
I PLAN FOR GENDER EQUALITY 2022 – 2026

FOUNDATION FOR MANAGEMENT THE RESEARCH
BIOMEDICAL OF CADIZ (FCÁDIZ)

INSTITUTE OF RESEARCH A INNOVATION BIOMEDICAL OF
CADIZ (INiBICA)

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HISTORICAL VERSION LOG			
VERSION	CHANGES MADE	MADE BY	DATE
V 1.1	- New indicator creation of the Harassment Commission. - Nomenclature correction (birth leave) and other minor corrections.	Equality Commission	13/12/2023 (Approval FCÁDIZ Board)
V 1.2	-Substitution of the monitoring and evaluation powers of the Equality Plan Monitoring Committee. -Corrections to inclusive language.	Equality Commission	

Archive location

Common repository FCÁDIZ–INiBICA, which is located on the server of the Puerta del Mar University Hospital (Research Folder).

Responsible for custody

FCÁDIZ–INiBICA Quality Unit

Date Reviewed

Biannual

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FCÁDIZ-INiBICA EQUALITY PLAN

1. LEGAL CONTEXT AND COMMITMENT

The Institute for Research and Innovation in Biomedical Sciences of the Province of Cadiz (INiBICA) was created following a collaboration agreement signed on 2 December 2016 between the Ministries of Health and Economy and Knowledge of the Regional Government of Andalusia, the Andalusian Regional Government, the Andalusian Autonomous Community and Knowledge Service

Andaluz de Salud, the University of Cádiz and the Foundation for the Management of Biomedical Research of Cádiz. It integrates the Puerta del Mar University Hospital (Cádiz) and the University of Cádiz, together with the set of centres of the Public Health System of the province of Cádiz.

The Foundation for the Management of Biomedical Research of Cádiz (FCÁDIZ) is a non-profit organization whose assets are affected, in a lasting way, to the development of teaching, scientific research and technological development in Health Sciences. It was incorporated in Cádiz, on February 18, 2008, before the notary Mr. Federico Linares Castrillón of the Illustrious College of Cádiz, under number 297 of its protocol.

It has its own staff made up of some structural staff and the other staff hired to carry out research projects.

Article 46 of Organic Law 3/2007, of 22 March, for effective equality between women and men, (LOIEMH), defines the meaning of Equality Plans in companies and what their contents should be.

Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation establishes that companies are obliged to respect equal treatment and opportunities in the workplace and to this end they must adopt measures aimed at avoiding any type of employment discrimination between women and men. having the obligation to develop an Equality Plan those that are included among some of the following cases:

- Companies with more than 250 workers.
- Companies bound by higher level collective agreements that regulate their implementation.
- Companies sanctioned for discrimination as a substitute for the sanction, provided that such substitution is agreed in the sanctioning procedure.

Royal Decree 902/2020, of 13 October, on equal pay between women and men, includes the guidelines for carrying out an assessment of jobs within the company and the corresponding remuneration audit in order to identify and eliminate possible direct or indirect discrimination between women and men.

Equality between women and men is a fundamental right and a universal legal principle, enshrined in the Convention on the Elimination of All Forms of Discrimination against

Women (CEDAW), adopted by the United Nations General Assembly in 1979 and ratified at the subsequent monographic conferences in Nairobi (1985) and Beijing (1995).

Equality is also expressly considered a fundamental principle in the European Union that establishes as an objective for all its members the integration of equality in all policies and actions carried out.

In addition, the regulations of the Autonomous Community of Andalusia establish the obligation to develop an Equality Plan for:

- The administration of the Junta de Andalucía, its public companies and instrumental entities (Art.32 of Law 12/2207).

An Equality Plan is an intervention instrument that articulates a work process in which a set of objectives, measures and actions are contemplated duly planned and with coherence between them, to progressively advance in the achievement of equal opportunities between women and men.

In this sense, the development of the I INiBICA Equal Opportunities Plan represents a new commitment on the part of the institution towards the integration of equality management systems into its equality management systems, not only with specific actions, but as a roadmap and a comprehensive approach to continue improving the principles that the Institute develops.

With the preparation of this Equality Plan, INiBICA-FCÁDIZ assumes the principle of equal opportunities from the selection of personnel to promotion, training, working and employment conditions, occupational health, the organisation of working time and conciliation, prevention and action against sexual and gender-based harassment. as well as the non-discriminatory use of language, communication and advertising.

This Equality Plan has been developed with the commitment of the Scientific and Management Directors of INiBICA-FCÁDIZ and with the common objective of creating an organisation that favours equality and diversity.



Methodology of the of Situation

From accordance with the Royal Law 6/2019, amending Organic Law 3/2007, The preparation of an Equality Plan requires an analysis of the situation of Match of the Entity for Learn T Status Current in Subject of equality. The Results

2. LEGAL SITUATION AND METHODOLOGY OF THE DIAGNOSIS

Phases of the process of preparing the I FCÁDIZ-INiBICA Equality Plan

The analysis will be used to define a series of actions and measures with the aim of correcting those inequalities identified and barriers that hinder progress in achieving real and effective equality of opportunity between women and men and between all groups.

In this sense, an analysis has been carried out based on the information obtained in the questionnaires addressed to the HR Area and the staff.

