



RESOLUTION of 1st April 2022 passed by the CSIC Presidency to approve the Third CSIC Gender Equality Plan

Organic Law 3/2007, of 22nd March, for real equality between women and men, establishes that the Government shall approve a plan for Equality between women and men in the General State Administration and in the Public Bodies linked to or dependent upon it, which shall be subject to negotiation, and where appropriate, agreement, with the legal representation of public employees. The Plan shall establish the objectives to be achieved with regard to the promotion of equal treatment and opportunities in public employment, as well as the strategies or measures to be adopted to achieve them.

Pursuant to this provision, of 9th December 2020, the Third Gender Equality Plan for the General State Administration, and the Public Bodies linked to or dependent upon it, was approved. The main new features incorporated by the above-cited Plan are performance and impact indicators to ascertain the degree of execution and effectiveness of the measures, as well as measures of a transversal nature that will be applied to the whole of the State Public Administration, although there is provision for the different ministerial departments and their dependent bodies to develop and implement it with specific measures.

Furthermore, the thirteenth additional provision of Law 14/2011, of 1st June, on Science, Technology and Innovation establishes the obligation for Public Research Bodies to adopt Equality Plans, which must be monitored annually. Since its approval in 2015, the Second Gender Equality Plan of the Spanish National Research Council (*Consejo Superior de Investigaciones Científicas* hereinafter CSIC) has been the institution's benchmark for the implementation of measures aimed at promoting equal opportunities and non-discrimination between women and men. However, a new gender equality plan has been drafted by the Delegate Committee for Equality to meet the need to align our commitments with the new plan of the General State Administration (*Administración General del Estado*), to adapt these general guidelines to the reality of the CSIC and to incorporate the knowledge and experience acquired to date.

In view of the above, after negotiation and agreement with representatives of the Trade Union Organisations CCOO, UGT, CSIF and CIG, participants in the Delegate Committee of the General Negotiating Committee of the General State Administration at the CSIC, this Presidency resolves:

FIRST. APPROVAL OF THE THIRD CSIC GENDER EQUALITY PLAN.

By virtue of the competency attributed in article 11.2 l) and o) of the Articles of Association of the CSIC, approved by Royal Decree 1730/2007, of 21st December, which created the CSIC State Agency and approved its Articles of Association, the Third CSIC Gender Equality Plan has been approved, the text of which is attached as an annex to this resolution.

SECOND. DATE OF ENFORCEMENT.

This decision shall come into force on the day following its signature.

Madrid, 1st April 2022.
Rosa Menéndez López



MINISTERIO
DE CIENCIA
E INNOVACIÓN



CSIC
CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS

ANNEX

THIRD CSIC GENDER EQUALITY PLAN



I. SUMMARY

Gender equality is a priority for the Spanish National Research Council (*Consejo Superior de Investigaciones Científicas*, hereinafter CSIC), given the **importance of promoting and strengthening the participation of women within the organisation, and thus achieving a more equitable and higher quality science of excellence**. This commitment materialised with the approval of the Second Plan for Equality between women and men at the CSIC in 2015, which has since served as a roadmap to implement measures aimed at promoting effective equality among all CSIC staff members.

However, despite the notable progress made in recent years in terms of equality, there are still gender gaps at the CSIC that make it advisable to adopt an even more ambitious plan, incorporating all we have learned to date and seeking full alignment with the **Third Plan for equality between women and men in General State Administration and its public bodies**. It is within this context that the Third CSIC Equality Plan has been drawn up, based on an in-depth diagnosis of the current situation as a basis for rational and intelligent decision-making, aimed at tackling the main problems detected in the organisation.

The **strategic objectives** pursued by the plan are to gain in-depth systematic knowledge of the equality situation in order to improve, consolidate the principle of equal treatment and equal opportunities in any field between women and men at the CSIC, identify and effectively implement the tools that guarantee the integration of the sex/gender perspective in the work of CSIC staff, as well as the early detection of particularly vulnerable situations and a comprehensive approach to them.

Based on these strategic objectives, and taking into consideration the diagnosis of the current situation and the regulatory and documentary context, the plan has been drawn up based upon seven **courses of action**: (1) Instrumental measures for an organisational transformation; (2) Awareness raising, training and capacity building; (3) Working conditions and professional development; (4) Co-responsibility and work-life balance; (5) Violence against women; (6) Special protection situations and intersectionality (7) Gender mainstreaming in research.

Through the measures outlined in its Third Equality Plan, the CSIC aims to renew, once again, the organisation's commitment to equality between men and women as well as to consolidate its position as a driving force for progress towards scientific and technological excellence.



2. INTRODUCTION

The Spanish Constitution of 1978, which proclaims in Article 1.1 that Spain is a Social and Democratic State governed by the rule of law, safeguards equality as the highest value of the legal system, together with freedom, justice and political pluralism. Likewise, Article 14 establishes that “Spaniards are equal before the law, and no discrimination may prevail on the grounds of birth, race, sex, religion, opinion or any other personal or social condition or circumstance”.

Real equality between women and men is a universal legal principle recognised in numerous international texts on human rights, including the Convention on the Elimination of All Forms of Discrimination against Women, approved by the United Nations General Assembly in December 1979 and ratified by Spain in 1983.

On the international level, currently, the United Nations 2030 Agenda for Sustainable Development drives the commitment of the international community to achieve gender equality and the empowerment of all women and girls through a specific goal and in a cross-cutting manner in other goals. There are three Sustainable Development Goals linked to this area: Goal 5 “Gender equality”, Goal 8 “Decent work and economic growth” and Goal 10 “Reduced inequalities”.

Equality is also a fundamental principle in the European Union. Since the entry into force of the Treaty of Amsterdam on 1st May 1999, equality between women and men and the eradication of inequalities between women and men has constituted an objective to be mainstreamed in all policies and actions of the Union and its members.

Today, the European Strategy for Gender Equality 2020-2025 responds to the commitment to achieve an Equality Union, and sets the following key objectives: to put an end to gender-based violence; to combat gender stereotypes; to close gender gaps in the labour market; to achieve equal participation in different sectors of the economy; to address the gender pay and pension gap; to reduce the gender gap in care responsibilities, and to achieve gender balance in decision-making and political activity.

It is within this framework, entailing the need to guarantee effective compliance with the principle of equality, that the intervention of public authorities acquires special relevance, as established in Article 9.2 of the Spanish Constitution, which mandates the public authorities to “promote the conditions so that the freedom and equality of the individual and of the groups in which they are integrated are real and effective; to eradicate the obstacles that impede or hinder their fulfilment and facilitate the participation of all citizens in political, economic, cultural and social life”.



The development of regulations aimed at consolidating the effectiveness of the principle of equality has been a constant feature of our legal acquis. Among the most relevant state-level regulations dealing with this issue is the **Organic Law 3/2007, of 22nd March, for the effective equality of women and men**, which constitutes the framework for the development of the principle of equal treatment and opportunities between women and men. The main novelty of this law lies in the prevention of discriminatory conduct and in the provision of active policies to make the principle of equality effective.

The path established by the aforementioned regulation has been reflected in the sectoral regulations and, unquestionably, in the current governing regulations affecting the staff working for the General State Administration (*Administración General del Estado*) and likewise the CSIC State Agency. The guiding principles in matters of equality are outlined in the **revised text of the Law of the Basic Statute of Public Employees, approved by Legislative Royal Decree 5/2015, of 30th October; the fourth exclusive Collective Labour Agreement for staff of the General State Administration**, registered and published by the Resolution of 13th May 2019, of the Directorate General of Labour and **Law 14/2011, of 1st June, on Science, Technology and Innovation**.

The CSIC has not been unmindful of the above reality, indeed, we could say that the CSIC is a key player in this process, given the creation of the **Women and Science Committee** in **2002**, which is an advisory body to the CSIC Presidency.

The CSIC is devoted to studying, diagnosing, proposing and optimising the scientific career of women at the CSIC, and has been one of the pioneering institutions, at both the national and European level, in undertaking actions in the context of gender equality policies in research.

Pursuant to point 5 of the **First Plan for equality between women and men in the General State Administration and its public bodies, on 26th September 2011, the CSIC Delegate Committee for Equality** was set up, which brings together representatives of the **trade unions** and the **Administration** and whose activity extends to the **diagnosis** and **proposal** of actions in the field of equality that affect **all CSIC public employees**.

As part of its work, on **17th December 2013 the First Plan for equality between women and men at the CSIC** was approved, as a result of a process of reflection on the existing needs to guarantee effective equality. All the structures and units of the organisation were effectively involved in implementing the Plan.

Since it is clear that men and women have the same potential to become competent, it is important that the procedures and criteria for granting opportunities do not entail negative consequences for



either men or women. This reality and the need to promote actions and keep active in the area of equality was recognised in the scope of the General State Administration, leading to the approval of the **Second Plan for equality between women and men in the General State Administration and its public bodies**, approved by Resolution of **26th November 2015**.

The CSIC, demonstrating its willingness to detect and eliminate the less visible obstacles that could hinder the opportunities of its public employees and citizens to contribute to the scientific process, approved the **Second Plan for Equality between women and men at the CSIC**.

All this normative acquis has been reflected in the progress made in equality between women and men in the last fifteen years in Spain, which has been very significant, placing our country above the European average (70.1% compared to 67.42%) in the latest Gender Equality Index of the European Institute for Gender Equality (EIGE, 2019). However, as the 2019 Gender Equality Report of the European Commission shows, inequality between women and men in EU member states still exists in many areas.

Aware of this reality, after the First and Second Equality Plans, the General State Administration approved the **Third Gender Equality Plan of the General State Administration and in the Public Bodies linked to or dependent upon it**, by Agreement of the Council of Ministers on the 9th December 2020. Thereby, a comprehensive effort is made to intensify and make effective gender equality mainstreaming as one of the main key objectives to advance towards the fulfilment of the Sustainable Development Goals of the 2030 Agenda.

In this way, the General State Administration sets a twofold objective: first, to address the real needs of its staff within a global and comprehensive scope, in order to consolidate equal treatment and opportunities between women and men in the organisation and, second, to eradicate any form of direct or indirect discrimination on the grounds of sex. The Third Plan is also intended to be a reference for the design and implementation of any Equality Plan, whether in a public or private organisation.

In the field of R&D activities and according to the Spanish National Institute of Statistics (INE) 2021 Report on Women and Men in Spain, the following data referring to 2020 should be highlighted: in the year 2020 in Spain, the percentage of human resources in science and technology of women aged 15 to 74 years old, who were part of the active population was 51.1%, while that of men was 43.0%. By age group, the highest percentage of women corresponds to the 25-34 age group, reaching 58.9%, while the highest percentage of men corresponds to the same 25-34 age group, reaching 46.1 percent.

Focusing the analysis on the specific case of the CSIC, it should be noted that appreciable objectives have been achieved. However, as a result of the annual evaluations carried out in accordance with the



CSIC's current equality plans, certain areas for improvement have been detected. One example is the analysis of staff distribution by employment status with the institution at the end of 2020. In this respect, regarding staff members with a steady employment status at the CSIC, women represented 38% of permanent contract staff and 46% of civil servants. By contrast, on considering staff with a temporary employment status, women represented 54% of temporary contract staff. This imbalance originates and is accentuated in the research area, which accounts for 34% of CSIC staff. Female researchers account for 36% of research staff with steady employment, 46% of temporary research staff and 27% of permanent research staff. However, in this analysis it should be noted that the proportion of women in the population is around 51% of pre-doctoral research staff positions, while representing just 27% of more senior positions in the research career. This decrease in the female population as one moves up the scientific career ladder is not observed for the male population, and could be related to underlying social stereotypes, barriers and biases, but more specifically to the area of scientific career development in our organisation.

For this reason, aware of the importance of continuing to promote policies in this area, the CSIC fosters this course of action and approves the **Third CSIC Plan for Gender Equality** to be implemented by this State Agency.



3. STRATEGIC OBJECTIVES

The approval of the **Third Plan for Equality between women and men at the CSIC**, aligned with the General State Administration's Third Plan, presents the following **strategic objectives**, denoting its scope of action:

- Acquisition of in-depth systematic knowledge of the equality situation in order to improve it.
- Effective consolidation of the principle of equal treatment and equal opportunities between women and men in all areas at the CSIC, by raising awareness and training all public employees in this area and supporting work-life balance and co-responsibility.
- Knowledge of tools and their effective implementation to ensure gender mainstreaming in the work of CSIC staff.
- Early detection and comprehensive approach to particularly vulnerable situations.



4. METHODOLOGY

In order to design the actions aimed at achieving the aforementioned objectives, the **Third CSIC Gender Equality Plan** has been drawn up in accordance with the following methodology:

a. Qualitative techniques:

- Work team.
During 2021 and 2022, meetings were held within the framework of the **CSIC Delegate Committee for Equality**, defining the structure of the Plan and reaching a consensus on the objectives and formulas for achieving them.
- Documentary analysis.
The different reference documents have been studied (regulations, General State Administration's Third Gender Equality Plan, CSIC Equality Plan and annual evaluations, plans of other organisations, etc.).

b. Quantitative techniques:

- Data series analysis.
The analysis of historical data series (2015 - 2021) is one of the key elements of the Plan. Its usefulness is twofold: on the one hand, it helps to understand the historical trend of the incidence of gender in the analysis of different variables, and on the other hand, it helps to establish indicators for monitoring compliance with the different objectives. The analytical data is generally recorded on 31st December of each year, except for the year 2021, for which is recorded on 31st October.

Sources of data collection:

Personnel Management Information System (GESPER).

CSIC Annual Reports.

Databases of the General Secretariat for Human Resources.

Official databases: Spanish National Institute of Statistics (INE).



5. STRUCTURE

In order to constitute a useful and accessible tool for potential users, the Plan has a simple structure.

Based on the existence of **specific and transversal objectives** that have already been defined, a **diagnosis** is made referring to different aspects and issues relating to the weight of the gender variable in certain areas that affect the staff working at the CSIC.

This diagnosis, together with the analysis of the regulatory and documentary context, makes it possible to establish some **main courses of action**, specifically:

1. Instrumental measures for organisational transformation.
2. Awareness raising, training and capacity building.
3. Working conditions and professional development.
4. Co-responsibility and work-life balance.
5. Violence against women.
6. Special protection situations and intersectionality.
7. Gender mainstreaming in research.

These actions are instruments that provide structural support to the development of the Plan and, by extension, to the fulfilment of the strategic objectives.

Each action in turn establishes a series of **specific objectives**, the evaluation of which will be carried out by means of the corresponding **indicators**. Furthermore, consideration is given to the establishment of **specific measures** linked to each action, measures that are commitments and whose degree of compliance must be evaluated.

This is complemented by a mode of **evaluation** which, taking as a reference the trends in the indicators and the degree of compliance with the measures, will enable the success of the Plan to be assessed annually.



6. DIAGNOSIS

The following is a **diagnosis** of different aspects and issues relating to the weight of the gender variable in certain areas that affect CSIC staff and which have been analysed at every evaluation of the Second CSIC Plan for Equality between women and men.

This diagnosis refers to data at 31st October 2021, except in those cases where updated information is only available for 31st December 2020.

When possible, the diagnosis includes data from the pre-existing public research organisations recently incorporated into the CSIC as a result of the approval of Royal Decree 202/2021, of 30th March, reorganising certain public research bodies of the National Government, namely the National Centres: INIA (National Institute for Agricultural and Food Research and Technology); IEO (Spanish Institute of Oceanography) and IGME (Spanish Geological Survey Institute).

For greater clarity, the following table summarises which aspects of the diagnosis are taken into account by the National Centres and which aspects could not be taken into account, either because the information was unavailable or because different criteria were used, which prevents a homogeneous analysis of the data:

DIAGNOSTIC SECTIONS	NATIONAL CENTRES?
6.1. Staff trends. Period 2015 - October 2021. Active staff at 31st October. By employment status: civil servants/ contract staff, permanent/temporary	
6.1.1. General data	√
6.1.2. Civil servant	√
6.1.3. Permanent contract staff	√
6.1.4. Temporary contract staff	√
6.1.5. Research career	√
6.2. Representation in collegiate bodies and specific weight in other bodies. Persons holding positions in each body at 31st December of each year.	
6.2.1. Governing Board	X
6.2.2. Governing bodies	X
6.2.3. Directorates, Managements, Institutional Coordinating Bodies and Area Coordinating Bodies	√
6.2.4. Area Committees	X



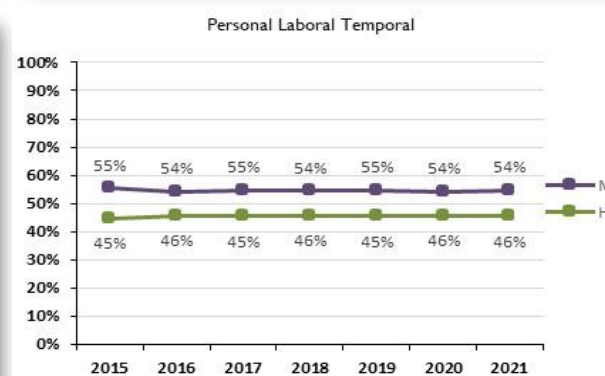
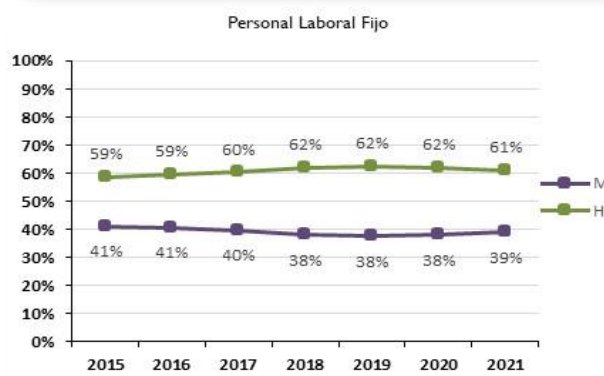
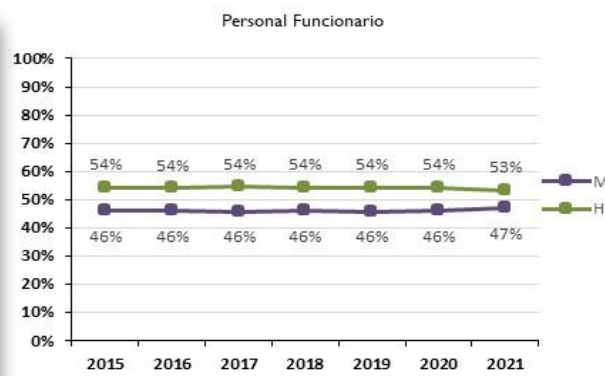
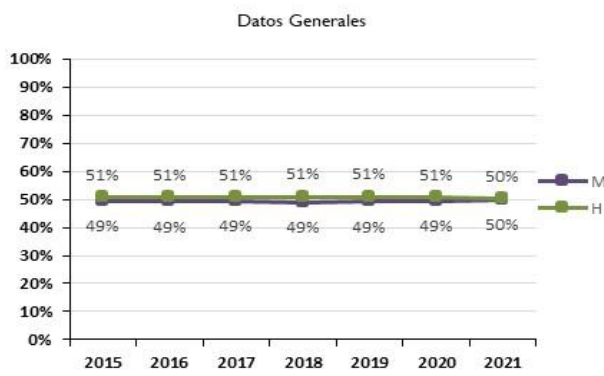
6.3. Access and participation procedures for civil servants: participation and success rates.	
6.3.1. Open Access. General data. List of persons admitted to the process / obtaining a place	√
6.3.2. Internal Promotion. General data. List of persons admitted to the process / obtaining a place	X
6.3.3. Composition of the selection panels in Open Access processes	X
6.3.4. Composition of the selection panels in Internal Promotion processes	X
6.4. Mobility procedures.	
6.4.1. Competitive calls for transfers	X
6.4.2. Secondments and Temporary Assignments	√
6.5. Remuneration.	
6.5.1. Impact on remuneration. Difference in overall annual remuneration between men and women in each group	X
6.5.2. Productivity impact	X
6.6. Other aspects to consider.	
6.6.1. Social representation	X
6.6.2. Negotiation and social-representation bodies	X
6.6.3. Social action	X
6.6.4. Training	X
6.6.5. Special leave and authorisations	X



6.1 Staff trends. Period 2015 - October 2021. Active staff at 31st October. By employment status: civil servant / permanent contract staff / temporary contract staff.

