitment (SC)

The selection process is a key process with significance linked to the corporate image, both from a social point of view and referring to the candidate. In addition, it is a crucial process which marks the beginning of the cycle of experience of the working person and reflects the solidity and cultural coherence of the organisation.

• Objectives.

1. Ensure equal treatment and opportunities in the selection and recruitment processes.
2. Promote the consistency and integration of the Diversity, Equality and Inclusion (DEI) policies in the set of operational actions of the organisation.
3. Ensure that all offers, job titles and job descriptions are formulated in a neutral and gender-biased manner.

• **Actions.**

SC1. Review the texts of the Selection Policy and its annexes to verify and correct some references formulated in non-neutral language.

- **Responsible unit:** HR department
- **Indicator:** Review Selection Procedure and related documentation.
- **Priority:** 1
- **Execution period:** Q1T-Q2 2023
- **Review period:** Single Action. Once executed no execution is required.

SC2. Training for the people who make up the Selection Committees in terms of gender bias in the selection processes.

- **Responsible unit:** HR department
- **Indicator:** Carrying out gender training for all PIs/Managers and/or any person who may be a member of a Selection Committee.
No. of training sessions/selection processes.
Number of participants/training sessions by gender.
- **Priority:** 1
- **Execution period:** Q2-Q3 2023
- **Review period:** Annual reviews

SC3. Design an evaluation/perception survey for the finalist candidate in the process, on their satisfaction with the selection process, in which they can refer to issues related to gender bias.

- **Responsible unit:** HR department
- **Indicator:** % satisfaction of the candidate finalist in the selection processes, in relation to DEI issues
- **Priority:** 1
- **Execution period:** 4Q 2023
- **Review period:** Single Action. Once executed no execution is required.

SC4. Creation of a structured DB from which to obtain key indicators in terms of selection from a gender perspective.

- **Responsible unit:** HR department
- **Indicator:** Realisation and implementation of DB. Single Action.
- **Priority:** 1
- **Execution period:** Q3-Q4 2023
- **Review period:** Single Action. Once executed no execution is required.

3.2. Professional classification: horizontal and vertical segmentation and female under-representation (CP).

The classification process formalises and documents, in practice, the formal and substantial commitment of the organisation in the field of DEI.

On the other hand, promoting the presence of women in decision-making positions allows for greater diversity to be incorporated into the strategic and operational design of the organisation and contributes to the development of a more participatory and learning culture.

• Objectives.

1. Ensure that no function, task, or area of responsibility contains any gender bias in its nomenclature and that, in any case, there is no assignment based strictly on gender.
2. Promote, within the regulatory framework that regulates public institutions, the increased presence of women and/or men in the workforce in places where they are under-represented, to ensure a balanced presence between women and men in the organisation.
3. Promote a greater presence of the under-represented sex in all positions, departments in the organisation.

• Actions.

CP1. In the event of vacancies, both with regard to the coverage of ordinary positions and command positions, as long as the candidates have the same merits or comparable merits, preference will be given to the gender less represented in the department in which the aforementioned vacancy is filled.

- **Responsible unit:** HR department
- **Indicator:** % women and men by department and Category. The incorporation of greater diversity in the departments and/or units predominantly occupied by women could lead to a decrease in the general population indicators. In no case must this decrease be understood as negative, as long as the representative balance is maintained and as long as it contributes to a greater diversity of the teams.
- **Priority:** 1
- **Execution period:** Permanent action.
- **Review period:** Biannual review in Q2 2025

CP2. Make visible and specifically recognise female activity in the different activities related to research, its dissemination and transfer.

- **Responsible unit:** Department of Communication
- **Indicator:** Number of communications made through different means of communication and in different formats.
- **Priority:** 1
- **Execution period:** Q1 2023 and Q3 2023
- **Review period:** Annual review in Q1 and Q3, coinciding with February - Women and Girls in Science Day // March - Working Women's Day // October - Science Week and Girona Trade Fair

CP3. To suggest to the people responsible for the Administration represented in the Government bodies that they appoint women, as long as their representative imbalance is maintained.

- **Responsible unit:** Management
- **Indicator:** Increase in equality in Government bodies.
- **Priority:** 1
- **Execution period:** Permanent action
- **Review period:** 3Q 2025. Biannual review

3.3. Training and professional development (FDP)

A well-structured training policy allows for the development of all the people in the organisation without gender bias, a greater impact of the training actions and a greater dissemination of the DEI culture among the teams.

Likewise, a training policy that promotes quality in the design and management of processes, and that is aware and aware of the importance of inclusion and integration for the best functioning of teams, generates practices aligned with the DEI postulates.