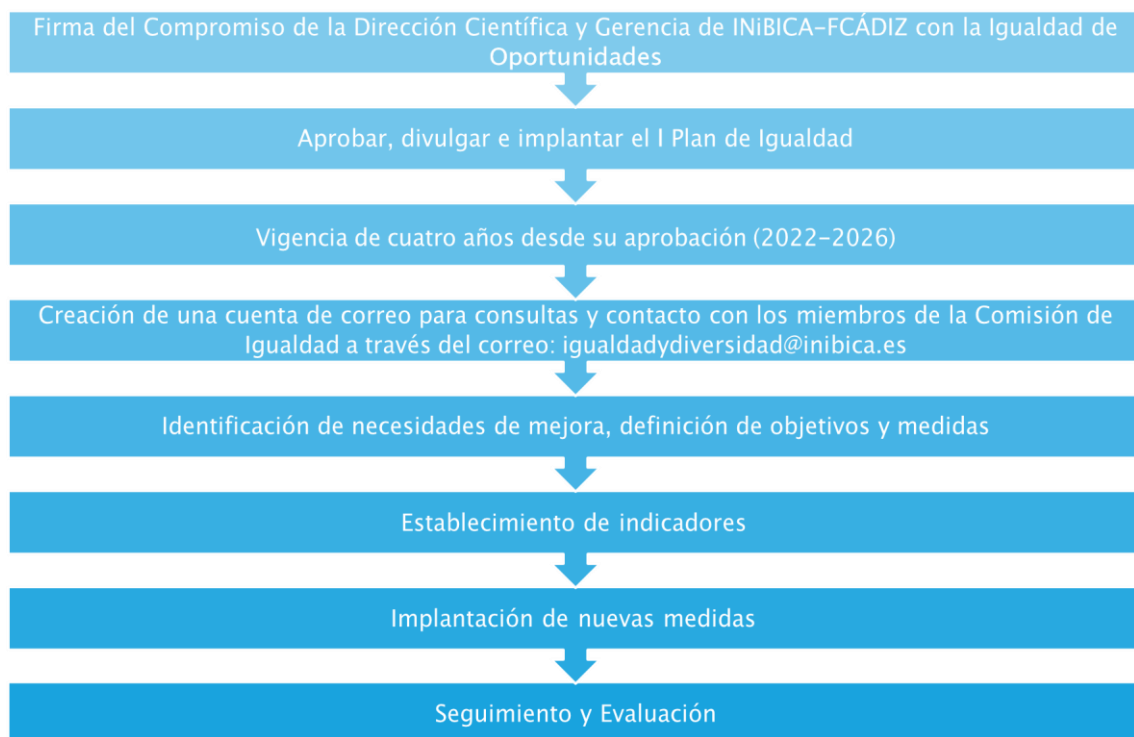
With the information obtained from the HR Area, the personnel data corresponding to the last 4 years (period 2018–2021) has been analysed, taking into account aspects such as the distribution of the workforce (gender, age, professional categories), staff movements (incorporations, departures), working conditions (type of contract, working day), etc. In addition, the composition in 2021 of the governing bodies stratified by gender has been analysed.

Likewise, a questionnaire has been sent to all INiBICA–FCÁDIZ staff with individualized and anonymized responses, rated and space for suggestions. The questionnaire is shown as Annex I to the Equality Plan.

The questionnaire has been active during the months of November 2021 to February 2022 and has been disseminated via email to all staff until an ideal participation is achieved. In March 2022, the results obtained were analysed by analysing the percentages of total participation and by gender, as well as other indicators.

The resulting diagnostic report is included in this Plan and shows the starting situation of INiBICA–FCÁDIZ in terms of equal opportunities.

Next phases of the process of drawing up the I Equality Plan



3. TEMPORAL SCOPE AND APPLICATION

The **I Equal Opportunities Plan** will have effects on all the staff integrated into INiBICA–FCÁDIZ and will have the same effect in all the centres in which the entity is present, subject to what is established in the equality plans of the entities to which it belongs.

To this end, INiBICA is understood as an alliance formed by the health centres of the Province of Cadiz, its management Foundation (FCÁDIZ) and the University of Cadiz (UCA). All these institutions make up the set of research staff and biomedical research resources that make up INiBICA and are managed by its Foundation.

The duration of INiBICA's I Equal Opportunities Plan will be four years, being in force from its date of approval on December 15, 2022 (after approval by the FCÁDIZ Board of Trustees) until December 15, 2026, the date on which the negotiation of the second plan will begin. During its validity, revisions and updates will be made when there are changes in the regulations or factor that advises its updating.

4. GENERAL OBJECTIVE AND SPECIFIC OBJECTIVES

According to the results of the diagnosis, in relation to the imbalances and/or inequalities to be corrected and improved, a general objective and specific objectives will be established.

General objective

To achieve real and effective labor equality within INiBICA–FCÁDIZ.

Specific objectives

1. Integrate the gender perspective in human resources management, favouring the access and incorporation of women by promoting their incorporation into positions of responsibility.
2. Reduce or eliminate the wage gap.
3. Encourage the use of non-sexist language and images in all internal and external documents and forms of communication.
4. Promote the reconciliation of work and family life of workers.
5. Improve health surveillance measures specifically targeting women.
6. Promote training and awareness on gender and diversity.

5. ACTIONS

In order to comply with the specific objectives, actions will be carried out to improve the

starting situation. These actions will be concrete, measurable and with real possibilities of being developed in the organization.

Some actions will be **of a temporary nature**, to correct the inequalities and imbalances detected; and others of a **permanent nature**, to ensure the integration of equal opportunities throughout the organization.

The actions will be financed by INiBICA from specific budgets seen and agreed upon by the Equality Commission and the Training Commission and approved by the Internal Committee and subsequently by the Governing Council.

Areas of action

1. General

- 1.1 Creation of an Equality and Diversity Commission.
- 1.2 Review of indicators for the monitoring and evaluation of compliance with the Implementation Plan.

Equality.

- 1.3 Preparation of a guide for the use of non-sexist language and images.
- 1.4 Establishment of an open communication channel on equality.
- 1.5 Commitment of INiBICA-FCÁDIZ.

2. Access to employment

- 2.1 Use of inclusive and non-sexist language in the job vacancies that are published.
- 2.2 Equal composition (at least 40%) of the selection committees whenever possible.
- 2.3 Proportionality and elimination of bias in selection under equal conditions.
- 2.4 Establishment of minimum recruitment rates (at least 40%) and promotion of the underrepresented gender with the commitment to hire according to principles of equal treatment and opportunities.
- 2.5 Guarantee equal opportunities in the promotion of those people who are in situations of flexible working hours, birth leave, reduced working hours, leave of absence, etc. to care for minors or other dependents.
- 2.6 Implementation of an equitable remuneration system that avoids gender bias.