6.1.1. General data (Including data from National Centres)

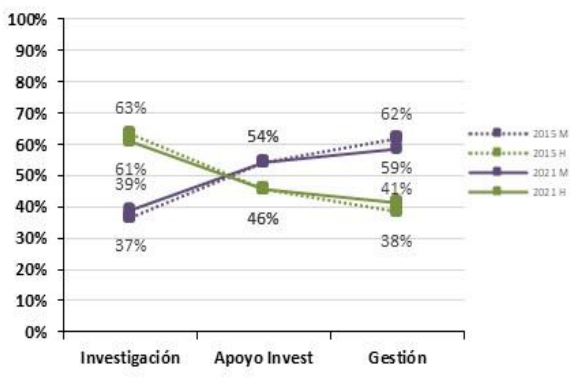
Tipo	2015			2016			2017			2018			2019			2020			Oct 2021		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
Funcionario	2444	2883	5327	2391	2806	5197	2343	2796	5139	2370	2795	5165	2298	2722	5020	2301	2711	5012	2825	3217	6042
Lab. Fijo	335	478	813	321	470	791	307	466	773	298	484	782	285	472	757	288	468	756	318	496	814
Lab. Temp	2391	1931	4322	2685	2266	4951	2824	2349	5173	2552	2143	4695	2597	2167	4764	2865	2413	5278	3331	2784	6115
Total	5170	5292	10462	5397	5542	10939	5474	5611	11085	5220	5422	10642	5180	5361	10541	5454	5592	11046	6474	6497	12971



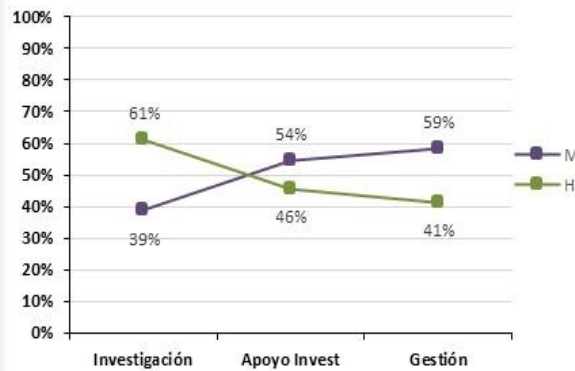
Tipo	2015			2016			2017			2018			2019			2020			Oct 2021		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
Investig.	1265	2190	3455	1301	2198	3499	1320	2211	3531	1361	2285	3646	1375	2245	3620	1415	2282	3697	1633	2569	4202
Apoyo	3124	2616	5740	3315	2852	6167	3370	2919	6289	3098	2635	5733	3069	2629	5698	3281	2801	6082	3896	3259	7155
Gestión	781	486	1267	781	492	1273	784	481	1265	761	502	1263	736	487	1223	758	509	1267	945	669	1614
Total	5170	5292	10462	5397	5542	10939	5474	5611	11085	5220	5422	10642	5180	5361	10541	5454	5592	11046	6474	6497	12971



Actividad desarrollada 2015 y 2021



Actividad desarrollada 2021

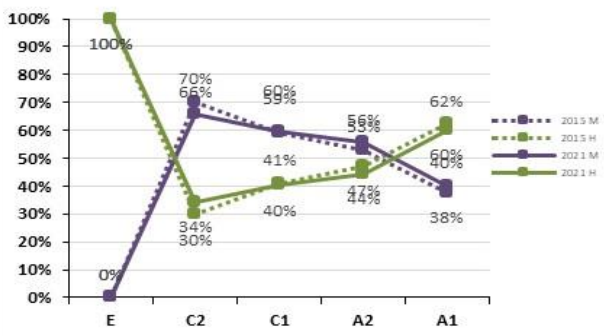


6.1.2. Civil servants (including data from National Centres)

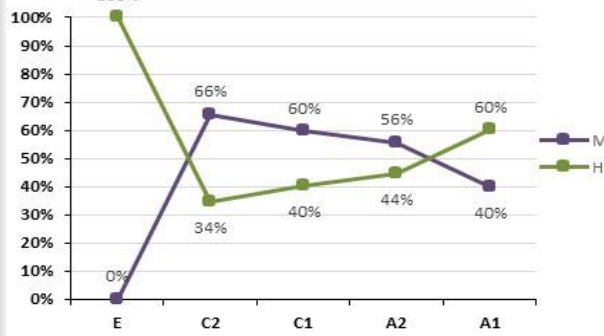
- Breakdown by group classification.

Grupo	2015			2016			2017			2018			2019			2020			Oct 2021		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
E	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2
C2	270	115	385	265	112	377	258	107	365	246	102	348	232	97	329	212	92	304	225	118	343
C1	576	401	977	548	375	923	514	351	865	512	323	835	498	316	814	495	308	803	617	417	1034
A2	359	320	679	354	316	670	344	314	658	344	312	656	325	305	630	323	290	613	442	354	796
A1	1239	2046	3285	1224	2002	3226	1227	2023	3250	1268	2057	3325	1243	2003	3246	1271	2021	3292	1541	2326	3867
Total	2444	2883	5327	2391	2806	5197	2343	2796	5139	2370	2795	5165	2298	2722	5020	2301	2711	5012	2825	3217	6042

Personal Funcionario. 2015 y 2021 grupo de clasificación



Personal Funcionario en 2021 por grupo de clasificación

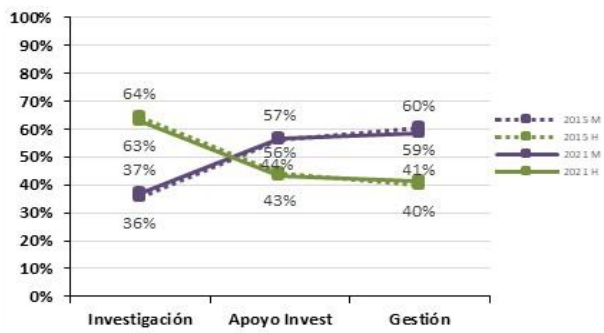




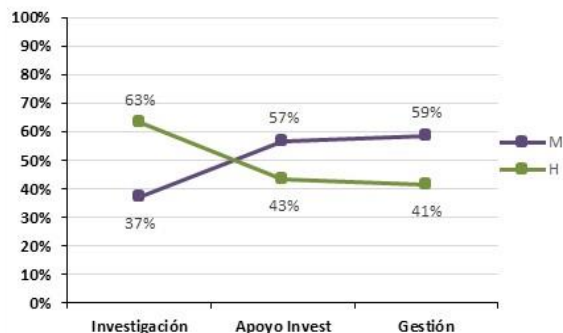
- Breakdown by work category and group membership.

Área	Gr	2015			2016			2017			2018			2019			2020			Oct 2021			
		M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	
Inv	A1	999	1814	2813	990	1776	2766	999	1807	2806	1023	1831	2854	1003	1783	2786	1022	1797	2819	1166	1986	3152	
	Subtotal	999	1814	2813	990	1776	2766	999	1807	2806	1023	1831	2854	1003	1783	2786	1022	1797	2819	1166	1986	3152	
Apoyo	C2	67	26	93	64	22	86	58	21	79	52	19	71	51	19	70	43	17	60	32	22	54	
	C1	354	241	595	328	222	550	300	202	502	303	177	480	285	174	459	287	172	459	373	241	614	
	A2	287	261	548	274	254	528	263	247	510	267	239	506	254	234	488	250	219	469	342	268	610	
	A1	218	199	417	211	194	405	202	185	387	217	191	408	212	185	397	223	188	411	321	284	605	
Subtotal	926	727	1653	877	692	1569	823	655	1478	839	626	1465	802	612	1414	803	596	1399	1068	815	1883		
Gestión	E	0	I	I	0	I	I	0	I	I	0	I	I	0	I	I	0	0	0	0	0	2	2
	C2	203	89	292	201	90	291	200	86	286	194	83	277	181	78	259	169	75	244	193	96	289	
	C1	222	160	382	220	153	373	214	149	363	209	146	355	213	142	355	208	136	344	244	176	420	
	A2	72	59	131	80	62	142	81	67	148	77	73	150	71	71	142	73	71	144	100	86	186	
	A1	22	33	55	23	32	55	26	31	57	28	35	63	28	35	63	26	36	62	54	56	110	
Subtotal	519	342	861	524	338	862	521	334	855	508	338	846	493	327	820	476	318	794	591	416	1007		
Total		2444	2883	5327	2391	2806	5197	2343	2796	5139	2370	2795	5165	2298	2722	5020	2301	2711	5012	2825	3217	6042	

Pers. Funcionario. Actividad desarrollada 2015 y 2021



Personal Funcionario. Actividad desarrollada 2021

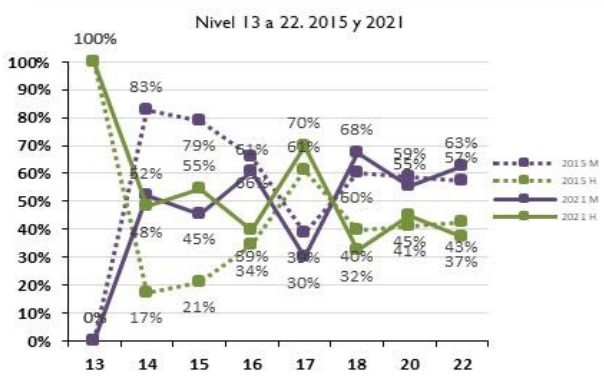
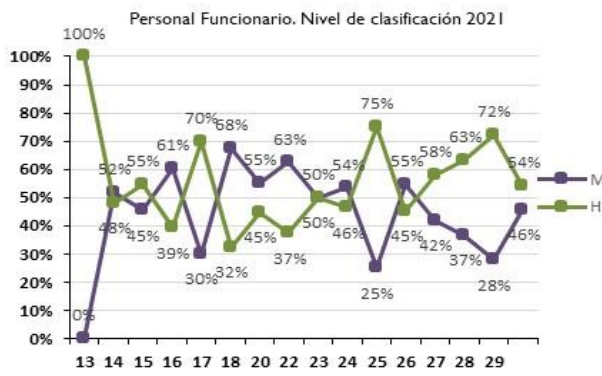


- Breakdown by post-related bonus

Nivel	2015			2016			2017			2018			2019			2020			Oct 2021		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
13	0	I	I	0	I	I	0	I	I	0	I	I	0	0	0	0	0	0	0	2	2
14	38	8	46	33	8	41	29	8	37	21	5	26	23	6	29	16	4	20	27	25	52
15	15	4	19	17	4	21	18	3	21	21	8	29	0	I	I	0	I	I	5	6	11
16	167	87	254	146	71	217	136	69	205	154	64	218	150	67	217	153	75	228	215	140	355
17	7	11	18	9	15	24	9	14	23	5	15	20	4	14	18	4	16	20	6	14	20
18	430	282	712	404	275	679	385	257	642	370	253	623	227	110	337	230	98	328	286	137	423
20	202	142	344	213	136	349	194	137	331	180	125	305	298	255	553	283	239	522	326	264	590
22	174	129	303	168	129	297	162	124	286	163	114	277	168	103	271	161	102	263	184	110	294
SubT	1033	664	1697	990	639	1629	933	613	1546	914	585	1499	870	556	1426	847	535	1382	1049	698	1747
23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	I	I	2
24	297	276	573	299	269	568	297	257	554	312	262	574	305	268	573	309	270	579	406	352	758
25	2	6	8	I	7	8	I	7	8	2	6	8	2	5	7	2	5	7	2	6	8
26	109	126	235	107	119	226	107	116	223	106	115	221	108	115	223	95	78	173	158	131	289
27	529	766	1295	520	790	1280	527	797	1324	543	809	1352	538	793	1331	585	866	1451	653	908	1561
28	285	504	789	289	481	770	298	501	799	300	513	813	284	509	793	279	509	788	350	603	953

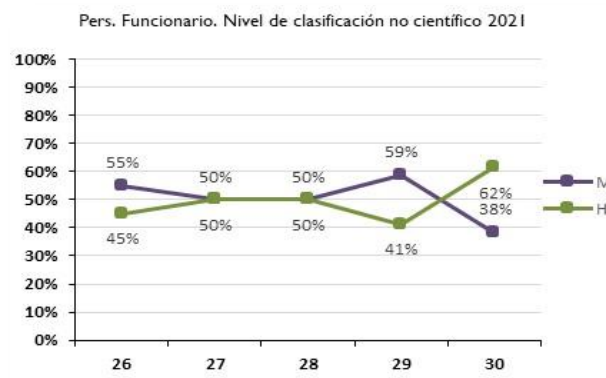
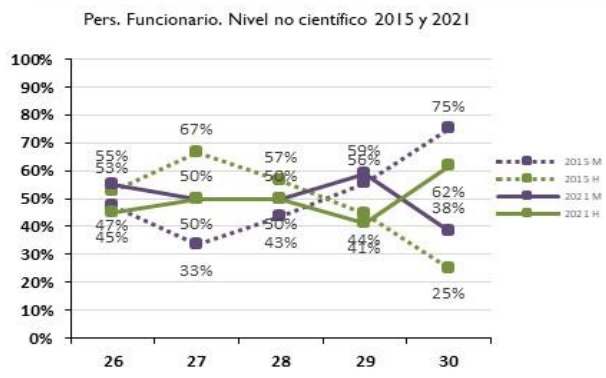


29	178	535	713	175	525	700	171	497	668	183	497	680	178	470	648	171	442	613	195	505	700
30	11	6	17	10	6	16	9	8	17	10	8	18	13	6	19	13	6	19	11	13	24
SubT	1411	2219	3630	1401	2197	3568	1410	2183	3593	1456	2210	3666	1428	2166	3594	1454	2176	3630	1776	2519	4295
Total	2444	2883	5327	2391	2806	5197	2343	2796	5139	2370	2795	5165	2298	2722	5020	2301	2711	5012	2825	3217	6042



- Breakdown by staff levels not included in scientific categories (N30 - N26)

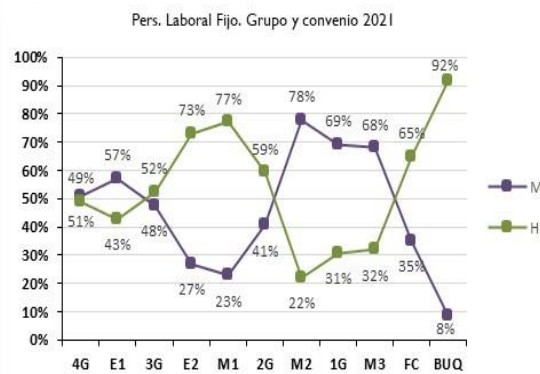
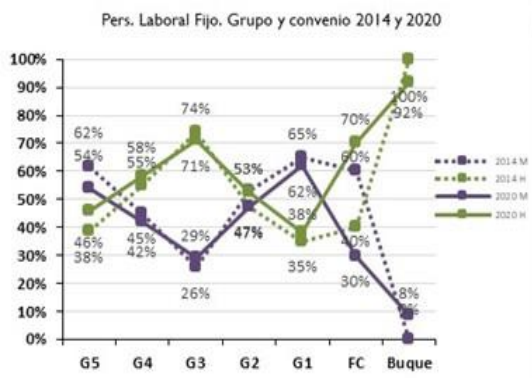
	2015			2016			2017			2018			2019			2020			Oct 2021		
Nivel	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
26	88	98	186	85	92	177	87	89	176	89	87	176	91	85	176	95	78	173	153	126	279
27	1	2	3	1	2	3	0	2	2	0	2	2	0	2	2	0	2	2	4	4	8
28	13	17	30	14	16	30	14	14	28	16	14	30	15	16	31	14	17	31	29	29	58
29	5	4	9	5	3	8	6	2	8	8	3	11	6	3	9	6	3	9	10	7	17
30	6	2	8	6	2	8	6	5	11	6	5	11	6	4	10	6	4	10	5	8	13
Total	113	123	236	111	115	226	113	112	225	119	111	230	118	110	228	121	104	225	201	174	375



6.1.3. Permanent contract staff (including data from National Centres)

- Breakdown by group classification and Collective Labour Agreement of reference.

Grupo	2015			2016			2017			2018			2019			2020			Oct 2021			
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	
IV Convenio	4G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	26	25	51	
	E1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	52	39	91	
	3G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	33	63	
	E2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	24	65	89	
	M1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	56	189	245	
	2G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	16	27	
	M2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14	4	18	
	1G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	4	13	
	M3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	34	16	50	
III Convenio	G5	92	58	150	83	55	138	74	52	126	64	50	114	53	50	103	47	40	87	1	4	5
	G4	80	107	187	77	104	181	77	100	177	70	95	165	66	95	161	70	97	167	11	16	27
	G3	98	260	358	92	246	338	88	251	339	91	254	345	91	236	327	97	238	335	15	19	34
	G2	20	17	37	20	17	37	19	18	37	19	20	39	18	19	37	18	20	38	3	1	4
	G1	38	22	60	39	22	61	39	22	61	39	22	61	40	23	63	39	24	63	3	2	5
FC	7	6	13	10	18	28	9	13	22	15	34	49	16	38	54	16	38	54	28	52	80	
Buque	0	8	8	0	8	8	1	10	11	0	9	9	1	11	12	1	11	12	1	11	12	
Total	335	478	813	321	470	791	307	466	773	298	484	782	285	472	757	288	468	756	318	496	814	



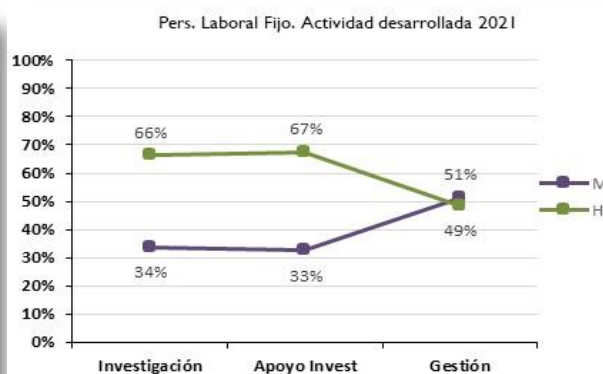
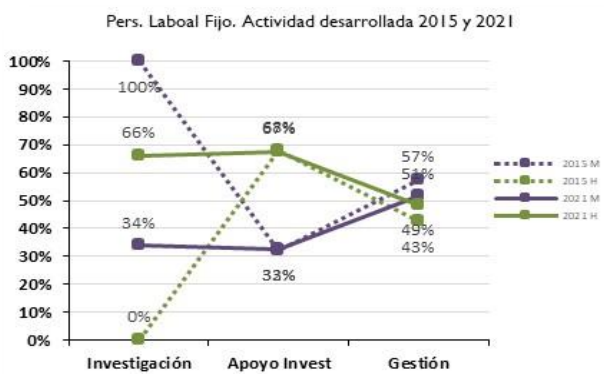
In 2021, the fourth exclusive Collective Labour Agreement (hereinafter CLA) for General State Administration employees was applied, which modified the assignment of group membership, with no direct correspondence with the classification groups under the previous CLA. It is therefore not possible to compare the data for 2021 with those of previous years, when the classification corresponded to the third exclusive CLA for General State Administration employees. Hence, the first graph represents the trends for permanent contract staff between 2014 and 2020, without considering the data for 2021.

- Breakdown by work category and group membership.