- **Objectives.**

1. Ensure that the entire organisation is aware of and understands the content of DEI culture.
2. Ensure that all people with responsibility for teams integrate the DEI perspective into their operational and relational strategic actions.

FDP1. Spread the organisation's commitment to the right to equality, the offer of training tools and resources in gender matters, and promote the participation of the entire organisation in them.

- **Responsible unit:** Department of Communication and HR
- **Indicator:** % participation of women and men in general and specific training in gender matters.
- **Priority:** 1
- **Execution period:** Permanent action
- **Review period:** Annual periodic review every 4Q

FDP2. Open the leadership and organisational management courses to working people with professional potential, to promote their professional competence and, thus, to encourage them to be able to apply for vacancy coverage processes.

- **Responsible unit:** HR department
- **Indicator:** % participation of women and men in training in these courses.
- **Priority:** 2
- **Execution period:** Q1 2024
- **Review period:** Bi-annually

3.4. Balance of personal, family and work life (PC).

The co-responsible exercise of the tasks of caring for children and other dependent family members contributes decisively to the removal of gender stereotypes and, consequently, to the elimination of indirect barriers that prevent the professional experience of men and women be the same.

- **Objectives.**

1. Contribute to the co-responsibility of men and women in the development of care tasks.

- **Actions.**

PC1. Carry out specific monitoring of work-life balance measures (suspensions and permits), segmenting their use by sex.

- **Responsible unit:** HR department
- **Indicator:** % participation of women and men in the use of the different parental and care rights.
- **Priority:** 2
- **Execution period:** 4Q 2024
- **Review period:** Periodic annual review

PC2. Carry out a perception survey/workshop from which to be able to validate the adequacy of the current measures of flexibility and reconciliation of personal, family and work life.

- **Responsible unit:** HR department
- **Indicator:**
 - Elaboration of the survey/workshop design.
 - Survey/workshop results.
- **Priority:** 2
- **Execution period:** Q2 2024
- **Review period:** Single Action. Once executed no execution is required.

3.5. Health and anti-harassment protocol (PAA).

The generation of a work environment free of harassment and sexist violence is essential to guarantee the basic rights to health and physical and psychosocial integrity, privacy and equality.

Equally, the integration of the gender perspective in health policies allows for a better adaptation of them to the particularities that factors directly associated with gender or sex may have on health.

• Objectives.

1. Guarantee effective measures to prevent sexual and/or gender-based harassment, and establish a channel for complaints of sexual and/or gender-based harassment.
2. Ensure that all workers know the protocol.
3. Encourage health policies to take into consideration the gender perspective and the factors directly associated with one or the other sex.

• Actions.

PAA1. Update the Anti-Harassment Protocol, to detail the protection measures for the victim, the different precautionary measures, the actions to be taken in case of harassment at work or harassment that involves members of the organisation in cases of violence gender, the behaviours prohibited by each type of harassment by severity, and/or to specify the flowchart.

- **Responsible unit:** Risk Prevention
- **Indicator:** Signature of the Protocol.
- **Priority:** 2
- **Execution period:** 1T-3T 2024
- **Review period:** Single Action. Once executed no execution is required.

PAA2. Appoint the reference persons for the investigation and resolution of cases of harassment.

- **Responsible unit:** Risk Prevention
- **Indicator:** Appointment of responsible persons.
- **Priority:** 2
- **Execution period:** Q3 2024
- **Review period:** Single Action. Once executed no execution is required.

PAA3. Distribute and communicate the anti-harassment protocol.

- **Responsible unit:** Department of Communication
- **Indicator:** Communication action.
- **Priority:** 2
- **Execution period:** Q3 2024
- **Review period:** Annual review in Q2 of each year

PAA4. Carry out specific training sessions for the reference persons and the people of the research committee.

- **Responsible unit:** Risk Prevention
- **Indicator:** Implementation of the Training to the reference persons and to the persons of the Investigation Committee.
- **Priority:** 2
- **Execution period:** Q3 and Q4 2024
- **Review period:** Bi-annually

PAA5: Segment the results of psychosocial risk assessments by gender for better specific monitoring of health incidents specifically associated with sex.

- **Responsible unit:** Risk Prevention
- **Indicator:** Identification of the incidence of gender/sex in the results of the evaluations.
- **Priority:** 2
- **Execution period:** Q4 2024 - Q3 2025
- **Review period:** Single Action. Once executed no execution is required.

PAA6: Organisation of specific campaigns internally (within the organisation) and externally (within the community/region) to raise awareness of the health risks that factors directly linked to gender/sex can have.