3. Training

- 3.1 Carrying out specific training activities on equality, promoting a culture based on equality that corrects cultural beliefs and gender stereotypes among the staff of the management structure and especially among the staff responsible for recruiting personnel.
- 3.2 Information and awareness on equal opportunities for all staff.
- 3.3 Equal composition among the speakers of the training activities.

- 3.4 Proportionality and elimination of biases in the participation of training activities, guaranteeing equal opportunities in access to training for all staff.

4. Work-life balance

- 4.1 Flexibility of the entry and exit times of employees who request it for accredited reasons of conciliation and other measures that are established, such as teleworking.
- 4.2 Holding work meetings, training courses and other common events during working hours whenever possible.

5. Dissemination

- 5.1 Dissemination of the Equality Plan among existing staff and newly hired staff.
- 5.2 Dissemination of the Equality Plan through the website, social networks and informative email.
- 5.3 Systematic updating of the web space intended to host the Plan and relevant issues.
- 5.4 Dissemination of applications, training actions, vacancies for promotion, etc., using communication channels that guarantee access.

6. Equality in governing bodies

- 6.1 Promotion of equality and diversity in governing bodies.
- 6.2 The governing bodies will receive the relevant documentation on equality and diversity.

7. Prevention of sexual harassment, gender-based harassment and gender-based violence

- 7.1 Preparation of a protocol of action in cases of sexual harassment and harassment based on sex, as well as in those cases of gender violence.
- 7.2 Disseminate the action protocol with special profusion.
- 7.3 Facilitate access through the website and informative email of the action protocol.
- 7.4 Monitor that situations of harassment and gender violence do not occur, paying special attention to the signs with the commitment to "zero tolerance".
- 7.5 Creation of a harassment committee.

8. Gender perspective in research and innovation

- 8.1 Monitoring that parity is met as an evaluation criterion in the composition of scientific groups.
- 8.2 Own Plan: inclusion of the gender perspective in the evaluation of the grants granted.
- 8.3 Monitoring of diverse participation in innovation projects.
- 8.4 Promotion of research carried out by the women of the Institute.
- 8.5 Development and application of RRI (Responsible Research and Innovation) and its principles: science education, gender equality, ethics, open access, governance and citizen participation.

6. INDICATORS

The evaluation makes it possible to know and assess the impact of the Equality Plan in the search for continuous improvement of equality objectives and to ensure that equal opportunities are permanently integrated, both in culture and in management procedures. The establishment of indicators will make it possible to measure whether the proposed actions have been carried out, the results and the impact of each action, as well as the Plan as a whole.

The Equality Plan Monitoring Committee will be responsible for monitoring and evaluating the actions described in this Plan. It will meet every two years in order to monitor the process of implementation and execution of the actions based on the established indicators. To this end, the Commission shall use the fact sheets included as Annex II.

In the same way, the Equality Plan Monitoring Committee will identify the difficulties encountered and the solutions provided, as well as those actions that have not been able to be carried out or have been partially carried out, indicating the reasons, effects and objectives not achieved as a result by completing the forms included as Annex III.

As a result of this review exercise, it will be possible to give continuity to the planned actions, finalize some or even detect new actions based on new needs according to Annex IV.

INDICATOR	ACTION
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Existence of the Equality and Diversity Commission.	1.1
Existence of monitoring and evaluation reports on compliance with the Equality Plan.	1.2
Existence of an internal and external communication manual.	1.3
Number of suggestions, communications and complaints received according to the complaint, recognition and suggestions protocol file.	1.4
Existence of the Management Commitment Letter.	1.5
Analysis of the calls and job descriptions and selection processes to assess that the criteria of non-sexist language and communication are used.	2.1
Analysis of the composition of the selection committees.	2.2
Analysis of the degree to which women and men access employment and job positions. liability when the nature of the functions or tasks effectively entrusted to them, the educational, professional or training conditions required for its exercise, the factors strictly related to its performance and the working conditions in which such activities are carried out are actually equivalent.	2.3
Identification of those positions in which women do not reach the distribution percentage of 40% of representation.	2.4
Identification and analysis of the situation of those people who are in Different situations of duration and distribution of the working day.	2.5

Analysis of the remuneration system and the existence of an equitable system evaluated
2.6
through annual salary analysis.

Application for the Seal of Excellence in Human Resources (HRS4R) and preparation of all documentation for future obtainment. FCÁDIZ, as the managing entity of INiBICA, must develop a Charter and Code, aimed at researchers, funders and employees of the public and private sector, aimed at promoting equal rights and obligations for researchers throughout the European Research Area (ERA), where gender equality and the management of diversity in research are included among its principles. etc.).	2.1 2.2 2.3 2.4 2.5
Number of training actions carried out in the field of equal opportunities, sexual harassment, harassment based on sex, and gender violence.	3.1
Number of awareness campaigns carried out.	3.2
Review of the participation of women speakers in training activities.	3.3
Number of training activities carried out and participation disaggregated by sex.	3.4
Number of conciliation measures implemented. Data disaggregated by gender.	4.1
Review of compliance with not exceeding the working day	4.2
Existence of a mention of the Equality Plan in the documentation provided to the hired and new staff, ensuring the availability of the document.	5.1
Existence of a visible and accessible link to the Equality Plan on the website (Annex VI).	5.2
Number of publications made on social networks mentioning the existence of an Equality Plan, its modifications and updates.	5.3
Number of updates, visits and interactions with the website.	5.4
Analysis of the gender composition of the governing bodies.	6.1
Actions carried out to inform the governing bodies of the documentation generated in the field of equality and diversity.	6.2
Existence and updating of an action protocol.	7.1
Number of actions carried out for its dissemination.	7.2
Review of the accessibility and dissemination of the protocol.	7.3

Number of Communication in Relations Situations of harass	7.4
Existence of the Harassment Committee.	7.5
Review of the Composition by Genres of The Group of scientists.	8.1
Number of Grants granted by genres.	8.2
Number of Projects of Innovation requested Disaggregated by genres.	8.3
Review of the Composition by Genres of The Group of research.	8.4

As part of the monitoring and evaluation measures of the Equality Plan, the Equality Plan Monitoring Committee will regularly carry out staff surveys to ascertain the degree of satisfaction with the actions implemented. To this end, it will be possible to use information collection instruments, satisfaction questionnaires, specific surveys, interviews, suggestion boxes, etc.