Área	Gr	2015			2016			2017			2018			2019			2020			Oct 2021			
		M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	
Inv	FC	1	0	1	5	13	18	4	9	13	11	30	41	12	33	45	12	33	45	24	47	71	
	Subtotal	1	0	1	5	13	18	4	9	13	11	30	41	12	33	45	12	33	45	24	47	71	
Apoyo	IV Convenio	4G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	8	9
		E1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	8	16
		3G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	8	11
		E2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16	48	64
		M1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	53	172	225
		2G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	13	19
		M2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	3	16
		1G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	3	8
		M3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	26	14	40
		III Convenio	G5	14	9	23	11	9	20	11	11	22	9	13	22	9	15	24	7	10	17	1	4
	G4		34	67	101	31	66	97	32	63	95	31	62	93	29	66	95	30	66	96	3	7	10
	G3		71	239	310	66	225	291	61	230	291	64	225	289	64	208	272	68	211	279	11	19	30
	G2		16	16	32	16	16	32	16	17	33	15	17	32	15	16	31	14	17	31	3	1	4
	G1		33	19	52	34	19	53	34	19	53	34	19	53	35	20	55	34	21	55	3	2	5
FC	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	1	1		
Buq	0	5	5	0	4	4	0	6	6	0	4	4	0	4	4	0	4	4	0	4	4		
Subtotal	168	355	523	158	339	497	154	346	500	153	340	493	152	330	482	153	330	483	152	315	467		
Gestión	IV	4G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25	17	42	
		E1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	44	31	75	
		3G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27	25	52	
		E2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	17	25	



III Convenio	M1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	17	20	
	2G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	3	8	
	M2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	
	IG	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	1	5	
	M3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8	2	10	
	G5	78	49	127	72	46	118	63	41	104	55	37	92	44	35	79	40	30	70	0	0	0
	G4	46	40	86	46	38	84	45	37	82	39	33	72	37	29	66	40	31	71	8	9	17
	G3	27	21	48	26	21	47	27	21	48	27	29	56	27	28	55	29	27	56	4	0	4
	G2	4	1	5	4	1	5	3	1	4	4	3	7	3	3	6	4	3	7	0	0	0
	G1	5	3	8	5	3	8	5	3	8	5	3	8	5	3	8	5	3	8	0	0	0
FC	6	6	12	5	5	10	5	4	9	4	4	8	4	4	8	4	4	8	4	4	8	
Buq	0	3	3	0	4	4	1	4	5	0	5	5	1	7	8	1	7	8	1	7	8	
Subtotal	166	123	289	158	118	276	149	111	260	134	114	248	121	109	230	123	105	228	142	134	276	
Total	335	478	813	321	470	791	307	466	773	298	484	782	285	472	757	288	468	756	318	496	814	



6.1.4. Temporary contract staff members (Including data from the

National Centres)

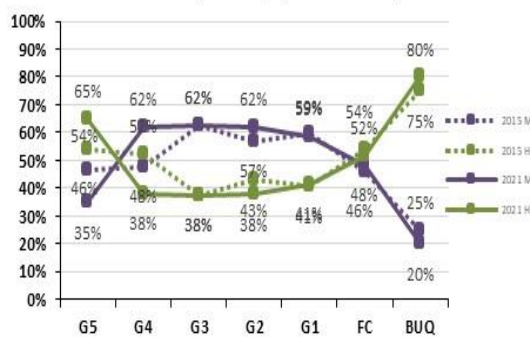
- Breakdown by group classification and reference CLA

Grupo	2015			2016			2017			2018			2019			2020			Oct 2021			
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	
IV Convenio	4G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	E1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	15	19
	3G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	E2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	6	15
	M1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	5	10
	2G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3
	M2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	1	5
	IG	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
	M3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2

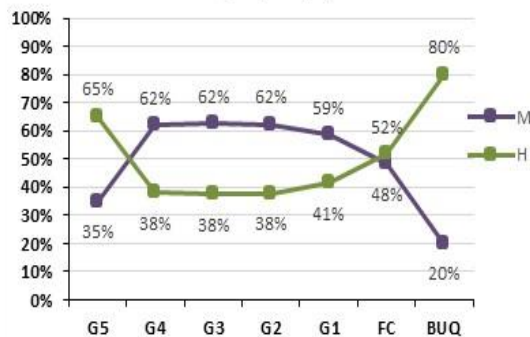


III Convenio	G5	25	29	54	15	23	38	9	8	17	12	28	40	11	8	19	9	14	23	22	41	63
	G4	44	48	92	36	41	77	34	31	65	39	29	68	30	33	63	33	28	61	39	24	63
	G3	256	154	410	395	314	709	411	308	719	289	186	475	331	204	535	384	235	619	437	263	700
	G2	159	120	279	173	106	279	180	116	296	176	118	294	197	123	320	211	131	342	247	150	397
	G1	1337	913	2250	1298	939	2237	1281	926	2207	974	691	1665	956	681	1637	1049	774	1823	1286	910	2196
FC	569	664	1233	767	839	1606	908	959	1867	1061	1090	2151	1071	1118	2189	1178	1231	2409	1273	1361	2634	
Buque	1	3	4	1	4	5	1	1	2	1	1	2	1	0	1	1	0	1	1	4	5	
Total	2391	1931	4322	2685	2266	4951	2824	2349	5173	2552	2143	4695	2597	2167	4764	2865	2413	5278	3331	2784	6115	

Pers. Laboral Temporal. Grupo y convenio 2015 y 2021



Pers. Laboral Temporal, Grupo y convenio 2021



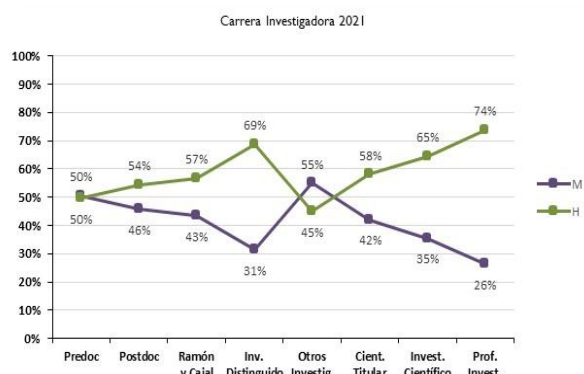
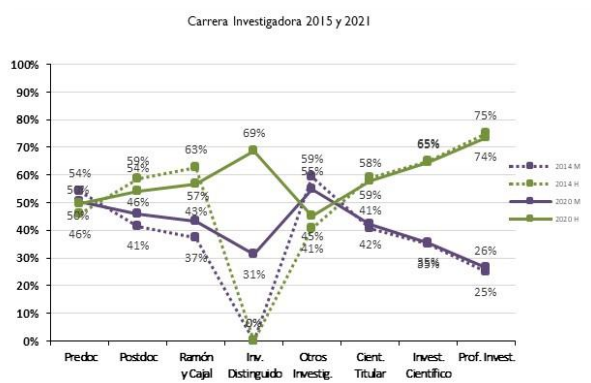
- Breakdown by work category and group membership

Área	Gr	2015			2016			2017			2018			2019			2020			Oct 2021				
		M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot					
Inv	FC	265	376	641	306	409	715	317	395	712	327	424	751	360	429	789	381	452	833	443	536	979		
Subtotal		265	376	641	306	409	715	317	395	712	327	424	751	360	429	789	381	452	833	443	536	979		
Apoyo	IV Convenio	4G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		EI	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		3G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		E2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	6
		MI	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	5
		2G	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2
	M2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1		

(*) Pre-doctoral staff are considered as RESEARCH SUPPORT.

The type of contract associated with each group under study is detailed below:

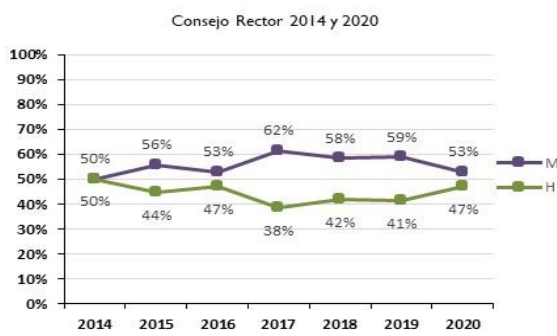
GROUP	TYPE OF CONTRACT
PREDOC	<ul style="list-style-type: none"> RESEARCH PROJECT CONTRACT (PRE-DOCTORAL GRANT) - PRINVBPRE PREDOCTORAL CONTRACTS - PREDOC
POSTDOC	<ul style="list-style-type: none"> RESEARCH PROJECT CONTRACT (OUTSIDE THE CLA) - PRINVC RESEARCH PROJECT CONTRACT - PRINV INTERNSHIPS (Juan de la Cierva Doctors) - CIERVA DOCTORAL TRAINEESHIP CONTRACTS UNDER THE CALL - PDOC CONTRACTS FOR SPECIFIC WORKS OR SERVICES - PRCONV POST-DOCTORAL TRAINING CONTRACTS - CIERVA_FP and CIERVA_IN INDEFINITE TEMPORARY - INDE RESEARCHER (European Union) - OBRH
RAMÓN Y CAJAL	<ul style="list-style-type: none"> RAMÓN Y CAJAL - CALL CONTRACTS - CAJAL
INV. DISTINGUISHED	<ul style="list-style-type: none"> PERMANENT STAFF - DISTINGUISHED RESEARCHER
OTHER RESEARCHERS	<ul style="list-style-type: none"> RESEARCH PROJECT CONTRACT - PRINVB INTERNSHIP CONTRACTS (YOUTH GUARANTEE) - GARJUR PREDOCTORAL CONTRACTS - PREDOC (Predoc whose classification is "RESEARCHER". INDEFINITE - INDF PERMANENT STAFF - CFJO



6.2. Representation in collegiate bodies and specific weight in other bodies. Persons holding positions in each body at 31st December of each year.

6.2.1. Governing Board (not including data from the National Centres as they do not affect this item).

Cargo	2014			2015			2016			2017			2018			2019			2020		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
Presidencia	9	8	17	10	7	17	8	8	16	7	5	12	13	10	23	9	7	16	1	0	1
Consejería	0	1	1	0	1	1	1	0	1	1	0	1	1	0	1	1	0	1	8	8	16
Total	9	9	18	10	8	18	9	8	17	8	5	13	14	10	24	10	7	17	9	8	17



6.2.2. Governing Bodies (not including data from the National Centres as they do not affect this item).

Cargo	2015			2016			2017			2018			2019			2020			Oct 2021			
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	
Presidencia	0	1	1	0	1	1	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1
VICYT	1	0	1	1	0	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1	1
VORI	0	1	1	0	1	1	0	1	1	0	1	1	1	0	1	1	0	1	1	0	1	1
VRI	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	0	1	1	0	1	1
SEGE	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1	1
DIR.GABIN	1	0	1	0	0	0	0	0	0	1	0	1	1	0	1	1	0	1	1	0	1	1
VICEP. ADJ.	3	2	5	3	2	5	4	1	5	3	2	5	3	2	5	2	2	4	2	3	5	5
SG. ADJ.	3	1	4	3	1	4	3	1	4	3	1	4	4	0	4	4	0	4	4	0	4	4
Total	8	6	14	7	6	13	8	5	13	9	6	15	11	4	15	10	4	14	10	5	15	15

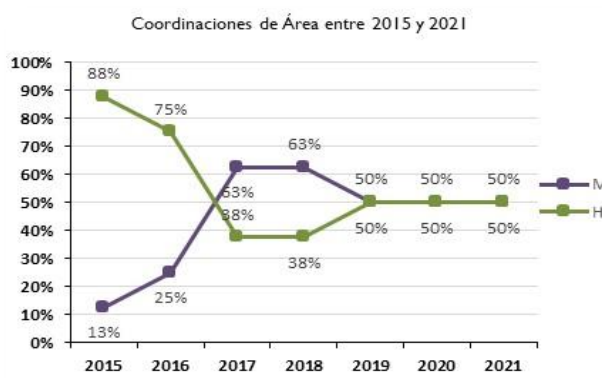
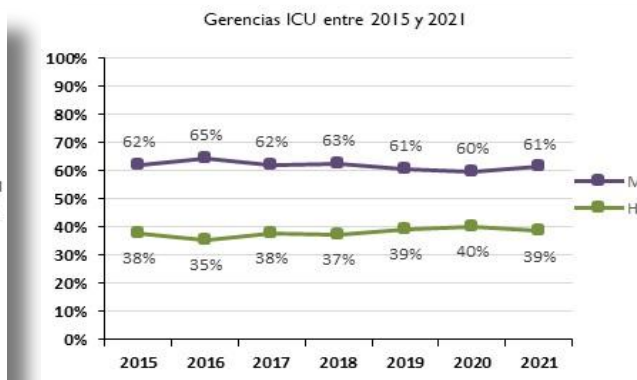
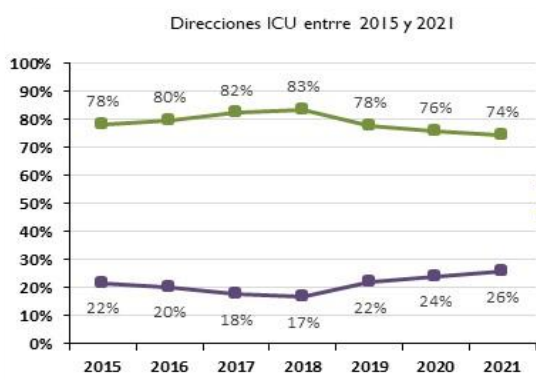




6.2.3. Directorates, Managements, Institutional Coordination and Area Coordination (including data from National Centres)

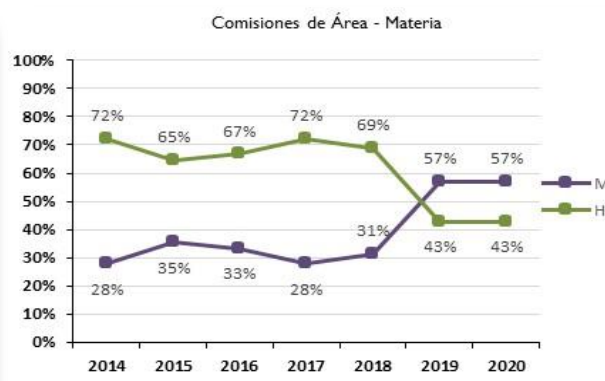
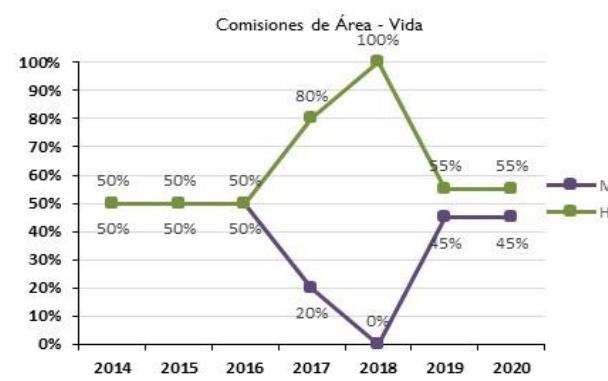
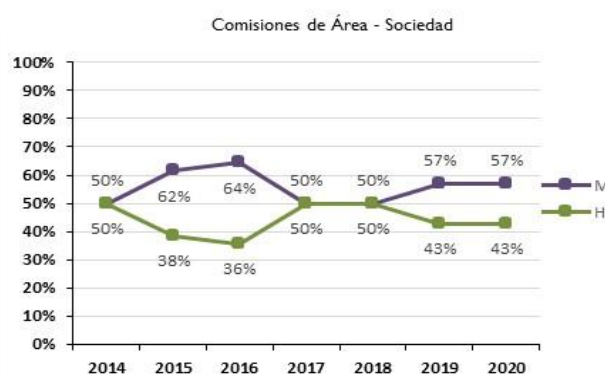
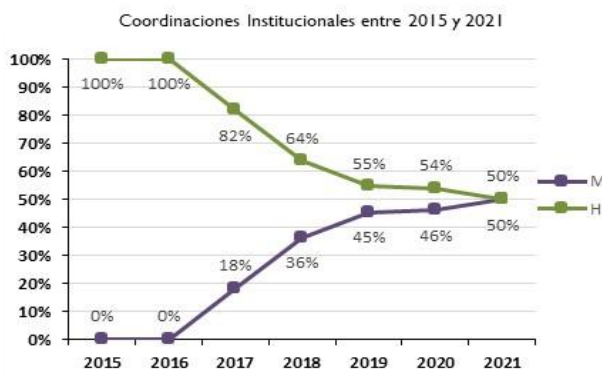
Cargo	2015			2016			2017			2018			2019			2020			Oct 2021		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
Direcciones	20	72	92	18	71	89	23	107	130	21	105	126	28	99	127	31	97	128	37	107	144
Gerencias	51	31	82	51	28	79	74	45	119	72	43	115	68	44	112	68	46	114	73	46	119
Coord. Inst.	0	4	4	0	4	4	2	9	11	4	7	11	5	6	11	6	7	13	7	7	14
Coord. Área	1	7	8	2	6	8	5	3	8	5	3	8	4	4	8	4	4	8	4	4	8
Total	72	114	186	71	109	180	104	164	268	102	158	260	105	153	258	109	154	263	121	164	285

*Until 2017, the data refer to staff occupying positions within the Directorate, Management and Institutional Coordination. From 2017 onwards, "INTERIM" staff are also included (staff who do not occupy a post, but perform such functions).



6.2.4 Area Committees (not including data from the National Centres, as they do not affect this item).

Área	2014			2015			2016			2017			2018			2019			2020		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
Sociedad	6	6	12	8	5	13	9	5	14	7	7	14	6	6	12	4	3	7	4	3	7
Vida	2	2	4	2	2	4	2	2	4	1	4	5	0	3	3	9	11	20	9	11	20
Materia	5	13	18	6	11	17	6	12	18	5	13	18	5	11	16	4	3	7	4	3	7
Total	13	21	34	16	18	34	17	19	36	13	24	37	11	20	31	17	17	34	17	17	34





**6.3. Access and participation procedures for civil servants:
participation and success rate.**

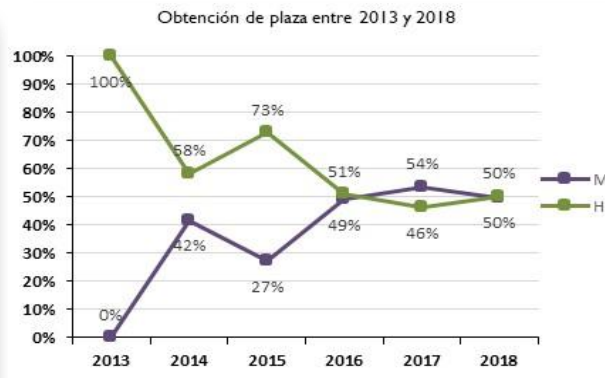
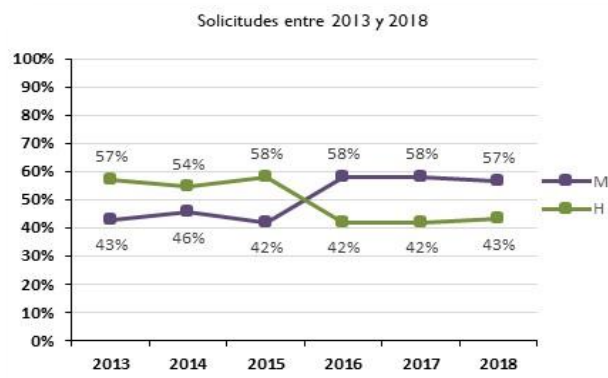
6.3.1. Free Access. General data. List of persons admitted to the process / obtaining a place (data from the National Centres will be included as of the 2018-2019 call for applications).