- **Responsible unit:** Risk Prevention and Research
- **Indicator:**
 - Implementation of the Training to the reference persons and to the persons of the Investigation Committee.
- **Priority:** 3
- **Execution period:** Q1 2025 - Q4 2026
- **Review period:** Single Action. Once executed no execution is required.

3.6. Communication and non-sexist language (CI).

Through inclusive communication, the organisation contributes to spreading the values linked to respect, recognition and equality, generating relationship frameworks that promote cohesion and collaboration.

- **Objectives.**

1. Promote inclusive language as a standard of the organisation.
2. Contribute to making visible the contribution of women to the world of science, research and, in the growth and prestige of the organisation.

- **Actions.**

CI1. Develop and disseminate an inclusive language and communication protocol.

- **Responsible unit:** HR and Communication Department
- **Indicator:**
 - Protocol approval by the Management
- **Priority:** 3
- **Execution period:** Q3 and Q4 2024
- **Review period:** Bi-annually

CI2. Promote training activities on non-sexist language and communication for the entire workforce.

- **Responsible unit:** HR and Communication Department
- **Indicator:**
 - Performance Training and % participation men and women.
- **Priority:** 1
- **Execution period:** Q2 2023
- **Review period:** Annually

CI3. Promote, at the proposal of the Monitoring Committee, specific seminars that promote and make visible the presence of women in the scientific and research field.

- **Responsible unit:** HR and Communication Department
- **Indicator:**
 - Number of actions promoted.
- **Priority:** 2
- **Execution period:** Start Q3 2023
- **Review period:** Annually

3.7. Retributive Audit (AR)

The culture of transparency and retributive equity must be present and taken into account in all phases of the work cycle. In this way, relationships of trust are generated between all working people and it is possible to avoid any risk of a wage gap in origin.

- **Objectives.**

1. Guarantee equal pay for work of equal value.
2. Guarantee that the remuneration policy meets the criteria of transparency, simplicity and objectivity.

3. Ensure that relevant skills and abilities and the complexity and responsibility of assigned tasks are properly recognised and valued.

- **Actions.**

AR1. Evaluation of jobs in accordance with the requirements set out in RD 902/2020.

- **Responsible unit:** HR department
- **Indicator:** Having carried out a review of the relationship to the assessment of jobs and the internal system that regulates the salary levels attributed to it, to rule out that there is no gender difference.
 - Job evaluation for all positions.
- **Priority:** 3
- **Execution period:** Throughout the year 2025
- **Review period:** Single Action. Once executed no execution is required.

4. CALENDAR OF ACTS

	Accions	2023				2024				2025				2026			
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
SELECCIÓ CONTRACTACIÓ	SC1. Revisar els textos de la Política de Selecció i els seus annexos per a verificar i corregir algunes referències formulades en llenguatge no neutre.																
	SC2. Formació a les persones que integren els Comitès de Selecció en matèria de biaixos de gènere en els processos de selecció.																
	SC3. Dissenyar una enquesta d'avaluació/percepció a la persona candidata finalista del procés, sobre la seva satisfacció del procés de selecció, en la que es pugui fer referència a qüestions vinculades a biaixos de gènere.																
	SC4. Creació d'una BBDD estructurada de la que poder obtenir indicadors clau en matèria de selecció des d'una perspectiva de gènere.																
CLASSIFICACIÓ PROFESSIONAL	CP1. En cas de vacants, tant pel que fa a la cobertura de posicions ordinàries, com per a llocs de comandament, sempre i quan les persones candidates tinguin els mateixos mèrits o mèrits equiparables, es donarà preferència al sexe menys representat en el departament en el que s'integri l'esmentada vacant.																
	CP2. Visibilitzar i reconèixer específicament l'activitat femenina a les diferents activitats relacionades amb la recerca, la seva difusió i transferència.																
	CP3. Suggestir a les persones responsables de l'Administració representats en els òrgans de Govern que designin a dones, mentre es mantingui el seu desequilibri representatiu.																
FORMACIÓ I DESARROLLEJAMENT	FDP1. Difondre el compromís de la organització amb el dret a la igualtat, la oferta d'eines formatives i de recursos en matèria de gènere, i promoure la participació de tota l'organització a les mateixes.																
	FDP2. Obrir els cursos de lideratge i gestió organitzativa a les persones treballadores amb potencial professional, per a afavorir la seva competència professional i, així, per a afavorir que puguin presentar-se als processos de cobertura de vacants.																
ORGANITZACIÓ DE LA VIDA PERSONAL, FAMILIAR I LABORAL	PC1. Fer un seguiment específic de les mesures de conciliació (suspensions i permisos), segmentant el seu ús per sexe.																
	PC2. Fer una enquesta de percepció/workshop des de la que poder validar l'adequació de les actuals mesures de flexibilitat i conciliació de la vida personal, familiar i laboral.																
SALUT I PROTECCIÓ ANTI-ASSETJAMENT	PAA1. Actualitzar el Protocol Anti-assetjament i detall del seu procés.																
	PAA2. Nomenar les persones de referència per a la instrucció i resolució dels casos d'assetjament.																
	PAA3. Distribuir i comunicar el protocol anti-assetjament.																
	PAA4. Realitzar sessions de formació específiques a les persones de referència i a les persones de la comissió d'investigació.																
	PAA5. Segmentar el resultat de les avaluacions de riscos psicosocials per gènere per a un millor seguiment específic de les incidències de salut específicament associades al sexe.																
	PAA6: Organització de campanyes específiques a nivell intern (dins la organització) i extern (dins la comunitat/territori) per a donar a conèixer els riscos que sobre la salut poden tenir els factors directament vinculats al gènere/sexe.																
COMUNICACIÓ I LLINGUATGE NO SEXISTA	C1. Elaborar i difondre un Protocol de llenguatge i comunicació inclusiva.																
	C2. Promoure activitats de formació sobre llenguatge i comunicació no sexista per a tota la plantilla.																
	C3. Promoure, a proposta de la Comissió de Seguiment, seminaris específics que impulsin i visibilitzin la presència de les dones en l'àmbit científic i de la recerca.																
RETORNO	AR1. Valoració de llocs de treball d'acord amb els requisits previstos al RD 902/2020.																