Complaints, acknowledgements and suggestions received through the Complaint, Acknowledgement and Suggestion Form (QRS Sheet) will be taken into account, which will be requested from the Quality Unit, which will be made available to the staff on the INiBICA website in the section dedicated to Equality.

Likewise, this Commission, as a result of the evaluation, will present to the governing bodies a report of actions and results in the areas of action contemplated herein.

The second biannual evaluation will coincide with the end of the initial validity of the Plan and will be carried out in the same way to analyse the degree of effectiveness through the use of the indicators.

7. SCHEDULE

The Equality Plan will have a duration of four years. The following schedule will show the quarterly programming for each of the four years of duration and will define the time to develop each of the actions:

	YEAR 2022		YEAR 2023		YEAR 2024		YEAR 2025		YEAR 2026	
ACTION	S1	S2	S1	S2	S1	S2	S1	S2	S1	S2
1. Area of action: General										
1.1										
1.2										
1.3										
1.4										
1.5										

2. Area of action: Access to employment										EVALUACIÓN FINTO
2.1										
2.2										
2.3										
2.4										
2.5										
2.6										
3. Area of action: Training										
3.1										
3.2										
3.3										
3.4										
4. Area of action: Work-life balance										
4.1										
4.2										
5. Area of action: Dissemination										
5.1										
5.2										
5.3										
5.4										
6. Area of action: Equality in governing bodies										
6.1										
6.2										
7. Area of action: Prevention of harassment and gender-based violence										
7.1										
7.2										
7.3										
7.4										
7.5										
8. Area of action: Gender perspective in research and innovation										
8.1										
8.2										
8.3										
8.4										
8.5										

The monitoring of compliance with each action will be carried out by the Monitoring Committee of the INiBICA Equality Plan, with the support and information provided by the different Areas of Management (HR, Quality, etc.)

8. WEB RESOURCES

European legislation

- Istanbul Convention (2011). Council of Europe Convention on preventing and combating violence against women and domestic violence. <https://www.casamerica.es/sites/default/files/21/Mayo/Covenio%20de%20Estambul.pdf>

State regulations

- Law Organic for the Equality Effective of Women and Men: <http://www.boe.es/boe/dias/2003/12/03/pdfs/A43187-43195.pdf>
- Organic Law 1/2004, of 28 December, on Comprehensive Protection Measures against Gender Violence
<http://www.boe.es/boe/dias/2004/12/29/pdfs/A42166-42197.pdf>
- Plan Strategic of Equality of Opportunities (2008–2011): <http://www.csd.gob.es/csd/estaticos/myd/PlanEstrategico2008-2011.pdf>
- Royal Decree 901/2020, of 13 October, regulating equality plans and their registration and amending Royal Decree 713/2010, of 28 May, on the registration and deposit of collective bargaining agreements and agreements.
- Royal Decree 902/2020, of 13 October, on equal pay between women and men.
- Royal Decree-Law 5/2023, of 28 June, adopting and extending certain measures in response to the economic and social consequences of the War in Ukraine, to support the reconstruction of the island of La Palma and other situations of vulnerability; transposition of European Union Directives on structural modifications of commercial companies and reconciliation of family and professional life of parents and caregivers; and the implementation and compliance with European Union law.

Andalusian Regulations

- Law 12/2007, of 26 November, for the promotion of gender equality in Andalusia. <http://www.juntadeandalucia.es/boja/2007/247/1>
- Law 13/2007, of 26 November, on measures for the prevention and comprehensive protection against gender-based violence: <http://www.juntadeandalucia.es/boja/2007/247/2>

European legislation

- Work plan for equality between women and men (2006–2010). European Commission: <http://eur-lex.europa.eu/legal-content/EN/TXT/?Are you=LEGISSUM%3AC10404>

9. BIBLIOGRAPHY

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- **Women's Foundation.** Basic elements for the integration of equal opportunities between women and men in companies. Programme for the Promotion of Equal Opportunities in Companies in the Community of Extremadura. 2008.
- **Women's Foundation.** Good practices for integrating gender equality in companies. Programme for the Promotion of Equal Opportunities in Companies in the Community of Extremadura. 2008.
- **Women's Foundation.** The integration of Equal Opportunities between women and men in labour organisations. Equal Community Initiative. CALIOPE. 2007.
- **Women's Foundation.** Explanatory notebook on the Action Protocol. Companies for Equality Programme. Equal Community Initiative. ELOISA. 2007.
- **Women's Foundation.** Manual of Procedures for the Incorporation of Equality in Business Management. Equal Community Initiative. EQI. 2007.
- **Institut Balear de la Dona.** Language for equality in business. Equal Community Initiative. Balance. 2006
- **Andalusian Institute for Women.** Practical guide to diagnose equal opportunities between women and men in companies. Guide to the development of positive actions. Catalogue of Positive Actions. 2004.

10. ANNEXES

Annex I. Starting questionnaires for the preparation of the I INiBICA-FCÁDIZ Equality Plan

This questionnaire is aimed at INiBICA-FCÁDIZ staff. We are interested in knowing your opinion on the field of equality and diversity, encompassing gender diversity, functional diversity, generational diversity, racial, ethnic, geographical or social diversity and diversity based on sexual orientation.

The questionnaire is anonymous. We are not going to ask you for personal data, understood as those that allow a person to be identified as established in Regulation (EU) 2016/679 of the European Parliament and of the Council.