Año	ESCALA	Obtienen plaza			No obtienen plaza			Total admitidos	Tasa éxito (%)	
		M	H	Total	M	H	Total		M	H
2013	Científico/a Titular (A1)	0	5	5	97	124	221	226	0,0%	3,88%
Total 2013		0	5	5	97	124	221	226	0,00%	3,88%
2014	Científico/a Titular (A1)	10	14	24	201	238	439	463	4,74%	5,56%
Total 2014		10	14	24	201	238	439	463	4,74%	5,56%
2015	Profesor/a Investigación (A1)	1	1	2	0	0	0	2	100%	100%
	Investigador/a Científico/a (A1)	0	5	5	1	1	2	7	0%	83,33%
	Científico/a Titular (A1)	26	73	99	383	571	954	1053	6,36%	11,34%
	Téc. Especializado/a (A2)	4	4	8	145	118	263	271	2,68%	3,28%
Total 2015		31	83	114	529	690	1219	1333	5,54%	10,74%
2016	Profesor/a Investigación (A1)	0	1	1	0	1	1	2	0,0%	50%
	Investigador/a Científico/a (A1)	4	3	7	3	7	10	17	57,14%	30%
	Científico/a Titular (A1)	33	67	100	397	559	956	1056	7,67%	10,86%
	Téc. Superior (A1)(*)	17	7	24	194	107	301	325	8,06%	6,14%
	Téc. Especializado/a (A2)	11	2	13	216	113	329	342	4,85%	1,74%
	Ayudantes de Investigación (CI)	19	6	25	758	315	1073	1098	2,45%	1,87%
Total 2016		84	86	170	1568	1102	2670	2840	5,08%	7,32%
2017	Investigador/a Científico/a (A1)	2	6	8	0	9	9	17	100%	40%
	Científico/a Titular (A1)	40	60	100	290	385	675	775	12,12%	13,48%
	Téc. Superior (A1)	13	3	16	128	67	195	211	9,22%	4,29%
	Téc. Especializado/a (A2)	14	5	19	280	133	413	432	4,76%	3,62%
	Ayudante de Investigación (CI)	26	8	34	507	259	766	800	4,88%	3%
Total 2017		95	82	177	1205	853	2058	2235	7,31%	8,77%
2018 y 2019	Profesor/a Investigación (A1)	2	7	9	1	16	17	26	66,67%	30,43%
	Investigador/a Científico/a (A1)	6	22	28	29	39	68	96	17,14%	36,07%
	Científico/a Titular (A1)	103	135	241	486	610	1096	1337	17,91%	18,12%
	Téc. Superior (A1)	46	35	81	318	262	580	661	12,64%	11,78%
	Téc. Especializado (A2)	35	16	51	368	202	570	621	8,68%	7,34%
	Ayudante de Investigación (CI)	52	33	85	1077	547	1624	1709	4,61%	5,69%
Total 2018		247	248	495	2279	1676	3955	4450	9,78%	12,89%
Total general		467	519	986	5879	4682	10561	11547	7,36%	9,98%

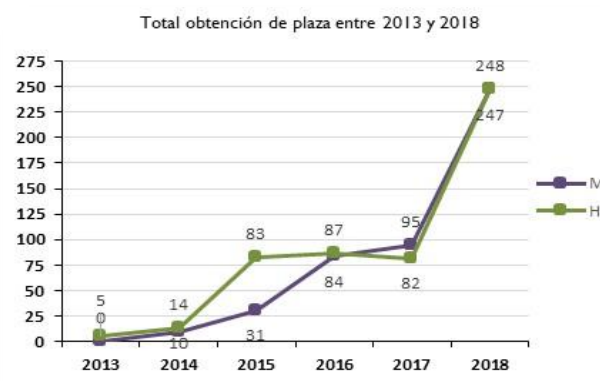
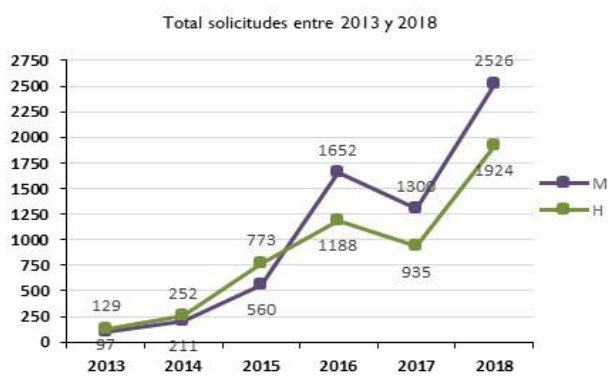
(*)OEP 2015 and 2016



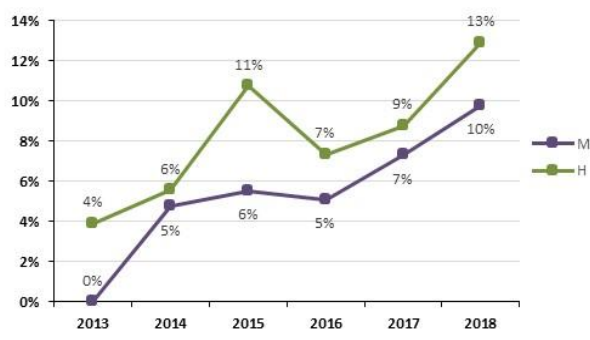
○ Data in percentages



○ Data for total amounts

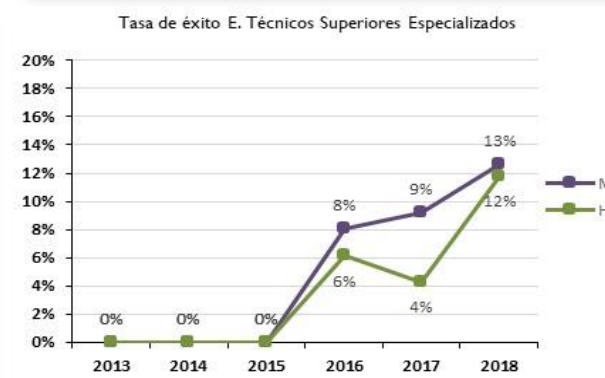
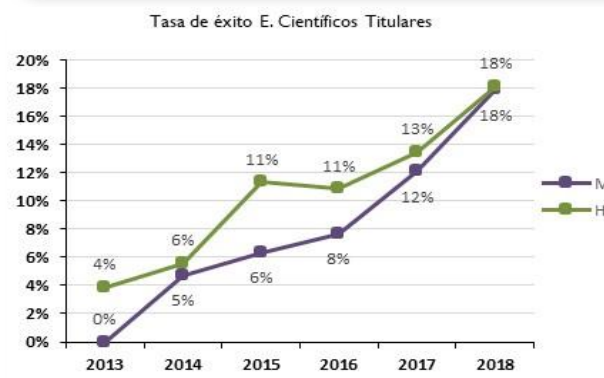
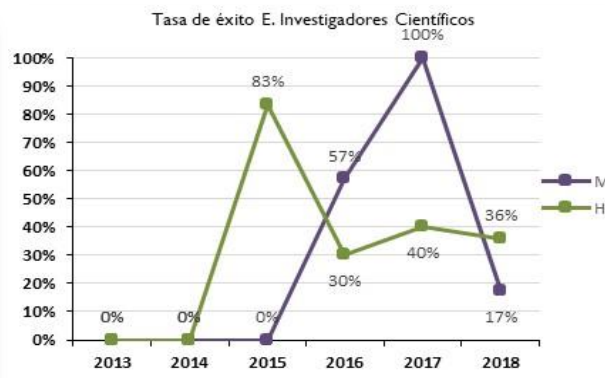


Tasa de éxito global entre 2013 y 2018





- Success rate (Ratio between those who apply for a selection process and those who pass).



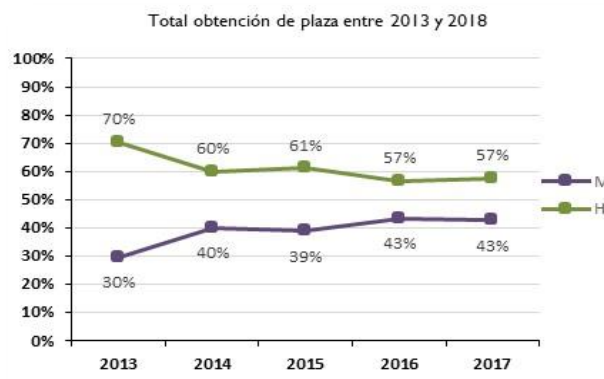
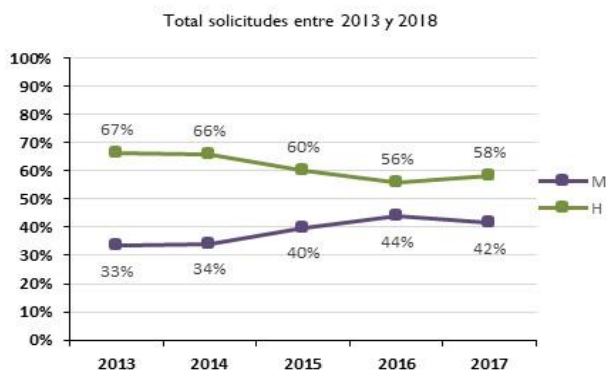


6.3.2, Internal Promotion. General data. List of persons admitted to the process / obtaining a place (not including data from the National Centres, as the CSIC has not made any calls for applications yet).

AÑO	ESCALA	Obtienen Plaza			No Obtienen Plaza			Total admitidos	Tasa de éxito	
		M	H	Total	M	H	Total		M	H
2013	Profesor/a de Investigación (A1)	3	5	8	69	146	215	223	4,17%	3,31%
	Investigador/a Científico/a (A1)	3	13	16	102	213	315	331	2,86%	5,75%
	Científico/a Titular (A1)	2	1	3	24	25	49	52	7,69%	3,85%
Total 2013		8	19	27	195	384	579	606	3,94%	4,71%
2014	Profesor/a de investigación (A1)	2	8	10	57	111	168	178	3,39%	6,72%
	Investigador/a Científico/a (A1)	10	10	20	78	155	233	253	11,36%	6,06%
Total 2014		12	18	30	135	266	401	431	8,16%	6,34%
2015	Profesor/a de Investigación (A1)	9	11	20	73	156	229	249	10,98%	6,59%
	Investigador/a Científico/a (A1)	17	33	50	108	204	312	362	13,60%	13,92%
	Científico/a Titular (A1)	3	7	10	33	34	67	77	8,33%	17,07%
	Téc. Especializado de OPIS (A2)	6	4	10	79	47	126	136	7,06%	7,84%
Total 2015		35	55	90	293	441	734	824	10,67%	11,09%
2016	Profesor/a de Investigación (A1)	7	13	20	66	137	203	223	9,59%	8,67%
	Científico/a Titular (A1)	13	37	50	91	168	259	309	12,50%	18,05%
	Investigador/a Científico/a (A1)	8	2	10	17	31	48	58	32,00%	6,06%
	Téc. Superiores (A1)	10	10	20	99	84	183	203	9,17%	10,64%
	Téc. Especializado de OPIS (A2)	6	4	10	71	39	110	120	7,79%	9,30%
	Ayudante de Investigación (C1)	8	2	10	42	30	72	82	16,00%	6,25%
Total 2016		52	68	120	386	489	875	995	11,87%	12,21%
2017 y 2018	Profesor/a de Investigación (A1)	11	39	50	84	173	257	307	11,58%	18,40%
	Científico/a Titular (A1)	56	86	142	119	214	333	475	32,00%	28,67%
	Investigador/a Científico/a (A1)	7	11	18	26	36	62	80	21,21%	23,40%
	Téc. Superior (A1)	8	12	20	74	59	133	153	9,76%	16,90%
	Téc. Especializado de OPIS (A2)	24	6	30	56	38	94	124	30,00%	13,64%
	Ayudante de Investigación (C1)	19	15	34	20	24	44	78	48,72%	38,46%
Total 2017 - 2018		125	169	294	379	544	923	1217	24,80%	23,70%
Total general		232	329	561	1388	2124	3512	4073	14,32%	13,41%

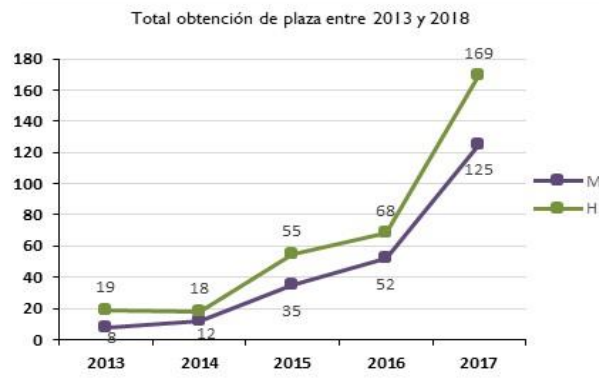
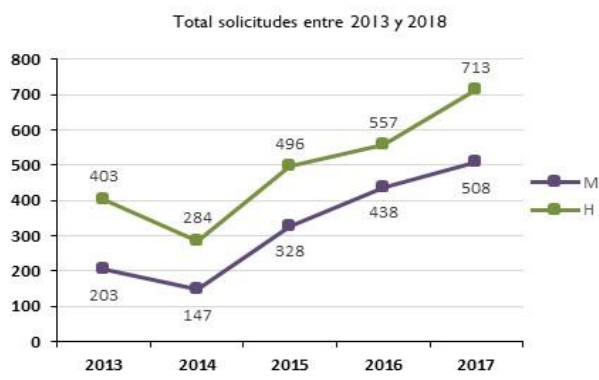
NOTE: The internal promotion positions corresponding to 2017 and 2018 were advertised jointly. Therefore, in the graphs included in this section, the data relating to 2017 actually correspond to the years 2017 and 2018.

- Data in percentages



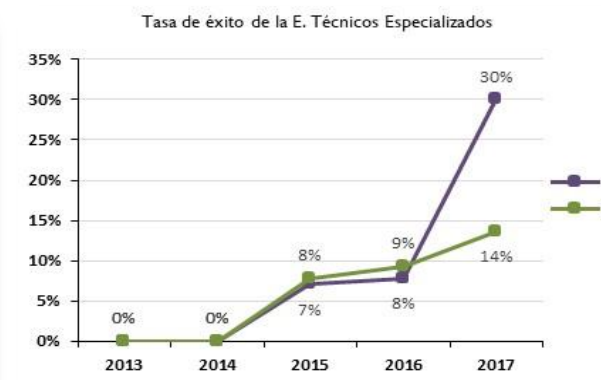
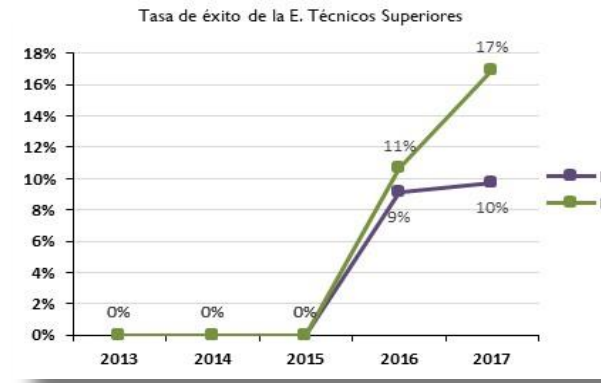
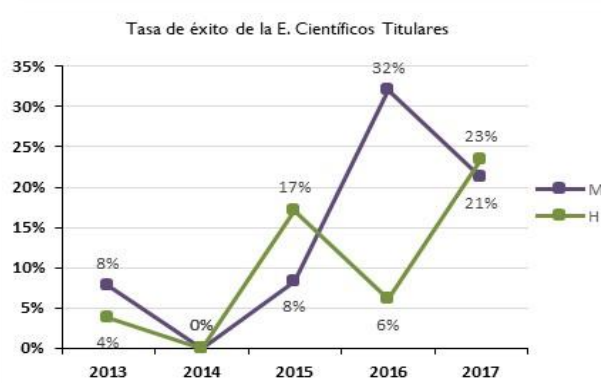
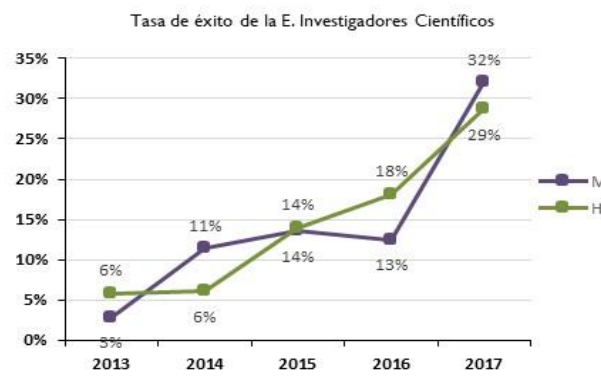


○ Data for total amounts



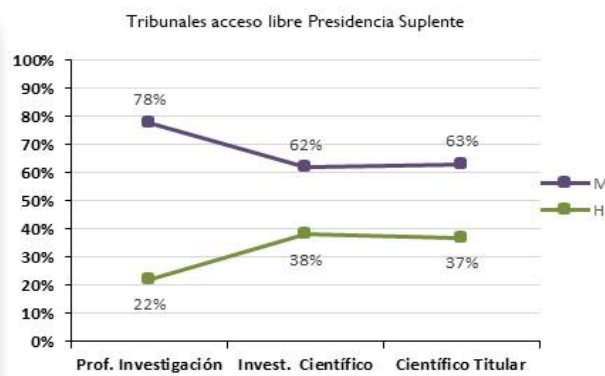
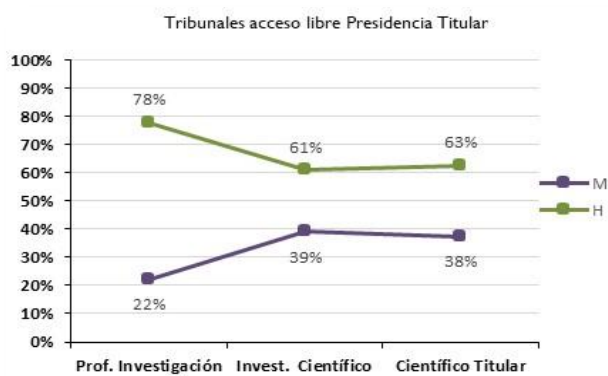
○ Success rate (ratio of those who apply for a selection process to those who pass)





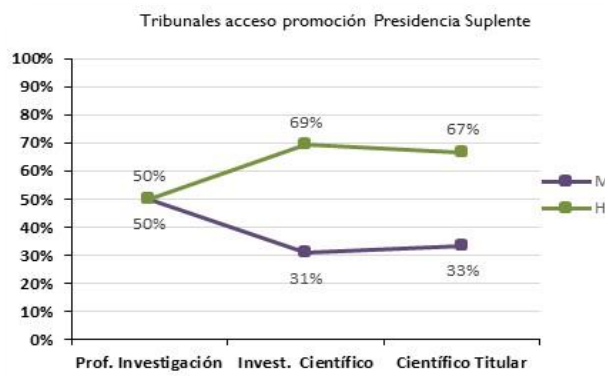
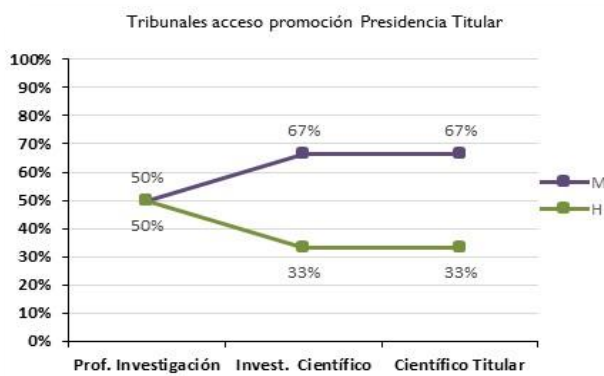
6.3.3. Composition of presiding committees in Open Access processes (not including data from the National Centres).

Comisión	OEP 2018 - 2019								Total
	Presidencia titular				Presidencia suplente				
	M	%	H	%	M	%	H	%	
Prof. Investigación	2	22%	7	78%	7	78%	2	22%	18
Investigador/a Científ.	9	39%	14	61%	13	62%	8	38%	44
Científico/a Titular	57	38%	95	63%	85	63%	50	37%	287
Total general	68	37%	116	63%	105	64%	60	36%	349



6.3.4. Composition of presiding committees in Internal Promotion processes (not including data from the National Centres).

Comisión	OEP 2017 - 2018								Total
	Presidencia titular				Presidencia suplente				
	M	%	H	%	M	%	H	%	
Prof. Investigación	5	50%	5	50%	5	50%	5	50%	20
Investigador/a Científ.	10	67%	5	33%	4	31%	9	69%	28
Científico/a Titular	2	67%	1	33%	1	33%	2	67%	6
Total general	17	61%	11	39%	10	38%	16	62%	54



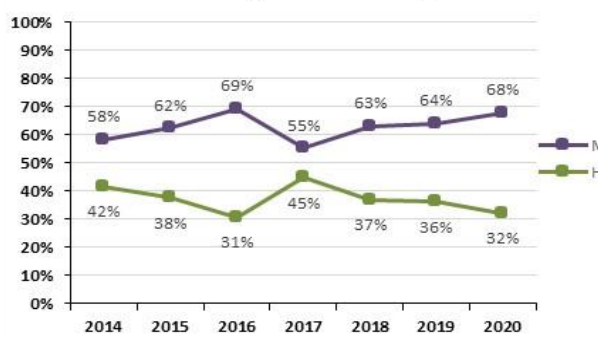
6.4. Mobility procedures.