5. ADMINISTRATION OF THE EQUALITY PLAN

5.1. Review of the Equality Plan.

Without prejudice to the review deadlines agreed for each action included in this Equality Plan, the review of the Equality Plan will be carried out when any of the circumstances provided for in article 9 section 2 of Royal Decree 901/2020 which regulates Equality plans and their registration and amends Royal Decree 713/2010 of 28 May, on registration and deposit of collective work agreements.

When required due to duly motivated circumstances, the review will involve updating the diagnosis, as well as the measures of the Equality Plan to the extent necessary.

An interim evaluation will be carried out (after the two years of the Equality Plan's validity) and another final one (at the end of the Equality Plan's validity), as well as when agreed by the Equality Plan Monitoring Committee, whose composition and functions are regulated in section 6.2.

If any circumstance were detected that prevented the full implementation of the Equality Plan, the organisation and the staff's legal representative, through the Equality Plan Monitoring Committee, undertake to negotiate and, where appropriate, agree on the corrective measures necessary to achieve the objectives set in this.

5.2. Joint monitoring, evaluation and review body.

It is agreed to create a body in charge of carrying out the actions provided for in the Equality Plan and monitoring the evolution and achievement of the objectives provided for in this Equality Plan.

This joint body, which will be called the Equality Plan Monitoring Committee, will be made up of the following people:

Representing the company:

- Anna Ribas Gubau, Manager
- Sílvia Vilar Puigdollers, HR Manager
- Albert Antolín Fontes, Innovation and Transfer Technician

Representing the workers:

- Gerard Pardo Albiñana, Senior Laboratory Technician
- Neus Luque Sánchez, Research Technician
- Elisabet Cuyàs Navarro, Consolidated Researcher (R3)

The Equality Plan Monitoring Committee will have the following functions:

1. Carry out the actions provided for in the Equality Plan and their follow-up, on the review dates provided for each action included in the Equality Plan.
2. Revise the Equality Plan when any of the circumstances provided for in article 9 section 2 of Royal Decree 901/2020 regulating equality plans and their registration and amending Royal Decree 713/2010 of 28 May, on registration and deposit of collective work agreements.
3. Carry out an interim evaluation (after the two years of validity of the Equality Plan) and a final one (at the end of the validity of the Equality Plan), as well as when agreed by the Equality Plan Monitoring Committee.
4. Prepare the monitoring and evaluation reports that correspond to the cases indicated above.
5. Negotiate and, where appropriate, agree to add, reorient, improve, correct, intensify, attenuate, or even stop applying any measure of the Equality Plan, depending on the effects that are appreciated in relation to the achievement of its objectives targets.
6. Report annually to Management and the Worker's Legal Representatives on the state of compliance with the measures included in the Equality Plan.

Minutes will be taken of the meetings held by the Equality Plan Monitoring Committee for the adoption of agreements