Please answer the following questions taking into account your current employment situation:

1. What is your gender?
 - a. Female
 - b. Male
 - c. Other
 - d. I prefer not to answer

2. Please indicate your age range:
 - a. 25–35
 - b. 36–45
 - c. 46–50
 - d. 51–65
 - e. +65
 - f. I prefer not to answer
3. Please indicate if you have a recognised degree of disability:
 - a. Yes
 - b. No
 - c. I prefer not to answer
4. Please indicate your employment status:
 - a. Civil servants
 - b. Statutory staff
 - c. Permanent contract staff
 - d. Temporary Contract Staff
 - e. None of the above. Please describe which:
5. Please indicate your type of working day:
 - a. Full-time
 - b. Part-time
6. Do you hold a managerial position?
 - a. Yes
 - b. No
7. Do you consider that INiBICA's management team is committed to diversity and inclusion*?
 - a. A lot
 - b. Pretty much
 - c. Moderately
 - d. A little bit
 - e. Nothing
8. Have you experienced discrimination based on gender identity, sexual orientation, ethnicity, disability, or others in your current workplace?

- a. Yes
 - b. No
 - c. I prefer not to answer
9. Do you think that in your current workplace there are or have been cases of discrimination based on gender identity, sexual orientation, ethnic origin, disability or others?
- a. Yes
 - b. No
 - c. I prefer not to answer
10. Do you consider that your salary is adequate for the work you do?
- a. Very suitable
 - b. Suitable
 - c. Moderately adequate
 - d. Unsuitable
 - e. Nothing suitable
11. Do you consider that your salary is adequate to your educational level?
- a. Very suitable
 - b. Suitable
 - c. Moderately adequate
 - d. Unsuitable
 - e. Nothing suitable
12. Do you agree with the following statement: there is equal treatment and non-discrimination in terms of remuneration between staff with similar functions and qualifications?
- a. Strongly agree
 - b. I agree
 - c. Indifferent
 - d. Disagreement
 - e. Strongly disagree
13. Do you find it difficult to reconcile personal and work life?
- a. Yes
 - b. No
 - c. In some cases

14. Do you encounter difficulties in the development of your professional career due to discrimination on the basis of gender identity, sexual orientation, ethnic

- to Y
- b. No

Space for Suggestionsof Improvein T Scope of Diversity a inclusion*

*Diversity of gender, Diversity functional, Diversity generational, Diversity racial, ethnic geographicalsocial, Orientation sexual.

origin, disability or others?

- a. Yes
- b. No
- c. In some cases

15. Have you experienced sexual or gender-based harassment in your current workplace? to. Yes

- b. No
- c. I prefer not to answer

16. Do you consider it necessary to offer adequate training in the field of diversity and inclusion*?

Annex II. Implementation and evaluation sheet. Compliance with indicators.

FILE NUMBER
Area of action
Share number
Indicators
Actions taken
Responsible persons
Status In Execution ☐ Accomplished Not performed ☐ End of action ☐ Incidents tab ☐
Observations
Date of evaluation

Annex III. Identification of incidents and solutions provided.

FILE NUMBER
Incidents
Corrective measures
Date

Annex IV. Implementation of new actions.

Area of action	
Share Number:	
Indicators:	
Objective (1-6):	
Schedule:	
Date:	

1.1. VISIBILITY OF ENGAGEMENT ON THE WEB



The screenshot shows the INiBICA website header with the logo and navigation menu. Below the header, there is a banner for 'POLÍTICA DE IGUALDAD' featuring a group of diverse people smiling. The text below the banner states that INiBICA-FCADIZ has been working for equality and is now implementing a Plan of Equality of Opportunities. It mentions the commitment to ethical and social responsibility. A link to the 'Plan de Igualdad 2022-2026' is provided. Below this, there is a section titled 'Módulos de formación E-Learning de la AEI en diferentes aspectos de igualdad de género en I+D+i'. The text explains that the Agencia Estatal de Investigación (AEI) has published a series of e-learning modules on gender equality in R+D+i, developed jointly with the Unidad de Mujeres y Ciencia del Ministerio de Ciencia e Innovación. A link to the modules is provided.

INiBICA
INSTITUTO DE INVESTIGACIÓN E
INNOVACIÓN BIOMÉDICA DE CÁDIZ

INSTITUTO ▾ INVESTIGACIÓN ▾ INNOVACIÓN ▾ SERVICIOS CENTRALES ▾ PLAN PROPIO ▾ FORMACIÓN ▾ EMPLEO ▾ DONA 🔍 🇪🇸

BV-SSPA INVESTIGA+ INTRANET 📧 🐦 in 📷

POLÍTICA DE IGUALDAD

INiBICA-FCADIZ han trabajado desde siempre de forma especial por la igualdad de trato y oportunidades entre mujeres y hombres, y actualmente da el paso definitivo con la decisión de emprender un Plan de Igualdad de Oportunidades. Así, con la voluntad de trabajar por una igualdad de oportunidades real entre mujeres y hombres, las entidades que se reúnen alrededor de INiBICA-FCADIZ llevarán a cabo también su compromiso de aplicar criterios éticos y de responsabilidad social en su gestión interna y externa y el cumplimiento de las normativas.

- [Plan de Igualdad 2022-2026.](#)

Módulos de formación E-Learning de la AEI en diferentes aspectos de igualdad de género en I+D+i

La Agencia Estatal de Investigación (AEI) ha publicado en su página web una serie de módulos de formación e-learning en diferentes aspectos de igualdad de género en I+D+i. Dichos módulos han sido desarrollados conjuntamente con la Unidad de Mujeres y Ciencia del Ministerio de Ciencia e Innovación:

En el siguiente link, se pueden visualizar el resto de videos actualmente publicados: [Enlace a los módulos.](#)



INSTITUTO DE
INVESTIGACIÓN E
INNOVACIÓN
BIOMÉDICA
DE CÁDIZ

Plan of Equality

Diagnosis and Situation Analysis

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DIAGNOSIS AND ANALYSIS OF THE SITUATION

1. DIAGNOSIS

A detailed study of the starting situation allows for an adequate positioning and an updated analysis, reflecting the real representation disaggregated by as many factors as necessary, sex always being one of them.

The data below correspond to active personnel between the period between 01/01/2018 and 31/12/2021.