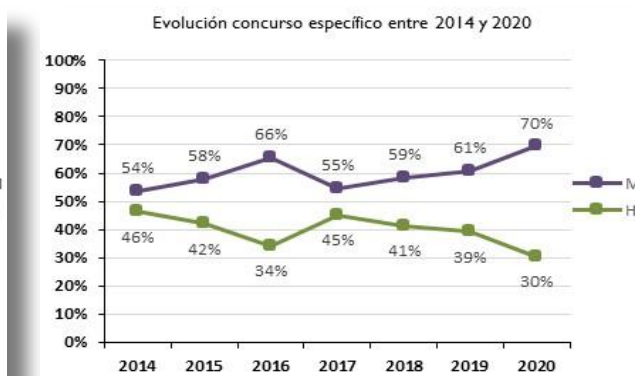
6.4.1. Competitive calls for transfer (not including data from National Centres)

Total posts publicised classified by occupied and vacant posts and post level.

		2014				2015				2016				2017				2018				2019				2020				
Ti	Niv	V	M	H	To	V	M	H	To	V	M	H	To	V	M	H	To	V	M	H	To	V	M	H	To	V	M	H	To	
Concurso Especifico	28	0	0	3	3	0	1	1	2	0	0	0	0	0	1	1	2	0	0	1	1	0	1	0	1	0	1	2	3	
	27	0	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	26	0	4	1	5	0	7	5	12	1	2	2	5	0	2	4	6	0	3	5	8	0	6	5	11	2	4	2	8	
	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	0	0	0	0	
	24	4	7	11	22	7	17	14	38	12	7	10	29	8	11	5	24	9	14	3	26	6	8	6	20	9	14	5	28	
	22	2	11	5	18	2	21	18	41	3	16	2	21	3	11	13	27	3	5	1	9	10	17	6	33	6	12	9	27	
	20	2	2	6	10	2	18	7	27	1	2	5	8	2	10	4	16	3	3	8	14	4	6	9	19	6	8	0	14	
	18	4	9	9	22	7	15	16	38	8	13	5	26	7	9	10	26	8	12	6	26	5	5	2	12	10	9	3	22	
	17	5	2	2	9	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	16	0	8	0	8	7	6	1	14	7	4	0	11	6	2	1	9	11	4	4	19	8	4	1	13	9	7	3	19	
15	0	0	0	0	0	2	1	3	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0		
Tot CE		17	44	38	99	27	87	63	177	32	46	24	102	26	46	38	110	34	41	29	104	33	48	31	112	42	55	24	121	
Concurso General	22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2	
	20	1	8	8	17	2	9	1	12	2	6	6	14	1	10	11	22	5	12	2	19	5	8	2	15	7	6	8	21	
	18	0	24	10	34	3	20	10	33	12	20	7	39	20	18	14	52	21	11	7	39	21	20	8	49	30	18	2	50	
	17	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	1	0	0	1	1	1	1	0	1	2
	16	0	5	2	7	3	6	1	10	10	8	0	18	6	7	6	19	12	4	2	18	9	4	5	18	8	8	6	22	
15	0	0	0	0	1	0	0	1	2	1	0	3	0	0	0	0	3	1	0	4	3	1	0	4	0	0	0	0		
14	0	0	0	0	0	2	0	2	1	2	0	3	1	3	0	4	0	1	1	2	2	2	0	4	1	1	0	2		
Tot CG		1	37	20	58	9	37	12	58	27	37	13	77	28	39	31	98	42	29	12	83	40	35	16	91	48	33	18	99	
TOTAL		18	81	58	157	36	124	75	235	59	83	37	179	54	85	69	208	76	70	41	187	73	83	47	203	90	88	42	220	

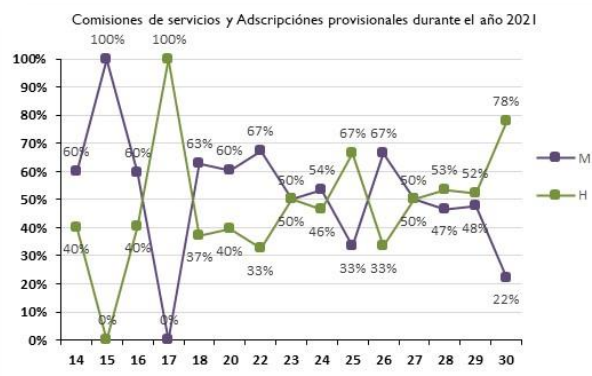
Evolución general entre 2014 y 2020





6.4.2. Committees for temporary assignments and services. Occupation of post in the modality of occupation in the form of Secondment and Provisional Assignment until October 2021 (including data from National Centres).

Tipo	Oct 2021		Total
	M	H	
14	6	4	10
15	1	0	1
16	28	19	47
17	0	6	6
18	66	39	105
20	78	51	129
22	66	32	98
23	1	1	2
24	60	52	112
25	1	2	3
26	50	25	75
27	11	11	22
28	21	24	45
29	10	11	21
30	2	7	9
Total	401	284	685



6.5. Remuneration.

6.5.1. Impact on remuneration. Difference in overall annual remuneration between women and men in each group (not including data from the National Centres, as they refer to 2020).

The report reflects the average annual gender-based pay gap between the population segments under analysis. The calculation is based on the average annual remuneration received by the population segment included in each stratum and the number of annual recipients in each stratum. The amounts, shown in euros, indicate that the staff in the specific stratum receive that amount annually above the amount assigned to staff of the opposite sex.

Note: the number of recipients does not correspond to the actual number of payees, but has been calculated by taking into account the monthly payments actually received in order to calculate the deviation more accurately. E.g.: one recipient corresponds to a payee receiving 12 months' pay and ½ recipient corresponds to a payee receiving 6



months' pay.

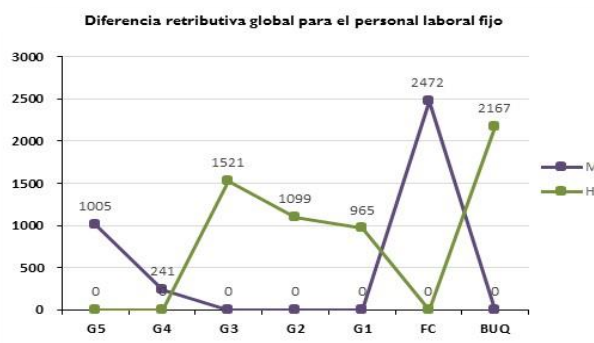
- Civil servants

2020				
GR	Percept	M (€)	Percept	H (€)
14	17		4	4593
15	0		1	
16	145	1268	66	
17	4		15	302
18	230		102	580
20	284		243	204
22	167		105	1531
24	310		272	863
25	2	1801	5	
26	96		82	98
27	566	780	838	
28	282	683	513	
29	174		452	1093
30	13		6	2027
Total	2291	4532	2703	11290



- Permanent Contract Staff (Recipients corresponding to Chapter I)

2020				
GR	Percept	M (€)	Percept	H (€)
G5	58	1005	60	
G4	85	241	110	
G3	164		285	1521
G2	45		33	1099
G1	181		88	965
FC	29	2472	50	
BUQ	5		26	2167
Total	567	3718	652	5752



*FC: staff not subject to the CLA
*BUQ: staff corresponding to ocean vessels

- Temporary Contract Staff (Recipients corresponding to Chapter Six)

2020				
GR	Percept	M (€)	Percept	H (€)
G5	6	32	7	
G4	19		16	4391
G3	299		188	711
G2	178		113	789
G1	885		688	773
FC	1108		1152	1746
Total	2495	32	2165	8410



*FC: staff not subject to the CLA

6.5.2. Productivity impact (not including data from the National Centres, as they refer to 2020). The deviation was calculated with reference to the average remuneration of all

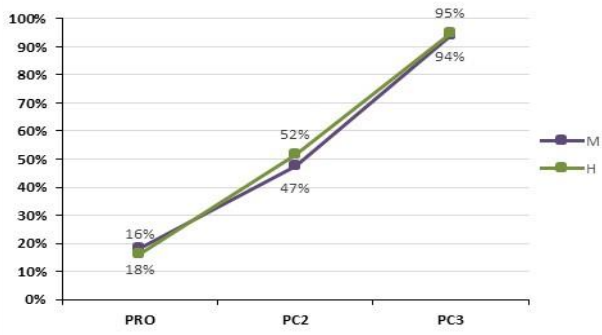


recipients per group.

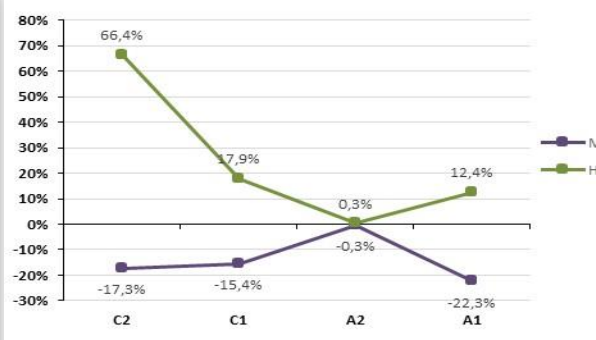
o Civil Servants

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible percep	Desv.	Percep	Posible Percep	Desv.
PRO	C2	58	160	-17,3%	15	65	66,4%
	C1	97	408	-15,4%	84	278	17,9%
	A2	72	258	-0,3%	66	256	0,3%
	A1	142	1194	-22,3%	254	1962	12,4%
Total 18.2 (PRO)		369 (18,2%)	2020	-29,8%	419 (16,3%)	2561	26,3%
PC2	C2	101	212	-0,1%	43	92	0,3%
	C1	223	495	0,2%	148	308	-0,3%
	A2	170	323	1,2%	141	290	-1,5%
	A1	113	249	5,7%	139	224	-4,6%
Total PC2		607 (47,4%)	1279	-0,9%	471 (51,5%)	914	1,1%
PC3	C2	205	212	-0,7%	88	92	1,5%
	C1	448	495	2,3%	289	308	-3,6%
	A2	312	323	2,2%	272	290	-2,5%
	A1	238	249	0,7%	217	224	-0,8%
Total PC3		1203 (94%)	1279	0,6%	867 (94,8%)	914	-0,9%

Relación perceptores y posibles perceptores (%)

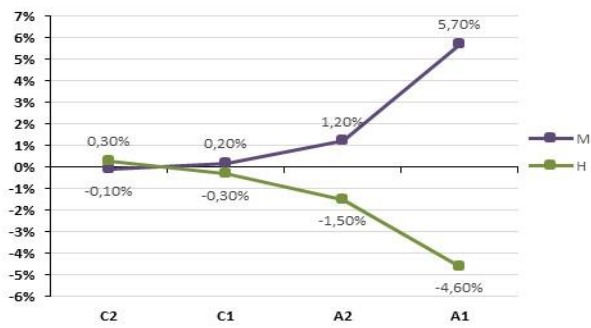


Desviación retributiva PRO (2020)

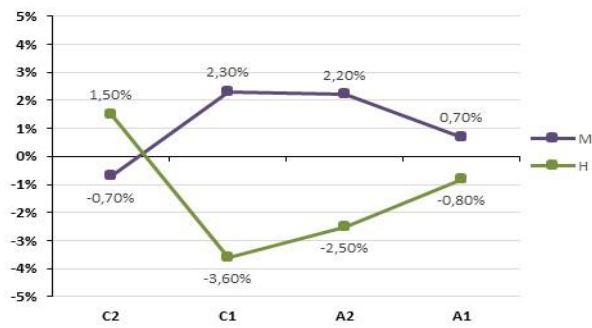




Desviación retributiva PC2 (2020)



Desviación retributiva PC3 (2020)



○ Research

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible percep	Desv	Percep	Posible Percep	Desv.
PRO	AI	106	998	-16,4%	211	1781	8,2%
Total PRO		106 (10,6%)	998	-16,4%	211 (11,8%)	1781	8,2%

○ Research Support

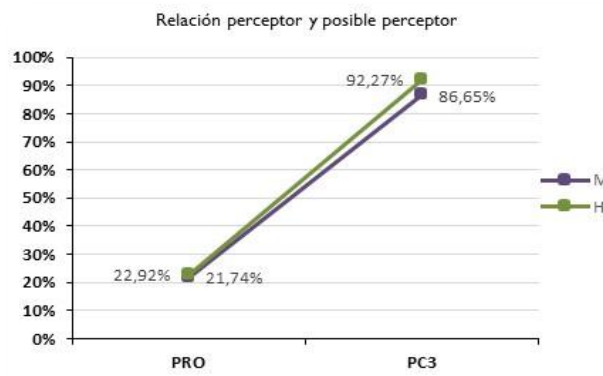
		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible percep	Desv	Percep	Posible Percep	Desv.
PRO	C2	9	42	-67,4%	4	13	151,6%
	C1	53	251	-21,0%	45	160	24,7%
	A2	57	214	6,7%	50	200	-7,6%
	A1	33	187	-42,4%	38	159	37,3%
Total 18.2 (PRO)		152 (21,9%)	694	-21,7%	137 (25,7%)	532	24,2%
PC2	C2	9	43	-7,9%	6	17	11,4%
	C1	92	287	0,1%	73	172	-0,1%
	A2	122	250	-0,5%	95	219	0,7%
	A1	93	223	3,6%	118	188	-3,0%
Total PC2		316 (39,3%)	803	-0,3%	292 (48,9%)	596	0,4%
PC3	C2	40	43	-4,8%	17	17	11,4%
	C1	264	287	1,8%	164	172	-2,9%
	A2	245	250	2,7%	205	219	-3,2%
	A1	220	223	-0,3%	185	188	0,4%
Total PC3		769 (95,7%)	803	0,4%	571 (95,8%)	596	-0,6%

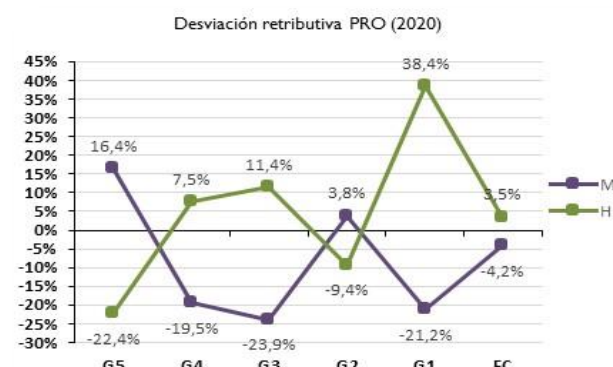
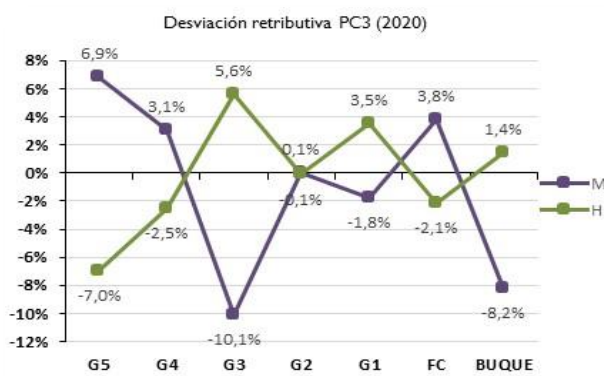
○ Management

		2020					
		MUJERES			HOMBRES		
Tipo	Grupo	Percep	Posible percep	Desv	Percep	Posible Percep	Desv.
PRO	C2	49	118	-3,6%	11	52	16,0%
	C1	45	257	-9,3%	39	118	10,7%
	A2	15	44	-24,3%	16	56	23,0%
	A1	3	9	11,0%	5	22	-6,3%
Total 18.2 (PRO)		111 (33,8%)	328	-11,0%	71 (28,6%)	248	17,2%
PC2	C2	93	169	0,5%	37	75	-1,1%
	C1	135	208	-0,1%	77	136	0,2%
	A2	53	73	5,3%	49	71	-5,8%
	A1	22	26	5,7%	23	36	-5,5%
Total PC2		302 (63,4%)	476	-1,4%	187 (58,8%)	318	2,3%
PC3	C2	165	169	0,1%	72	75	-0,2%
	C1	199	208	2,9%	130	136	-4,4%
	A2	68	73	3,3%	68	71	-3,3%
	A1	24	26	16,8%	34	36	-11,7%
Total PC3		456 (95,8%)	476	0,3%	304 (95,5%)	318	-0,4%

○ Permanent contract staff (Recipients corresponding to Chapter I)

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible percep	Desv	Percep	Posible Percep	Desv.
PRO	G5	12	43	16,4%	9	51	-22,4%
	G4	10	60	-19,5%	26	98	7,5%
	G3	27	148	-23,9%	56	257	11,4%
	G2	10	33	3,8%	4	31	-9,4%
	G1	38	171	-21,2%	21	83	38,4%
	FC	5	13	-4,2%	6	11	3,5%
Total PRO		102 (21,8%)	468	0,2%	122 (23%)	531	-0,2%
PC3	G5	48	56	6,9%	47	54	-7,0%
	G4	80	84	3,1%	99	110	-2,5%
	G3	147	164	-10,1%	264	279	5,6%
	G2	35	43	0,1%	30	34	-0,1%
	G1	143	176	-1,8%	71	87	3,5%
	FC	23	28	3,8%	41	48	-2,1%
	Buque	2	2	-8,2%	11	11	1,4%
Total PC3		477 (86,2%)	553	-2,7%	564 (90,5%)	623	2,2%





○ Research

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible percep	Desv	Percep	Posible Percep	Desv.
PRO	FC	1	10	-64,5%	4	5	16,1%
Total PRO		1 (10%)	10	-64,5%	4 (80%)	5	16,1%
PC3	FC	19	21	-8,5%	32	38	5,0%
Total PC3		19 (90,4%)	21	-8,5%	32 (84,2%)	38	5,0%

○ Research Support

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible	Desv	Percep	Posible	Desv.
PRO	G5	1	14	-64,1%	3	22	21,4%
	G4	3	26	-28,1%	17	75	4,8%
	G3	15	118	-21,9%	51	235	6,6%
	G2	8	29	10,7%	4	27	-21,5%
	G1	36	163	-22,4%	19	80	42,5%
	FC	3	3	-13,4%	1	5	40,1%
Total PRO		66 (18,7%)	353	12,0%	95 (21,4%)	444	-8,4%
PC3	G5	12	16	-11,1%	19	23	7,2%
	G4	36	37	-0,7%	73	78	0,3%
	G3	114	123	-17,9%	236	248	8,6%
	G2	30	36	-10,4%	25	29	12,3%
	G1	134	166	-1,5%	68	83	2,9%
	FC	1	3	-29,9%	5	6	6,0%
	Buque	0	0	0	4	4	0,0%
Total PC3		327 (85,8%)	381	-9,1%	430 (91,3%)	471	6,9%

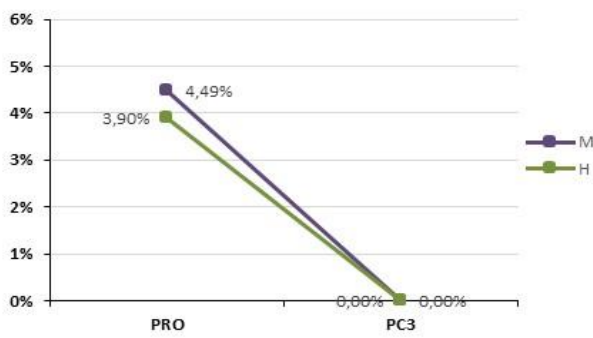
o Management

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible	Desv	Percep	Posible	Desv.
PRO	G5	11	29	28,7%	6	29	-54,3%
	G4	7	34	-26,2%	9	23	20,5%
	G3	12	30	-10,8%	5	22	24,9%
	G2	2	4	0,0%	0	4	0,0%
	G1	2	8	-3,9%	2	3	3,9%
	FC	1	0	-58,1%	1	1	58,1%
Total PRO		35 (33,3%)	105	-3,0%	23 (28%)	82	4,6%
PC3	G5	35	40	10,5%	28	31	-13,3%
	G4	44	47	-3,0%	26	32	5,1%
	G3	33	41	-1,9%	28	31	2,3%
	G2	5	7	41,8%	5	5	-41,8%
	G1	9	10	-6,4%	4	4	16,5%
	FC	3	4	61,9%	4	4	-46,4%
	Buque	2	2	-9,4%	7	7	2,6%
Total PC3		131 (86,7%)	151	6,8%	109 (95,6%)	114	-8,3%