1.1 HUMAN RESOURCES

1.1.1 General data:

FCADIZ Insole			
	Women	Men	TOTAL
n	119	63	182
%	65	35	100

FCADIZ full-time staff			
	Women	Men	TOTAL
n	77	52	129
%	60	40	100

Part-time staff FCADIZ			
	Women	Men	TOTAL
n	42	11	53
%	79	21	100

There is a high feminization of the FCADIZ workforce , with approximately 70% of women hired. This percentage is maintained by distributing the workforce into full-time contracts and part-time contracts, the latter being where there is more feminisation, reaching almost 80%.

Of the total number of women, 35% have a part-time contract, while in the total number of men this type of contract is reduced to 17%.

In the period analysed, there have been no requests for a reduction in working hours for conciliation reasons.

1.1.2 Distribution of the workforce by age and Seniority* In the company:

Age distribution in the FCADIZ					
AGE	Women		Hombrass		TOTAL %
	n	%	n	%	
25-34	94	70	40	30	74
35-44	20	50	20	50	22
45-54	5	63	3	38	4
TOTAL	119		63		100

Distribution by seniority in the FCADIZ					
SENIORITY	Women		Men		TOTAL %
	n	%	n	%	
< 1 year	39	64	22	36	33
1 - 5 years	63	63	37	37	55
5 - 10 years	14	78	4	22	10
> 10 years	3	100	0	0	2
TOTAL n=182	119		63		100

* Seniority is calculated taking into account only the first contract signed between the worker and the company.

FCADIZ's workforce is young, with 74% of staff under 35 years of age.

In terms of seniority, the vast majority (55%) have been working in the company for less than 5 years. This reflects a high mobility of workers and a high level of temporary employment, as is the case in the rest of the country's public biomedical research sector.

1.1.3 REMUNERATION AUDIT. Salary distribution of active contracts from 01/01/2018 to 31/12/2021:

Total annual gross salary remuneration at FCADIZ			
	Women	Men	TOTAL

QUANTITY (€)	2.241.346,38	1.408.556,10	3.649.902,48
%	61	39	100

Distribution by annual gross salary remuneration in the FCADIZ					
	Women		Men		
SALARY BAND	n	%	n	%	TOTAL %
< €15,000	32	74	11	26	24
15.001 - 25.000 €	3	67	3	33	3
25.001 - 35.000 €	55	57	27	43	45
> 35.001 €	29	50	22	50	28
TOTAL n=182	119		63		100

If this analysis is carried out on average salaries by sex, we obtain the following data:

- gross annual salary (females): €2,241,346.38/119 AVERAGE females = €18,834.84/year
- gross annual salary (male): €1,408,556.10/63, AVERAGE male = €22,358.03/year

Men receive an average of 12% more pay than women.

This gender pay gap is general, i.e. analysing total amounts, not by professional category.

When analysing the type of working day, it has been observed that 79% of women have a part-time job, which means that they receive a lower salary and therefore the average salary that women receive is lower than that of men.

The Equality Plan defines the actions to avoid, correct and prevent existing obstacles and difficulties or those that may occur in order to guarantee equal pay, and to ensure the transparency and monitoring of this remuneration system.

The remuneration audit will be in force with the equality plan, so on 15 December 2026 a new audit will be carried out to assess whether the company's remuneration system, in a transversal and complete manner, complies with the effective application of the principle of equality between women and men in terms of remuneration.

1.1.4 Distribution of the workforce by professional category:

Distribution by professional category in FCADIZ					
CATEGORY	Women		Men		TOTAL %
	n	%	n	%	
Support staff Research	61	72	24	28	47
Predoctoral research	30	70	13	30	24
Postdoctoral Research	14	44	18	56	17
R+D+i Management	13	72	5	28	10
Managers and CO-IR Groups	1	25	3	75	2
TOTAL n=182	119		63		100

The bulk of the working mass in the professional category of least responsibility is made up of women (72%). It is observed that in the postdoctoral research category the percentage of women decreases and that of men increases, until reaching the last level of responsibility (responsible and co-responsible). A male majority is formed at the last level of responsibility and recognition, which is not statistically relevant because they are positions nominally awarded in competitive public calls.

On the other hand, in the category of R+D+i Management, 72% of the positions are occupied by women.

1.2 FCADIZ POSITIONS OF RESPONSIBILITY

1.2.1 BOARD

Composition of the Board of Trustees of FCADIZ			
	Women	Men	TOTAL
n	2	12	14
%	14	85	100

There is a clear masculinization of the body that directs the Foundation, in contrast to the high percentage of women that exist in it.

Data for INiBICA as a whole are presented below.

1.3 INSTITUTE - INiBICA

1.3.1. INiBICA MEMBERS

Composition of INiBICA			
	Women	Men	TOTAL
n	472	434	906
%	52	47	100

A higher percentage of women compared to men is observed in INiBICA.

1.3.2. SCIENTIFIC DIRECTION

INiBICA Scientific Steering Body			
	Women	Men	TOTAL
Scientific Direction	0	1	1
Scientific Council	3	6	9
TOTAL	3	7	10

There is no sub-directorate in the Institute, instead it has a body for consultation and representation of the Scientific Director, named the Scientific Council in which the male presence is doubled. However, the Directorate has always been and is currently occupied by a man.

1.3.3. GOVERNING COUNCIL

Composition of the INiBICA Governing Council			
	Women	Men	TOTAL
n	3	5	8
%	38	62	100

In the same way as in the governing body of FCADIZ (Board of Trustees, point 1.2.1), the governing body of INiBICA is also highly masculinized with only 38% of the positions occupied by women.

1.3.4. EXTERNAL SCIENTIFIC COMMITTEE (ECC)

This is the scientific advisory body of the Institute. It is a freely appointed consultative body by the Governing Council, made up of 9 professionals from outside INiBICA, highly qualified and recognised in the field of research.

Composition of the INiBICA CCE			
	Women	Men	TOTAL
n	2	7	9
%	22	78	100

A high masculinization of the INiBICA CCE is observed, where female representation does not reach 30% despite the fact that the population from which they can choose is high (there is no restriction of age or territory, they are chosen based on their scientific merits, academic achievements and professional experience).

1.3.5 PROGRAM COORDINATORS

The research carried out at INiBICA is distributed in six scientific programmes, with a person at the head of each of them coordinating and directing their activity.

INiBICA Program Coordinators			
	Women	Men	TOTAL
n	1	5	10
%	20	80	100

The data show an underrepresentation of women who occupy exclusively 20% of the positions of area directors compared to 80% occupied by men.

1.3.6. COMPOSITION OF THE DIFFERENT INiBICA programmes

Composition by program of INiBICA					
PROGRAM	Women		Hom rass		TOTAL %
	n	%	n	%	
Neurosciences and Behavior	100	14	85	17	20
Inflammation	125	17	128	25	28
Oncohematology	68	9	37	7	

Epidemiology and Public Health	105	14	97	19	12
Procedures and Innovative Therapies - Emerging	70	10	81	16	22
Science-Business Transfer Oriented to Health based on marine resources	4	1	6	1	17
TOTAL n=906	472		434		1
					100

In the same way as in FCADIZ, in INiBICA there is also a greater presence of women in all areas of research, although it is true that in this case the differences are not so pronounced.

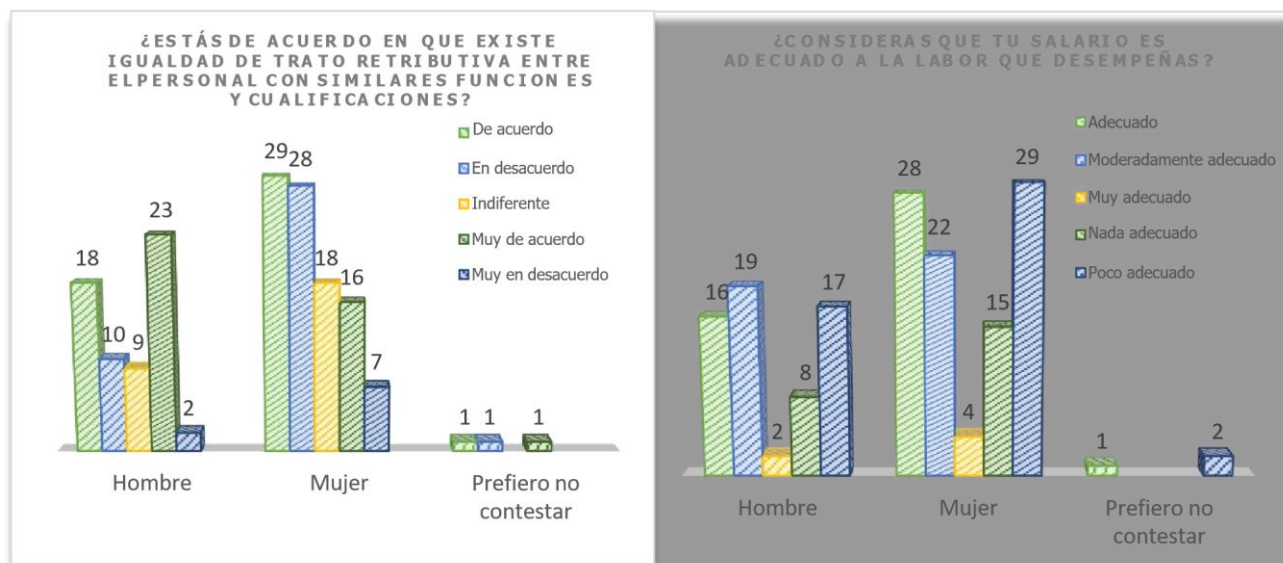
1.4 PERSONNEL QUESTIONNAIRE

From November 2021 to February 2022, a questionnaire has been active to collect in an anonymised way the opinion of the staff employed on the perception in the field of equality and diversity. Through 18 rated questions and a space for suggestions, we have sounded out the opinion of INiBICA's staff, paying special attention to FCADIZ's workers.

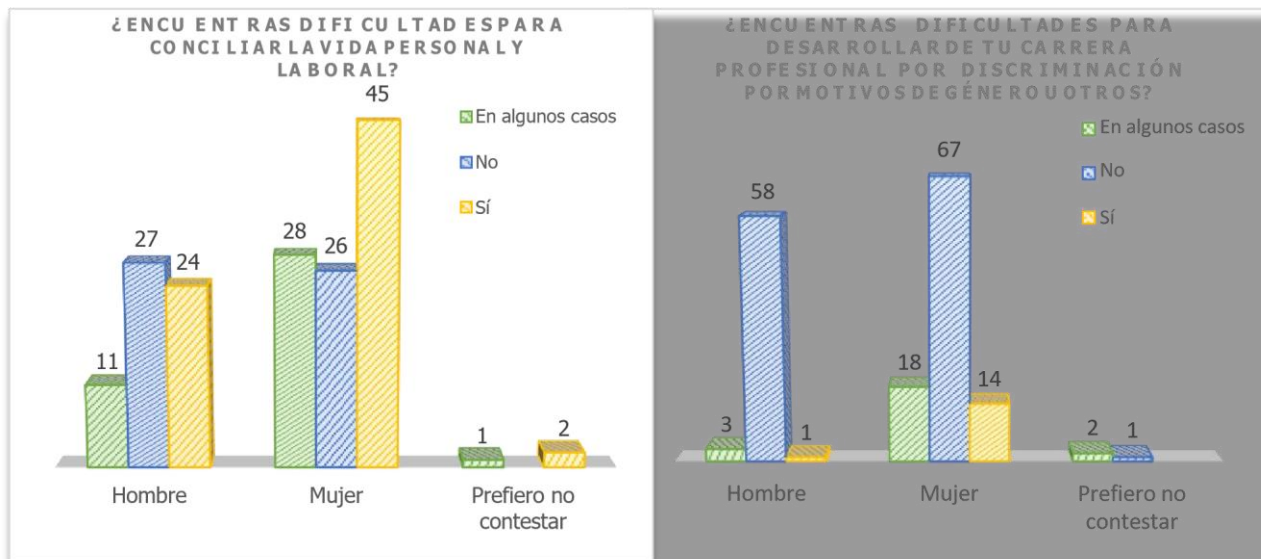
Of the total number of respondents, 60% of women have answered the questionnaire, 38% of men, and 2% prefer not to answer/others. The answers provided provide information by gender on the assessment of various aspects that affect the employment relationship with the Foundation.