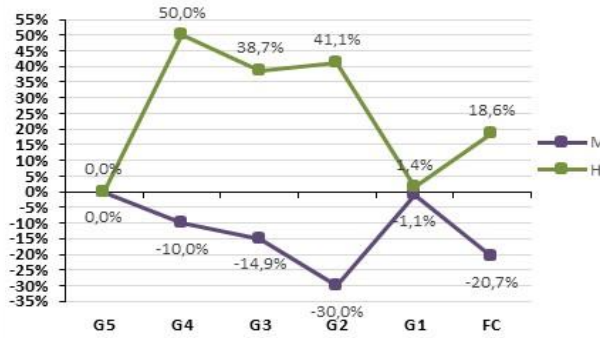
o Temporary contract staff (Recipients corresponding to Chapter Six)

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible	Desv	Percep	Posible	Desv.
PRO	G5	0	0	0%	0	0	0%
	G4	5	19	-10,0%	1	15	50,0%
	G3	23	312	-14,9%	9	190	38,7%
	G2	9	178	-30,0%	7	116	41,1%
	G1	45	893	-1,1%	34	700	1,4%
	FC	32	1137	-20,7%	36	1212	18,6%
Total PRO		114 (4,5%)	2539	-20,7%	87 (3,9%)	2233	27,2%

Relación percepor y posible percepor



Desviación retributiva PRO (2020)





○ Research

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible percep	Desv	Percep	Posible Percep	Desv.
PRO	FC	20	369	-47,6%	25	444	38,9%
Total PRO		20 (5,4%)	369	-47,6%	25 (5,6%)	444	38,9%

○ Research Support

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible percep	Desv	Percep	Posible Percep	Desv.
PRO	G5	0	0	0,0%	0	0	0,0%
	G4	4	17	-16,6%	1	15	66,5%
	G3	21	272	-19,2%	9	160	46,3%
	G2	8	168	-29,5%	7	113	32,4%
	G1	43	827	-3,1%	33	664	3,9%
	FC	12	768	33,3%	11	768	-35,5%
Total PRO		87 (4,2%)	2052	-3,2%	61 (3,5%)	1720	4,6%

○ Management

		2020					
		MUJERES			HOMBRES		
Tipo	GR	Percep	Posible percep	Desv	Percep	Posible Percep	Desv.
PRO	G5	0	0	0,0%	0	0	0,0%
	G4	1	2	0,0%	0	0	0,0%
	G3	2	40	0,0%	0	30	0,0%
	G2	2	10	0,0%	0	3	0,0%
	G1	2	66	32,5%	1	36	-81,7%
	FC	0	0	0,0%	0	0	0,0%
Total PRO		6 (5%)	118	10,0%	1 (1,4%)	69	-81,2%

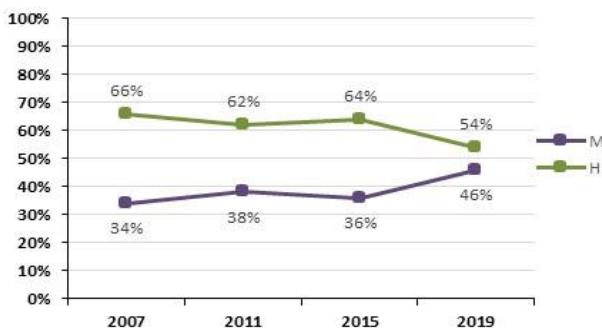
6.6. Other aspects to consider.

6.6.1. Social representation (results of CSIC-dependent electoral processes) (not including data from the National Centres).

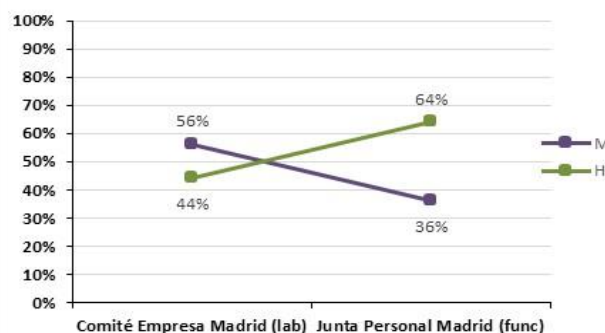
Comité	2007			2011			2015			2019		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
Comité Empresa Madrid (laborales)	5	20	25	8	17	25	8	17	25	14	11	25
Junta de Personal Madrid (funcionarios)	12	13	25	11	14	25	10	15	25	9	16	25
Total	17	33	50	19	31	50	18	32	50	23	27	50



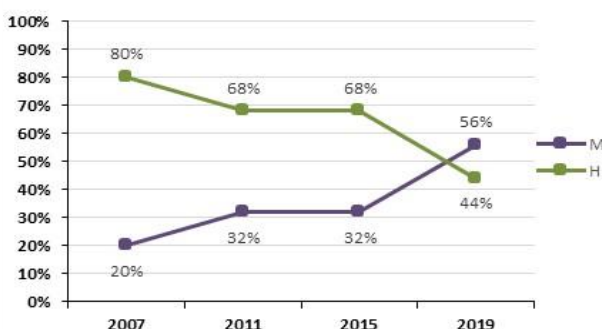
Evolución de la representación social entre 2007 y 2019



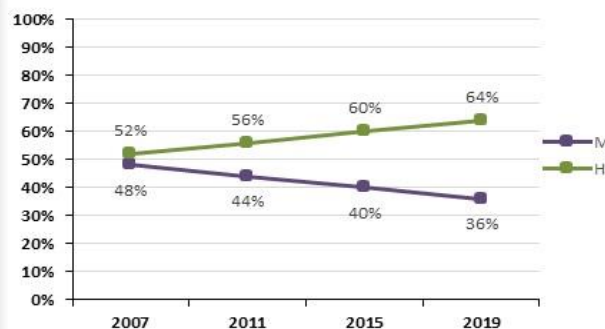
Representación social en 2019



Evolución Comité Empresa Madrid (laborales)

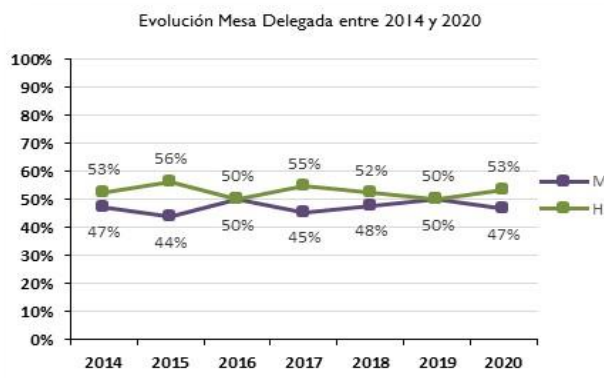
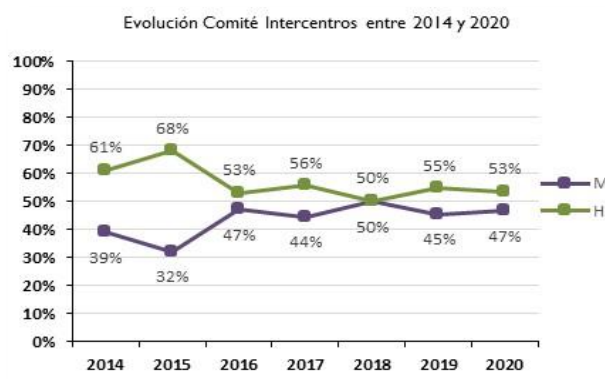
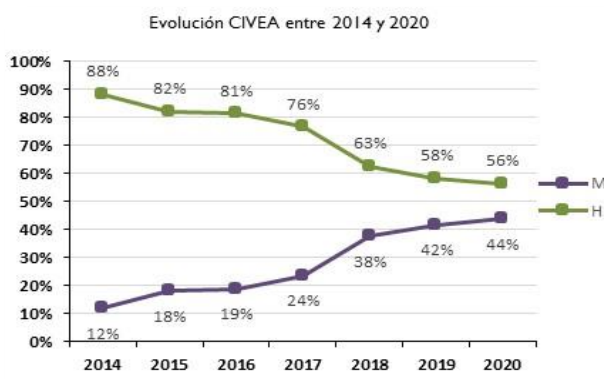
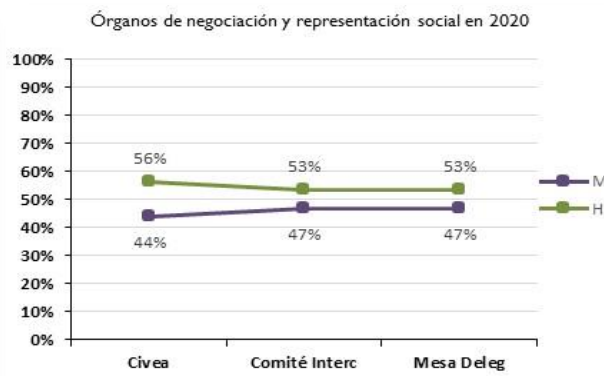
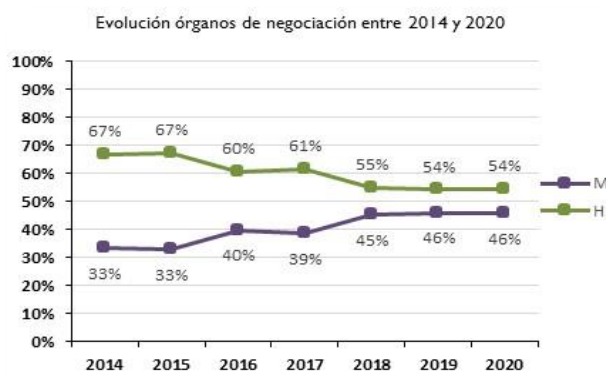


Evolución Junta de Personal Madrid (funcionarios)



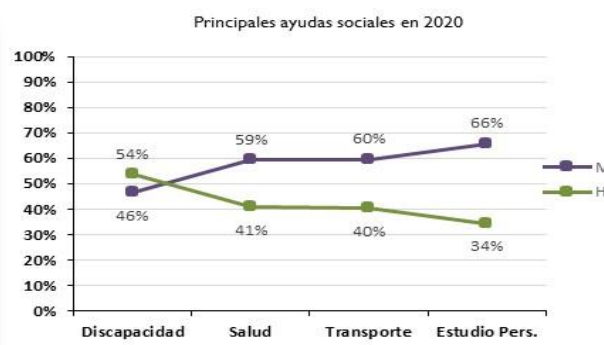
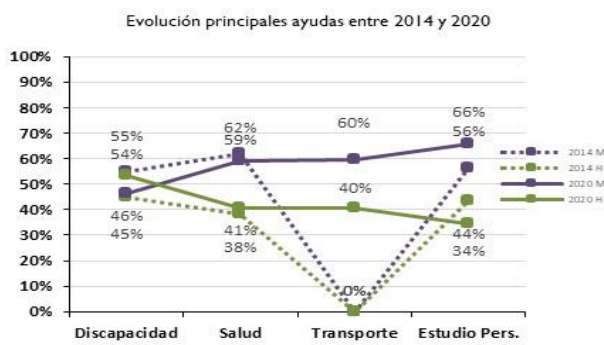
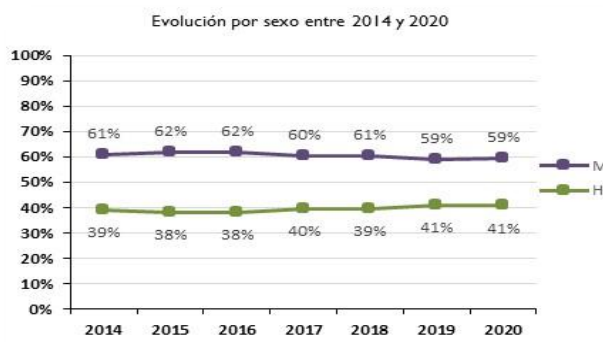
6.6.2. Negotiation and social-representation bodies (not including data from the National Centres).

Órgano	2014			2015			2016			2017			2018			2019			2020		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
Subcopa	2	15	17	4	18	22	3	13	16	4	13	17	6	10	16	10	14	24	7	9	16
Mesa Deleg	9	10	19	14	18	32	10	10	20	10	12	22	11	12	23	13	13	26	7	8	15
Comité Inter	7	11	18	9	19	28	8	9	17	8	10	18	7	7	14	10	12	22	7	8	15
Total	18	36	54	27	55	82	21	32	53	24	38	57	24	29	53	33	39	72	21	25	46



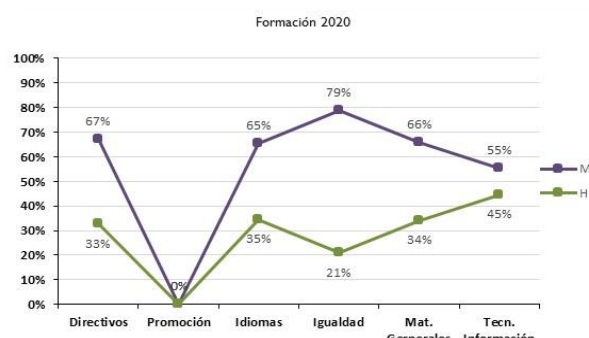
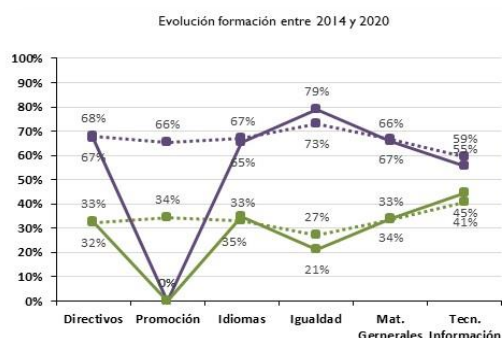
6.6.3. Social action (not including data from the National Centres)

Tipo Ayuda	2014			2015			2016			2017			2018			2019			2020		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
Discapacidad	50	41	91	53	39	92	42	37	79	41	36	77	41	45	86	39	45	84	39	45	84
Salud	1089	673	1762	1140	695	1835	1139	685	1824	1139	740	1879	1182	789	1971	1164	808	1972	1260	866	2126
Sit. Excepcion	24	21	45	18	10	28	0	3	3	5	1	6	8	4	12	0	0	0	10	5	15
Transporte	0	0	0	509	301	810	471	290	761	458	279	737	511	299	810	475	322	797	515	349	864
V. Género	2	0	2	3	0	3	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0
Estudio Perso	84	65	149	115	92	207	62	47	109	72	64	136	111	73	184	69	43	112	101	53	154
Total	1249	800	2049	1838	1137	2975	1714	1062	2776	1715	1120	2835	1854	1210	3064	1747	1218	2965	1925	1318	3243



6.6.4. Training (not including data from the National Centres)

Curso	2014			2015			2016			2017			2018			2019			2020		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
Directivos y predirectivos	260	123	383	455	161	616	264	107	371	297	108	405	366	174	540	302	147	449	131	57	188
Promoción	19	10	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Idiomas	410	203	613	375	169	544	475	210	685	342	166	508	390	204	594	442	234	676	427	197	624
Igualdad	43	16	59	34	9	43	34	17	51	43	14	57	38	11	49	154	41	195	212	90	302
Materias	744	374	1118	802	395	1197	830	446	1276	1304	607	1911	1426	676	2102	1518	784	2302	608	307	915
Tecnologías	712	486	1198	673	446	1119	689	475	1164	641	505	1146	661	549	1210	714	574	1288	665	488	1153
Total	2188	1212	3400	2339	1180	3519	2292	1255	3547	2627	1400	4027	2881	1614	4495	3130	1780	4910	2043	1139	3182



6.6.5. Special leave and authorisations (not including data from the National Centres).

Tipo	2015			2016			2017			2018			2019			2020			Oct 2021		
	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot	M	H	Tot
AU1	0	2	2	5	0	5	3	1	4	1	0	1	0	0	0	0	0	0	1	2	3
L3	60	25	85	72	26	98	98	42	140	103	31	134	112	32	144	20	10	30	6	1	7
L2	0	1	1	3	4	8	8	6	14	0	0	0	2	8	10	1	1	2	6	2	8
L4	177	10	187	181	8	189	207	85	292	171	36	207	7	1	8	0	0	0	1	0	1
LD	0	0	0	0	0	0	0	0	0	2	0	2	85	2	87	79	11	90	28	7	35
LB	0	0	0	0	0	0	0	0	0	3	3	0	26	26	0	54	54	0	25	25	
LA	0	0	0	0	0	0	0	0	0	2	0	2	12	0	12	21	0	21	7	0	7
G	0	0	0	0	0	0	0	0	0	6	0	6	23	7	30	28	1	29	6	0	6
6	0	0	0	1	0	1	3	0	3	1	0	1	2	0	2	3	1	4	2	0	2
J	18	2	20	27	4	31	17	7	24	37	10	47	0	0	0	0	0	0	0	0	0
Total	255	40	295	287	41	328	336	141	477	323	80	403	243	76	319	152	78	230	57	37	94

AU1: authorisation to reduce working hours by 50%.

L3: personal leave

L2: study leave for studies on subjects related to the civil service

L4: birth-maternity, paternity, breastfeeding, high-risk pregnancy-breastfeeding, adoption-fostering, care of child with cancer - serious illness, pregnancy

LD: leave accumulated in terms of full days for breastfeeding a child under 12 months of age

LB: parental leave for the parent other than the biological mother

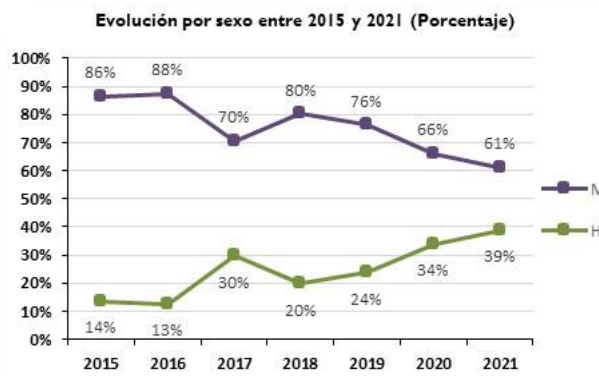
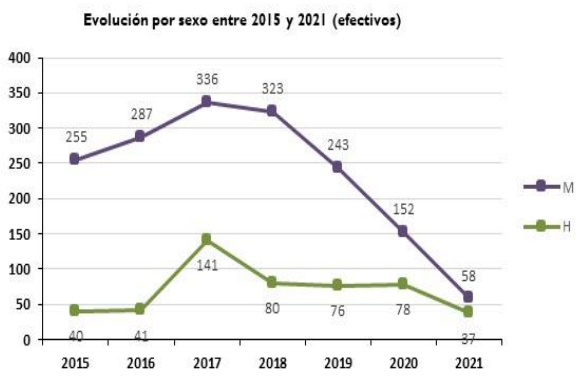
LA: leave for birth mother

G: reduction in working hours for legal guardianship

6: reduction in working hours to care for a child affected by cancer or other serious illness (FP)

J: reduction in working hours for legal guardianship or direct care of a family member

NOTE: Since 2019, L4 authorisations are separated into LD, LB, LA, G and 6 authorisations.





7. CONCLUSIONS OF THE DIAGNOSIS

7.1. General approach.

- A first approximation of the total number of active staff at the CSIC, broken down by gender, shows that there is equity, with 6,474 women and 6,497 men working at the CSIC at 31st October 2021.
- However, there are differences in terms of the employment status of CSIC staff, insofar as the percentage of men is higher than that of women in posts that can be defined as stable employment (civil servants and, particularly, permanent contract staff), while the ratio is reversed in the case of temporary staff.
- In the distribution of staff by work category, 43.6% of CSIC staff are researchers (including predoc staff), 44.2% are technical support staff and 12.4% are management staff. Within these same categories, the percentages of women are 38.8%, 54.4% and 58.8% respectively, i.e., there is a general gender parity, except in the case of research staff. This is, however, close to the minimum of 40% required for a balanced gender representation.

7.2. Civil servants.

- Analysis by group classification and post-related bonus shows that men occupy the majority of top post-related bonuses and classification groups. This trend is replicated in all posts within the research category, but not in the rest of the work categories.