This can be analysed as a greater interest among female workers although, as we analysed above, the group of women accounts for 65% of the total workforce, which could also explain the high percentage of female participation.

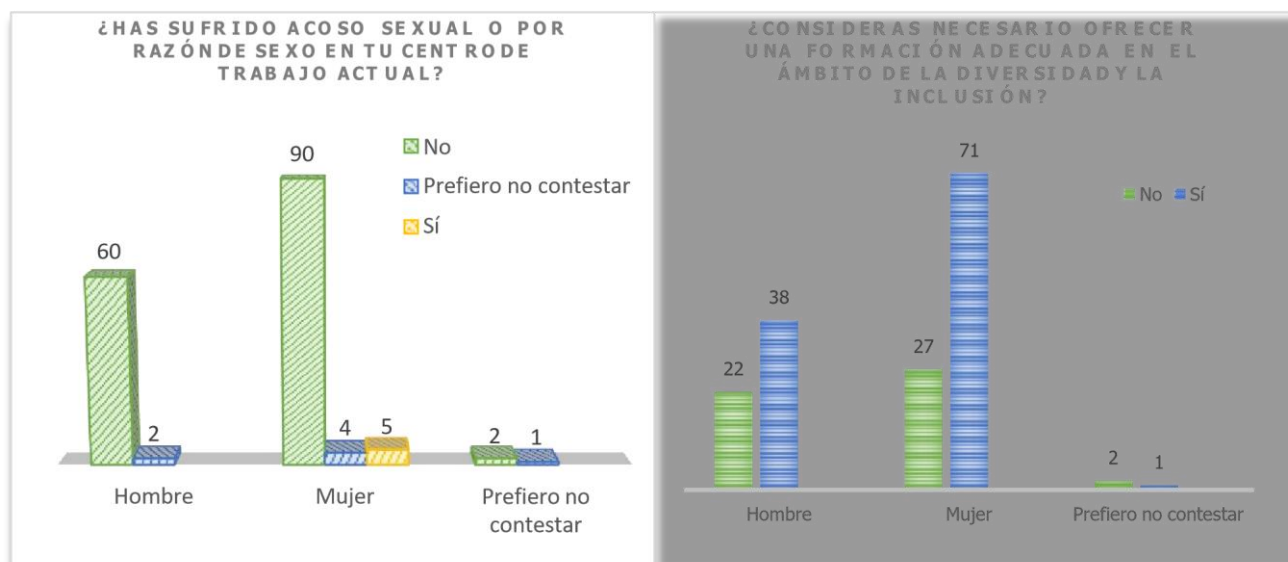
Without losing sight of the higher percentage of female workers over workers both in the workforce and in participants in the questionnaire, the result of the most significant questions shows a greater number of women who perceive discrimination in the workplace:



With regard to salary remuneration, the number of women who consider that there is wage discrimination is similar to those who consider that there is not. However, among men, the majority consider that there is equal pay.



73% of women who responded find it difficult to reconcile personal and work life, a figure that drops to 56% among men. Similarly, of the women who responded, 32% always or in some cases found it difficult to develop their professional career, while among the men who responded only 6% felt discriminated against in developing their professional career.



Among the women who responded, 5% have suffered sexual or gender-based harassment in the workplace, while no men have suffered it.

As a final consideration, a significant percentage of both women and men consider it necessary to offer training in the field of diversity and inclusion.

In the free space for suggestions, comments focus on the following aspects:

- the need to increase the existence and visibility of women in positions of responsibility.
- the need to apply more resources to improve the context and results, making structural changes.
- to promote job stability and improve wages by improving working conditions and thus facilitating work-life balance.
- to promote multiculturalism.
- to promote training in equality.

2. ANALYSIS

In view of the diagnosis made, the following conclusions and noteworthy elements can be drawn:

CONCLUSIONS

1. FCADIZ is a highly feminized company where the most representative profile is that of a woman between 30 and 39 years old with higher education who has been working in the company for less than 5 years.
2. There is a high degree of temporality. It can be deduced that this has a decisive influence on the feeling of belonging to the organization on the part of the working staff and on their decisions, both professional and personal.
3. There is an underrepresentation of women in decision-making positions and greater responsibility. Women make up a clear majority in the lower levels of responsibility, which correlates with the high percentage of employed women. However, when positions of greater responsibility are analyzed, this situation is reversed and men begin to occupy positions of decision and responsibility to a greater extent.
4. There is a salary difference between men and women, generally, not by professional status. The average annual salary of men is higher than that of women. This point is in clear agreement with the immediately preceding conclusion.
5. The governing bodies of FCADIZ and INiBICA are highly masculinized despite representing and advising an institution with a high percentage of women.
6. There is currently no specific training on equality for workers.
7. Women who participate in INiBICA research are given less visibility than men, related to the lower presence of women in senior decision-making and responsible positions.

POSITIVE ELEMENTS TO HIGHLIGHT

- A) The sensitivity of the governing and management bodies to gender and equality issues is high, and there is a strong will to promote progress in these areas.
- B) The high percentage of women hired out of the total workforce indicates that there is no discrimination against women in the selection processes carried out.
- C) There is no wage gap between men and women who occupy the same professional category and the same type of working day.
- D) Interest in the workforce in receiving training in equality.
- E) The internal regime of FCADIZ (general regulations on working hours, holidays, leave and temporary disability) contemplates improvements over the current law in several aspects that favour the co-responsibility of work, personal and family life:
 -  Pregnant workers, from the first day of the 37th week of pregnancy, until the date of delivery.
 -  Workers can decide the start and end time of the working day within an interval of hours previously agreed with their manager and based on the needs arising from the activity for which they are hired. This allows the workforce to have greater flexibility to manage their time, facilitating the tasks of reconciling family and work responsibilities.
 -  Four days of free leave are recognized and the worker is given flexibility to enjoy them according to their needs.