The above refers to male research staff in the A I group classification (top of the civil service career bracket), and the post-related bonuses paid to staff in the scientific categories (27, 28 and 29) at the top of the salary scale. Given the weight of researchers in the overall civil service segment, and in view of the fact that the number of male researchers is historically higher than the number of female researchers, this trend will persist in the medium to long term. Although the staff joining in the early stages of the research career (predoc staff) have equal gender distribution (around 50%), this will not redress the gender balance as long as the older staff do not retire and allow for generational takeover.

In the same analysis, an unequal distribution of occupational levels and category assignment can be seen in the two population segments. In the female researcher segment, the distribution follows a pure pyramidal model, with a wide base and a narrow top. Taking the data for 2021 as a reference, 58% of female researchers work at the base of the pyramid (senior scientist category, level 27), 28% belong to the research scientist category (level 28) and only 14% of the total are assigned to the research professor category (level 29). By contrast, in the male researcher segment, the pyramid has a less broad base and a more homogeneous distribution at the higher levels.



Taking 2021 data as a reference, 47% of male researchers belong to the category of full scientists (level 27), 30% belong to the category of research scientists (level 28) and 23% of the total are included in the category of research professors (level 29). The imbalance could be explained by a potential bias in the evaluation of scientific merit, as well as by a range of other possible reasons (career stagnation or abandonment to care for the family, etc...).

- The above trend is reversed for posts in the higher classification groups and higher post-related bonuses in the area of management support. In this case, the majority of posts are occupied by women.

7.3. Permanent contract staff.

In the area of contract staff, it can be seen that the number of women occupying posts with higher qualifications linked to a university degree (professional groups M3 and M2 of the fourth CLA) is significantly higher than that of men. The previous trend is reversed in the case of the classification groups that require intermediate technical qualifications for the performance of activities (occupational groups M1 and E2 4 of the fourth CLA), linked to the traditional segregation of women and men in occupational or trade-related branches that has been carried over. In occupational group E1 of the fourth CLA, more women are contracted than men.

- In relation to the activity carried out, parity can be observed in positions linked to the management area (51% of women compared to 49% of men). On the other hand, there is an imbalance in favour of men among permanent staff in research (66% men) and research support (67% men).

7.4. Temporary contract staff.

- As pointed out in the first section of this diagnosis, in general, the situation whereby women have a less stable employment status at the CSIC is evident: while there are more men than women on the permanent staff, the opposite is true for temporary contract staff (54.4% women).

In contrast to permanent staff, more women than men are employed in the research support category.

- This general rule does not apply to contracts outside the CLA, which include *Ramón y Cajal*, *Juan de la Cierva* and other contracts in which the selection process is in line with the system of hiring outside the CLA. In these cases, the number of men hired is higher throughout the time series analysed.

It can also be seen that more men are employed on temporary contracts in the research category (54.7%). The higher number of men under contract



continues over the years despite recent developments in the European public universities whereby 60% of degrees and 45% of doctorates awarded by European public universities are obtained by women.

7.5. Collegiate bodies and other management or technical bodies and positions.

- In the governing bodies of the CSIC, the last decade has witnessed a positive trend and correction of the imbalances.

It can be stated that, both in the Governing Board and in the governing bodies as a whole, parity has been achieved, reversing the trend in favour of women. In the year 2021, it should be noted that among the members of the governing bodies there were 10 women compared to 5 men.

- On the other hand, there is a very marked imbalance in favour of men, who occupy 74% of the directorates of institutes, centres and units (hereinafter ICUs), positions which can only be filled by research staff.
- In terms of management positions, which are held by civil servants with a managerial profile, 61% are occupied by women.
- In the remaining posts, institutional and area coordinators, the significant imbalances that existed in recent years have been corrected and there is currently gender parity.

7.6. Personnel selection.

- In the open-access system, the success rate (understood as the ratio of successful candidates to those admitted) is in favour of men in the research posts advertised, except for research lecturer posts.

This trend does not apply to the open-access posts of a technical nature. In this case, there is a slight preponderance in favour of women.

- In the internal-promotion system, the success rate does not appear to be globally advantageous for either of the groups. In detail, it can be seen that the success rates are favourable to women by more than 10 points for research assistants and specialised technicians, while they are favourable to men by more than 5 points for research professors and senior technicians.

7.7. Other aspects: mobility procedures, social action, training, special leave and authorisations, and social representation.

- In the case of career mobility via competitive calls, which concerns civil servants in management-support and research-support posts, the largest number of posts offered in competitive calls are filled by women (68%).



- A similar trend can be seen in the participation in training activities and social action grants which are mostly awarded to women in both cases. In the case of social action (awarded to finance exceptional expenses or situations), this may be explained by the fact that certain family responsibilities weigh more heavily on women.
- With regard to the granting of leave, an imbalance is detected in that accumulated breastfeeding leave and reduced working hours for legal guardianship and for caring for a child affected by cancer or another illness are mainly requested by women, despite the notable drop in the number of leave requests in recent years, most probably as a result of the pandemic and teleworking options.
- In the case of the members of the bodies representing the CSIC, resulting from the CSIC's electoral processes, there is still a low proportion of women compared to men in the case of the Staff Board. However, in the Delegate Committee, as well as in other negotiating bodies, parity is practically total.

7.8. Remuneration.

- With regard to the gender-based impact on average annual remuneration, it can be concluded that there is no overall pay gap, which is logical given that these General State Administration employment posts, whose remuneration is fixed and not linked to the person occupying the post.
- With regard to the different productivity items, it can be seen that the percentage of recipients in relation to potential recipients is, in overall terms, similar for men and women. A more detailed analysis, according to the employment status at the CSIC and work category, reveals that in most cases there are no significant differences, although there are some exceptions. Within the civil-servant category, the main imbalances are observed in the PC2 received by research support staff, as the percentage of recipients compared to potential recipients is almost ten percent lower for women than for men.

Among permanent contract staff, the most significant differences are found in the Productivity linked to Results Obtained (PRO) of research staff (perceived by 80% of possible male recipients and by only 10% of possible female recipients), although the distortion caused by the small number of possible recipients (10 women and 5 men) must be taken into account, which prevents a statistically significant sample from being available. In another order of magnitude, the CP3 for permanent management staff also shows some imbalances, as it is received by 95.6% of possible male recipients and 86.7% of possible female recipients.

- On the other hand, it is also important to consider the differences between women and men for each component of productivity, calculated by taking as a reference the average remuneration of all recipients per group. In terms of



PRO, the imbalance in favour of men is generalised, especially among civil servants and temporary staff. By contrast, in PC2 and PC3, the differences between women and men for the different types of staff are generally minimal.



8. COURSES OF ACTION

<p>8.1. ACTION I: Instrumental measures for organisational transformation THIRD GENDER EQUALITY PLAN</p>	
<p>ACTION I. Instrumental measures for organisational transformation</p>	
<p>1.1 Advancing and deepening knowledge of the actual situation at the CSIC.</p>	<ol style="list-style-type: none"> 1. Advance and deepen knowledge of the actual situation at the CSIC through Equality Plan evaluations. 2. Inclusion of a section on gender equality in the staff survey on working conditions (HRS4R). 3. CSIC Gender Equality Accreditation. 4. Standardised strengthening, enhancing and visibility of equality structures in the CSIC. 5. Updating the gender equality section on the CSIC intranet. 6. Updating and adapting the current CSIC Protocol for Prevention and Intervention against sexual and gender-based harassment. 7. Inclusion of standard gender equality clauses in CSIC contract specifications. 8. Achieve a balanced presence of women and men on committees, boards, collegiate bodies of a technical nature as well as in negotiation and participation bodies. 9. Promote a greater presence of women in the leadership of ICUs. 10. Review and, where appropriate, develop IT applications for personnel management that allow for the collection of sex-disaggregated information.
<p>1.2 Strengthening structures to promote gender equality</p>	
<p>1.3 Mainstreaming gender equality in organisational structures</p>	



Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION I.1 Advancing and deepening knowledge of the actual situation at the CSIC
Name of the measure	I. Advance and deepen knowledge of the actual situation at the CSIC through Equality Plan evaluations.
OBJECTIVE	To know, inform and disseminate the current situation regarding gender equality at the CSIC. Depending on the data and conclusions, the necessary corrective actions will be taken, where appropriate.
Description of the measure	Annual evaluations of the CSIC Equality Plan in order to know and disseminate the current situation regarding gender equality at the CSIC. These evaluations, with sex-disaggregated data, will include all CSIC staff (civil servants, permanent contract staff and temporary contract staff) and will be broken down according to work areas, levels/categories and groups. In addition to the different points of the Plan, the evaluation will include at least the following points: <ul style="list-style-type: none"> • Disciplinary records. • Work conditions in the case of teleworking (non-face-to-face mode), when the corresponding regulations are approved. • Special leave and authorisations
Expected start date	Year 2022.
Responsible body	DSG for Human Resources and CSIC Delegate Committee for Equality.
Performance indicator	Conducting the evaluation.
Impact indicator	Degree of dissemination of evaluation results.

Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION I.1 Advancing and deepening knowledge of the actual situation at the CSIC
Name of the measure	2. Inclusion of a section on gender equality in the staff survey on working conditions (HRS4R).
OBJECTIVE	To find out the degree of equality between women and men at the CSIC, based on conducting a survey on working conditions including questions on gender equality in order to identify areas for improvement.
Description of the measure	Inclusion of a section with questions on gender equality in the survey on working conditions addressed to all CSIC staff, in the framework of the implementation of the Action Plan of the Human Resources Strategy for Researchers (hereinafter HRS4R).



Expected start date	2023.
Responsible body	HRS4R Working Group and Delegate Committee for Equality.
Performance indicator	% of participants, disaggregated by sex, in the survey.
Impact indicator	Measures proposed as conclusions of the survey results.

Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION 1.1 Advancing and deepen knowledge of the actual situation at the CSIC
Name of the measure	3. CSIC Gender Equality Accreditation.
OBJECTIVE	To distinguish and recognise excellence in those ICUs that excel in the implementation of the CSIC Equality Plan and in innovative and advanced equality policies.
Description of the measure	To publish annual calls for the CSIC Equality Accreditation, awarded since 2018, and to update the repository of good practices of the ICUs awarded the Equality Accreditation (located in the equality section on the intranet), thus establishing a generalised dissemination policy. In this regard, it should be noted that the Women & Science Committee aims to give greater dissemination to the Equality Accreditation award, as one of the ten Positive Actions fostered by the CSIC is to reinforce its visibility and recognition (specifically, Action No. 1 "Equality Accreditation Reinforcement").
Expected start date	Annual calls for applications, published in September.
Responsible body	Presidency of the CSIC, on a proposal from the Delegate Committee for Equality.
Performance indicator	Publication and dissemination of the Equality Accreditation award and the measures required to achieve it. Updating the repository of good practices.
Impact indicator	Number of applications submitted. Consultation of the repository of good practices.

Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION 1.2 Strengthening structures to promote gender equality
Name of the measure	4. Standardised strengthening, enhancing and visibility of equality structures in the CSIC.



OBJECTIVE	To strengthen the existing equality structures of the CSIC and the Equality Committees of the ICUs, in order to generate repositories of activities, initiatives, proposals and debates, by holding annual meetings.
Description of the measure	<p>Improve the visibility of these groups by periodically updating the information related to them on the intranet, including instructions on the organisation and functioning of these Committees, according to the needs detected, and the list of all those that have been created.</p> <p>Annual meetings of these committees will also be promoted to foster networking and encourage the exchange of recommendations and good practices regarding the Gender Equality Action Plans implemented by the different ICUs. For a wider dissemination of the aforementioned meetings, they will be posted on the equality section of the intranet.</p>
Expected start date	2022
Responsible body	DSG for Human Resources
Performance indicator	<ul style="list-style-type: none"> - Number of existing Equality Committees. - Updating the Instructions on the organisation and functioning of these Committees, as well as the list of Committees. - Number of meetings/annual meetings of the same.
Impact indicator	<ul style="list-style-type: none"> - Annual trends in the number of Committees. - Registered participants in the annual committee meetings.

Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION 1.2 Strengthening structures to promote gender equality
Name of the measure	5. Updating the gender equality section on the CSIC intranet.
OBJECTIVE	To keep the CSIC equality section updated (both on the intranet and on the web) with all the information of the different CSIC equality tools and the information repositories created for a better visibility and valorisation of gender equality at the CSIC.
Description of the measure	Creation of updated content for the gender equality section of the CSIC website and intranet, including an open system for consultation, proposals and participation in matters of equality.
Expected start date	2022
Responsible body	DSG for Human Resources, Delegate Committee for Equality and Women & Science Committee.
Performance indicator	Page update.



Impact indicator	<ul style="list-style-type: none">- Number of page views.- Number of incoming proposals and participation via the corresponding emails: comisiondelegadadeigualdad@csic.es and cmyc@csic.es .
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Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION 1.3 Mainstreaming gender equality in organisational structures
Name of the measure	6. Updating and adapting the current CSIC Protocol for Prevention and Intervention against sexual and gender-based harassment.
OBJECTIVE	To update of the CSIC Protocol for Prevention and Intervention against sexual and gender-based harassment.
Description of the measure	<p>Update the Protocol in force to improve its practical application and operation, complying with all the legally established guarantees, and adapt it to that of the General State Administration, when it is approved.</p> <p>The aim would be to remedy some areas requiring improvement, detected in the duration of the current Equality Plan, in order to achieve greater protection and intervention to deal with conduct involving any type of harassment in a guaranteed and agile manner.</p> <p>Once it has been updated, it must be disseminated as part of an information and awareness campaign for all CSIC staff in this field. This Protocol must be clearly disseminated on a regular basis; at least one dissemination activity will be carried out once a year to mark the 25th of November (International Day for the Elimination of Violence Against Women).</p>
Expected start date	2023
Responsible body	DSG for Human Resources
Performance indicator	<ul style="list-style-type: none"> - Updating and publication of the Protocol for Prevention and Intervention against sexual and gender-based harassment at the CSIC. - Number of dissemination actions carried out.
Impact indicator	<ul style="list-style-type: none"> - Number of times the protocol has been activated and statistics on the resolution of complaints.

Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION 1.3 Mainstreaming gender equality in organisational structures
Name of the measure	7. Inclusion of standard gender equality clauses in CSIC contract specifications.
OBJECTIVE	<p>To give priority to the adoption of homogeneous criteria issued by the State Attorney General's Office and other competent bodies in Ministries and Public Bodies for the application of the principle of equality in procurement by the General State Administration.</p> <p>Adoption of such standardised criteria for the application of the principle of equality in recruitment by the CSIC.</p>



Description of the measure	Inclusion of standard clauses that take into account the values on which the principle of equality is based in the specifications for CSIC contracts subject to a mandatory report by the competent body, in accordance with the criteria defined by the State Attorney General's Office. Checking the current clauses in the CSIC tender documents and adapting them if necessary.
Expected start date	Conditional upon the approval of these criteria by the State Attorney General's Office and other competent bodies in Ministries and Public Bodies.
Responsible body	DSG for Infrastructures and Works
Performance indicator	Inclusion of the above-mentioned standard clauses by the CSIC.
Impact indicator	-Number of contracts tendered per year.

Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION I.3 Mainstreaming gender equality in organisational structures
Name of the measure	8. Achieve a balanced presence of women and men on committees, boards, collegiate bodies of a technical nature as well as in negotiation and participation bodies.
OBJECTIVE	To achieve a balanced presence in Committees, councils, collegiate bodies of a technical nature, as well as in the negotiating and participatory bodies of the CSIC.
Description of the measure	Verification of this requirement shall be carried out in the annual evaluations performed under this plan.
Expected start date	2022
Responsible body	CSIC and DSG for Human Resources
Performance indicator	<ul style="list-style-type: none"> - Trends on the ratio of women/men in collegiate bodies. - Ratio of women/men in participation and staff representation bodies.
Impact indicator	<ul style="list-style-type: none"> - Steady annual improvement in the percentage of technical and negotiation bodies with a balanced composition of men and women.

Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION
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	I.3 Mainstreaming gender equality in organisational structures
Name of the measure	9. Promote a greater presence of women in the leadership of ICUs.
OBJECTIVE	To promote gender parity in the leadership of ICUs, reducing existing imbalances.
Description of the measure	In order to improve this situation, a strategy of positive support for the promotion of women in these managerial positions must be planned, based fundamentally on the promotion of the managerial vocation among female researchers, as well as on the analysis, dissemination and awareness-raising of the imbalances that persist at present.
Expected start date	2022/2023.
Responsible body	The whole organisation.
Performance indicator	- Trends in the ratio of women to men in ICU directorates.
Impact indicator	- Annual progression in the number of women taking up management positions, taking into account the number of ICU managerial board renewals.

Action I	INSTRUMENTAL MEASURES FOR ORGANISATIONAL TRANSFORMATION I.3 Mainstreaming gender equality in organisational structures.
Name of the measure	10. Review and, where appropriate, develop IT applications for personnel management that allow for the collection of sex-disaggregated information.
OBJECTIVE	To ensure computer applications for personnel management contain an option allowing the collection of sex-disaggregated information.
Description of the measure	The computer applications will be revised to enable the collection of information disaggregated by sex or other employment circumstances, which is essential for the preparation of studies, diagnoses and to ascertain the state of equality in the CSIC's personnel management area, within the budget of the CSIC .
Expected start date	2022.
Responsible body	DSG for Human Resources + DSG for Information Technology
Performance indicator	- Number of IT applications reviewed versus total.
Impact indicator	



8.2. ACTION 2: Awareness raising, training and capacity building THIRD GENDER EQUALITY PLAN	
Awareness raising, training and capacity building	
<p>2.1 Awareness raising and information</p>	<ol style="list-style-type: none"> 1 Staff awareness campaign to mark the launch of the Third CSIC Gender Equality Plan. 2 Edition of CSIC forms to incorporate gender-inclusive language. 3 Promote STEM fields among children and young people through awareness-raising and dissemination actions in educational centres. 4 Planning, design, implementation and evaluation of training and capacity building activities on gender equality for specific staff of the organisation and addressing sexual harassment and gender-based harassment. 5 Digitalisation of the training offer on equality. 6 Basic training in gender equality for staff imparting courses or training activities at the CSIC. 7 Inclusion of a section on gender perspective in the evaluation questionnaires of the training actions. 8 Instruct teaching staff who teach courses within the framework of the CSIC Training Plan to respect the principle of equality between men and women.
<p>2.2 Training and capacity building</p>	

Action 2	AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING
Name of the measure	2.1 Awareness raising and training
OBJECTIVE	1. Staff awareness campaign to mark the launch of the Third CSIC Gender Equality Plan.
Description of the measure	<p>To publicise the Third Equality Plan and raise awareness among CSIC staff of the importance of achieving real equality as a universal principle of the organisation's functioning and the performance of its staff.</p> <p>Campaigns and conferences to disseminate the Third Equality Plan and to raise awareness of the importance of achieving real equality at the CSIC.</p> <p>Campaign design will take into account both the Equality Plan evaluations and also the Women Researchers' Reports (Women & Science Committee).</p> <p>In order to make the Third Equality Plan known to all CSIC staff, including those abroad, it will be translated into English.</p>
Expected start date	2022.
Responsible body	DSG for Human Resources and Delegate Committee for Equality.

Performance indicator	- Number of campaigns carried out and dissemination actions of the Third Plan.
Impact indicator	- Number of people reached by the campaign.

Action 2	AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING 2.1 Awareness raising and training
Name of the measure	2. Edition of CSIC forms to incorporate gender-inclusive language.
OBJECTIVE	To promote the use of gender inclusive and non-sexist language in documents produced by the CSIC.
Description of the measure	Each unit and ICU will review the forms used in the performance of its functions and adapt them to inclusive and gender-neutral language, if necessary.
Expected start date	2022.
Responsible body	The whole organisation
Performance indicator	- % of forms that use gender-inclusive language.
Impact indicator	

Action 2	AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING 2.1 Awareness raising and training
Name of the measure	3. Promote STEM fields among children and young people through awareness-raising and dissemination actions in educational centres.
OBJECTIVE	To encourage pupils' vocations from the earliest years in STEM areas, with a view to combating the gender gap in this area in the medium and long term.
Description of the measure	Enhance outreach activities in schools and colleges, especially to celebrate the 11 th of February, to promote STEM careers and specialisations among girls and young women.
Expected start date	2022.
Responsible body	ICUs, Scientific Culture Unit and Post-graduate and Specialisation Department, in collaboration with the Women & Science Committee.



Performance indicator	- Outreach activities targeting school and high school students.
Impact indicator	

ACTION 2	AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING 2.2 Training and capacity building
Name of the measure	4. Planning, design, implementation and evaluation of training and capacity building activities on gender equality for specific staff of the organisation and addressing sexual and gender-based harassment.
OBJECTIVE	To promote and guarantee quality education and training in equality at the CSIC based on criteria of excellence.
Description of the measure	<p>Plan, design, implement and evaluate training activities on gender equality, integrated in the annual training plans of each department (human resources, management, senior management, staff in charge of teams).</p> <p>The aim is to create two editions of the gender equality course for specific staff: the first for management, pre-management and/or those in charge of staff, and the second for members of the CSIC's equality committees.</p> <p>An equality module will also be included in the training course for new managers.</p> <p>The sexual harassment training course will be redesigned to focus more on the skills needed to deal with sexual harassment.</p>
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	<ul style="list-style-type: none"> - No. of training actions on equality for specific personnel. - No. of training hours on equality for specific staff.
Impact indicator	<ul style="list-style-type: none"> - Number of people who have received training, with respect to potential staff, disaggregated by gender and variables of interest. - Assessment of the training activities by the students.

Action 2	AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING 2.2 Training and capacity building
Name of the measure	5. Digitalisation of the training offer on equality.
OBJECTIVE	To increase off-site / remote training in equality.
Description of the measure	<p>Expansion of the training offer through all available audiovisual media such as: webinars; streaming; videoconferences; recording of conferences and courses on YouTube, etc.</p> <p>This will facilitate an increase in the number of activities and access to training for a larger number of employees by avoiding attendance-related travel.</p> <p>Moreover, this makes it possible to carry out activities more flexibly, increasing productivity and facilitating work-life balance and co-responsibility.</p>



Expected start date	2022.
Responsible body	DSG for Human Resources, Delegate Committee for Equality in coordination with the different equality committees of the ICUs and Women & Science Committee.

Performance indicator	- Courses in the field of equality with a duration of 15 hours or more delivered online.
Impact indicator	- Number of people who have received online training, disaggregated by gender and variables of interest. - Assessment of the online training offer in a corresponding survey.

Action 2	AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING 2.2 Training and capacity building
Name of the measure	6. Basic training in gender equality for staff imparting courses or training activities at the CSIC.
OBJECTIVE	To gradually incorporate gender equality in the training of teaching staff who impart courses at the CSIC.
Description of the measure	Positively value the fact that teaching staff have basic training in gender equality in order to give courses or training activities, promoting knowledge and gender mainstreaming in the training activities provided by the CSIC.
Expected start date	2022.
Responsible body	DSG for Human Resources.
Performance indicator	- Number of teachers who have done a training-related equality course (sex-disaggregated data). - Number of courses whose teachers have equality training.
Impact indicator	- Annual increase in the number of courses whose teachers have accredited equality training.

Action 2	AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING 2.2 Training and capacity building
Name of the measure	7. Inclusion of a section on gender perspective in the evaluation questionnaires of the training actions.



OBJECTIVE	To access the opinion of a high percentage of CSIC staff on equality training through an indirect, simple mechanism that is already established in the procedures. The overall aim is to improve the quality of the contents and reinforce the impact of the training actions from a gender-equality perspective.
Description of the measure	All training actions will be evaluated from a gender perspective. To this end, a specific module will be designed in the questionnaires to be filled in by the students. The module will contain a limited but appropriate number of questions, capable of capturing the essential aspects linked to the gender perspective of the training action provided. The module will be common to all training actions, ensuring comparability of results.
Expected start date	2022.
Responsible body	DSG for Human Resources.
Performance indicator	<ul style="list-style-type: none"> - Number of general training actions in which the gender perspective questionnaire is introduced. - Number of questionnaires completed by students.
Impact indicator	<ul style="list-style-type: none"> - Evaluation by the students of the gender perspective of the training actions received in the corresponding questionnaires.

Action 2	AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING 2.2 Training and capacity building
Name of the measure	8. Instruct the teaching staff who teach courses in the framework of the CSIC Training Plan to respect the principle of equality between men and women.
OBJECTIVE	To raise awareness and establish the value of gender equality and non-discrimination through the implementation of appropriate communication within the organisation, whether in verbal, written or any other form.



Description of the measure	<p>A communication to the teaching staff to reflect the importance of the institution's awareness-raising work in this area, reminding them that they must respect the principle of equality between women and men when carrying out their training and capacity building activities within the framework of the CSIC Training Plan. Teaching resources, materials, design and dissemination must always observe the principle of non-discrimination on grounds of sex and, therefore, all documents provided to students must respect the use of gender-inclusive language. In this regard, teachers will be provided with the Guide for the non-sexist use of the language, approved by the <i>Universidad Autónoma de Madrid</i> and implemented by the CSIC.</p>
Expected start date	2022.
Responsible body	DSG for Human Resources.
Performance indicator	<ul style="list-style-type: none">- Communication of the above-mentioned instructions to teaching staff.
Impact indicator	<ul style="list-style-type: none">- Number of training activities in which teaching staff have observed the principle of non-discrimination, providing teaching materials and resources free of gender stereotypes and using non-sexist language.- Students' assessment of the gender perspective of the training actions received.



8.3. ACTION 3: Working Conditions and Professional Development THIRD GENDER EQUALITY PLAN	
ACTION 3. Working conditions and professional development	
3.1 Access to employment and attracting talent	<ol style="list-style-type: none"> 1 Guarantee a gender-balanced representation in the different positions forming the selection panels. 2 Facilitate access to training for staff on leave due to birth, adoption, temporary disability due to pregnancy, situations related to gender violence or other situations of vulnerability. 3 Raise awareness of gender-equality culture among the members of the selection panels in order to avoid unintentional bias in merit assessment. 4 Ensure that pregnant women have their selection process adapted for duly justified reasons related to their pregnancy.
3.2 Career development	<ol style="list-style-type: none"> 5 Include childcare and child-rearing expenses in the CSIC Social Action Plan. 6 Promote the training of female public employees in STEM (Science, Technology, Engineering and Mathematics) fields. 7 Positively assess training in equality in all the posts advertised in the competitive calls. 8 Analyse and disseminate success rates in competitive calls.
3.3 Measures aimed at achieving equal pay for women and men	<ol style="list-style-type: none"> 9 Analyse the adjusted gender pay gap at the CSIC and develop, if necessary, an action plan to correct the gender-related pay gap.
3.4 Working conditions, occupational health, safety and risk prevention	<ol style="list-style-type: none"> 10 Strengthen gender mainstreaming in CSIC-staff health monitoring. 11 Risk Assessment and Preventive Planning Proposal. 12 Information and training on gender in risk prevention. 13 Prevention of situations of special vulnerability in specific installations such as ships, farms, observatories (in general isolated work areas that involve coexistence beyond the strict working day).

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.1 Access to employment and attracting talent
Name of the measure	1. Guarantee a gender-balanced representation in the different positions forming the selection panels.
OBJECTIVE	To ensure the balanced presence of women in the presidencies and tenure of the presidency of staff selection panels. To encourage respect for the principle of balanced gender representation in specific sessions of the selection panels.
Description of the measure	Ensure the equal presence of women and men on CSIC selection panels, especially for tenure-track positions. In the selection processes for research personnel, the Women & Science Committee will carry out an exhaustive <i>a posteriori</i> study of selection panel composition and substitutes to see how they are distributed.
Expected start date	2022.
Responsible body	DSG for Human Resources and VP for Scientific and Technical Research.
Performance indicator	<ul style="list-style-type: none"> - Number of women/men: <ul style="list-style-type: none"> o Composition of selection panels. o Composition of selection panels exercising the presidency or secretariat (titular and substitute). - Studies of selection-board composition performed by the Women & Science Committee.
Impact indicator	-Time-course trend of the measure.

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.1 Access to employment and attracting talent
Name of the measure	2. Facilitate access to training for staff on leave due to birth, adoption, temporary disability due to pregnancy, situations related to gender violence or other situations of vulnerability.
OBJECTIVE	To facilitate access to training courses under equal conditions for those in situations such as: leave due to risk during pregnancy, childbirth, birth, gender-based violence or other situations of vulnerability (childcare or elderly care).
Description of the measure	Adapt courses to the needs of people in circumstances of special protection, by offering the distance learning modality, wholly or partially, and/or greater flexibility, even if this may imply an extension of the deadlines, whenever possible. Giving preference to those who have joined after maternity/paternity/legal guardianship leave or to care for people with disabilities, in order to facilitate equal access to training.
Expected start date	2022.
Responsible body	DSG for Human Resources.

Performance indicator	- Number of women and men who have made use of the measure in its different modalities.
Impact indicator	- Time-course trend of the measure.

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.1 Access to employment and attracting talent
Name of the measure	3. Raise awareness of gender-equality culture among the members of the selection panels in order to avoid unintentional bias in merit assessment.
OBJECTIVE	To sensitise the members of selection panels to unintentional gender biases inherent to all people in order to recognise them and try to avoid them.
Description of the measure	In accordance with Positive Action No. 9 in the CSIC " <i>Development of informative resources for internal evaluation panels</i> ", information resources will be developed to make members of CSIC selection panels and evaluation committees for internal calls for applications aware of gender bias in some recruitment processes.
Expected start date	2022.
Responsible body	DVP for Scientific Technical Areas.
Performance indicator	- Distribution of informative resources on possible unintentional bias to all persons involved in selection panels prior to the start of the process.
Impact indicator	- Time-course trend of the success rate of women in selection processes.

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.1 Access to employment and attracting talent
Name of the measure	4. Ensure that pregnant women have their selection process adapted for duly justified reasons related to their pregnancy.

OBJECTIVE	In the event that some of the applicants are unable to complete their participation in the selection processes due to high-risk pregnancy or childbirth, the calls for applications should establish how the selection panels are to act: "Should any of the applicants be unable to complete the selection process due to a duly accredited high-risk pregnancy or childbirth, their situation will be conditional upon the completion of said condition and their passing the selection phases that have been postponed; and these may not be delayed in such a way as to prejudice the right of the rest of the applicants to a resolution of the process within a reasonable time, which must be assessed by the corresponding Panel, and in any case the completion of the same shall take place before the publication of the list of candidates who have passed the selection process".
Description of the measure	Those selection panels in which this situation arises are advised by the DSG for Human Resources to facilitate the participation of the candidates with measures such as postponing the exercises, carrying them out by videoconference or altering the order of performance. These processes shall also be adapted where necessary for breastfeeding mothers.
Expected start date	2022.
Responsible body	DSG for Human Resources.
Performance indicator	- Number of cases where this measure has had to be implemented.
Impact indicator	- Time-course trend of the measure.

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.2 Career development
Name of the measure	5. Include childcare and child-rearing expenses in the Social Action Plan.
OBJECTIVE	To address issues related to coping with parenting, especially in the early childhood period, which represent one of the most important barriers to maintaining employment and attracting talent at the CSIC, as in any field of work.
Description of the measure	Incorporate an allowance for CSIC staff members' children, between 0 and 3 years of age, to attend nursery schools or infant education centres as an incentive for access to employment for the most vulnerable staff (mainly single-parent and large families) and as a talent retention formula. The aim would be to include this type of support, especially for families within the CSIC Social Action Plan, after negotiation with the trade union organisations in the corresponding forum.
Expected start date	Conditional on agreement with trade union organisations.
Responsible body	DSG for Human Resources.



Performance indicator	<ul style="list-style-type: none"> - Propose, within the Social Action Plan framework, an allowance for attendance to nursery schools or infant education centres and child-rearing expenses. - Inclusion of the measure in the Social Action Plan, subject to agreement with the trade union organisations.
Impact indicator	<ul style="list-style-type: none"> - Number of allowances awarded.

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.2 Career development
Name of the measure	6. Promote the training of female public employees in STEM (Science, Technology, Engineering and Mathematics) fields.
OBJECTIVE	To increase women's training in STEM fields to reduce horizontal segregation.
Description of the measure	To favour the inclusion of female students in CSIC training courses related to STEM fields. Emphasis will be placed on programming in the area of "Science and Technology" and in the area of "Digital and Technological Skills". In addition, Positive Action no. 4 the CSIC, " <i>Review of the CAMINO mentoring programme</i> ", aims to review this mentoring programme for female doctoral students, which is due to be launched in the coming months, to ensure an appropriate gender balance.
Expected start date	2022.
Responsible body	DSG for Human Resources and Post-graduate & Specialisation Department.
Performance indicator	<ul style="list-style-type: none"> - Number and percentage of female public employees undertaking STEM training in CSIC training actions. - Analysis of participants in the CAMINO mentoring programme, disaggregated by gender.
Impact indicator	<ul style="list-style-type: none"> - Trends in the percentage of female workers undertaking STEM training.

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.2 Career development
Name of the measure	7. Positively assess training in equality in all the posts advertised in the competitive calls.
OBJECTIVE	To promote training in gender equality in all calls for tenders in the General State Administration and the CSIC.

Description of the measure	The Second Gender Equality Plan established a measure to positively value the accreditation of gender-equality training courses, recognised by the Public Administrations, in those subjects directly related to their job descriptions. The measure proposed for the new Plan aims to progress in the promotion of gender-equality training. In this way, the courses received or given on equality that meet the rest of the requirements of the call for applications, in terms of number of hours and training body, will be scored with one point out of ten, having a transversal nature in all competitive calls for both general and staff-specific posts.
Expected start date	2022.
Responsible body	- DSG for Human Resources.
Performance indicator	- Number of competitive calls in which this provision is included.
Impact indicator	

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.2 Career development
Name of the measure	8. Analyse and disseminate success rates in competitive calls.
OBJECTIVE	To analyse gender-parity of the success rate in competitive calls.
Description of the measure	By implementing this measure, the aim would be to analyse whether competitive processes provide equal success rates, both in open-access and internal promotion, in the scientific and technical categories. This analysis and the dissemination of the corresponding statistics would be carried out in the annual evaluations of the Third Gender Equality Plan, as well as in the reports on the scientific categories produced annually by the Women & Science Committee.
Expected start date	2022.
Responsible body	DSG for Human Resources and Women & Science Committee.
Performance indicator	- Preparation of the corresponding statistics.
Impact indicator	- Time-course trend of the data.

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.3 Measures aimed at achieving equal pay for women and men
Name of the measure	9. Analyse the adjusted gender pay gap at the CSIC and develop, if necessary, an action plan to correct the gender-related pay gap.

OBJECTIVE	To better understand the gender-related pay gap and, where necessary, take appropriate action to correct the gender pay gap.
Description of the measure	The current methodology used to analyse the pay gap at the CSIC will be reviewed in order to incorporate improvements that will allow for a more accurate understanding of this reality. These statistical analyses of the pay gap will be complemented by analyses of the pay gap of five-year and six-year periods for research staff carried out by the Women & Science Committee.
Expected start date	2022.
Responsible body	DSG for Human Resources and Women & Science Committee.
Performance indicator	<ul style="list-style-type: none"> - Analysis of the pay gap at the CSIC carried out according to the new methodology. - Statistical analysis of the five-year and six-year periods of research staff.
Impact indicator	

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.4 Working conditions, occupational health, safety and risk prevention
Name of the measure	10. Strengthen gender mainstreaming in CSIC-staff health monitoring.
OBJECTIVE	To improve health surveillance of CSIC staff by addressing differential physiological factors. Developing this measure will, in turn, promote the incorporation of the gender perspective in risk assessment and preventive planning methodologies.
Description of the measure	Improve data collection and processing systems with the aim of detecting and preventing possible situations in which the harm derived from working conditions may affect the person carrying out the work in different ways depending on the sex of the staff member. In short, it would be a matter of considering the particularities of each person, sex, age, special sensitivity, etc. within the medical protocols. (art.15.1.d LPRL – on Occupational Risk Prevention).
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	Measures taken in this regard.
Impact indicator	

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.4 Working conditions, occupational health, safety and risk prevention
Name of the measure	I 1. Risk Assessment and Preventive Planning Proposal.
OBJECTIVE	To analyse the problems of work organisation and psychosocial risks caused by social roles and family responsibilities (work-life balance).
Description of the measure	Include within the assessment methodologies to identify exposure to certain risk factors, taking into account biological differences, especially due to the effect of handling chemical agents, radioactive agents, etc. and exposure to ergonomic risk factors.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	Adoption of the above-mentioned measure.
Impact indicator	

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.4 Working conditions, occupational health, safety and risk prevention
Name of the measure	I 2. Information and training regarding gender in Risk Prevention.
OBJECTIVE	To achieve a greater degree of gender awareness through the provision of risk prevention courses for the different CSIC groups.
Description of the measure	Include content for information and awareness-raising regarding gender in the training on risk prevention provided to the different CSIC groups: management, risk prevention delegates or middle management, and in short, the whole team.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	Adoption of the above-mentioned measure.
Impact indicator	

Action 3	WORKING CONDITIONS AND PROFESSIONAL DEVELOPMENT 3.4 Working conditions, occupational health, safety and risk prevention
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Name of the measure	13. Prevention of situations of special vulnerability in specific installations such as ships, farms, observatories (in general isolated work areas that involve coexistence beyond the strict working day)
OBJECTIVE	Prevent possible situations of harassment in work environments that have been shown by current statistics to be particularly prone to such situations, as they often involve continuous coexistence of 24 hours or more in fieldwork environments.
Description of the measure	Incorporate specific training and prevention measures for the staff of these facilities against possible situations of discrimination and/or sexual or gender-based harassment.
Expected start date	2023.
Responsible body	DSG for Human Resources
Performance indicator	<ul style="list-style-type: none">- Number and type of training activities developed.- Adoption of specific measures on ships and work stations such as gender segregation of cabins/rooms.
Impact indicator	-



8.4. ACTION 4: Co-responsibility and work-life balance
THIRD GENDER EQUALITY PLAN

Action 4. Co-responsibility and work-life balance

1. Update and disseminate the Guide on work-life balance in the National State Administration.
2. Include a section with questions on staff satisfaction and work-life balance needs in the HRS4R staff survey on working conditions.
3. Give preference to CSIC staff with dependent family members with respect to holidays and leave for private matters.
4. Record sex-aggregated breakdown of special leave (maternity / paternity / childcare...).
5. Reflect all existing work-life balance measures on the CSIC work calendar.



Action 4	CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Name of the measure	1. Update and disseminate the Guide to work-life balance in the General State Administration.
OBJECTIVE	To disseminate the General State Administration's guide to work-life balance.
Description of the measure	Publication of the aforementioned Guide on the Equality section of the CSIC intranet so that all staff are aware of it. Similarly, when the aforementioned guide is updated, it should also be published on the CSIC intranet.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	- Publication of the Guide and its successive updates on the CSIC website's equality section.
Impact indicator	- Number of visualisations/downloads.

Action 4	CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Name of the measure	2. Include a section with questions on staff satisfaction and work-life balance needs in the HRS4R staff survey on working conditions.
OBJECTIVE	To find out the situation of CSIC employees in relation to work-life balance.
Description of the measure	Prepare a section with questions aimed at gathering information from CSIC staff on their needs or satisfaction with existing measures for work-life balance and their degree of satisfaction. If necessary, formulate and take the corresponding measures.
Expected start date	2023.
Responsible body	DSG for Human Resources
Performance indicator	- Inclusion of the work-life balance section in the survey and its implementation.
Impact indicator	- Respondents' rating on this issue (HRS4R).

Action 4	CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Name of the measure	3. Give preference to CSIC staff with dependent family members with respect to holidays and leave for private matters.
OBJECTIVE	To facilitate the work-life balance of staff with dependent family members.
Description of the measure	Establish preference for holidays and private leave days, if they do not affect the needs of the service, for CSIC staff with dependent family members in order to facilitate achieving a work-life balance. In undertaking this measure, it should be foreseen that its implementation does not undermine the holiday and leave entitlements of other CSIC staff.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	- Inclusion of the measure in the CSIC working calendar.
Impact indicator	- Respondents' rating on this issue (HRS4R).

Action 4	CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Name of the measure	4. Record sex-aggregated breakdown of special leave (maternity / paternity / childcare...).
OBJECTIVE	To know the distribution of care burdens among CSIC staff and, if inequalities are detected, to encourage a balance in leave requests related to work-life balance in the ratio of women to men.
Description of the measure	Collection of sex-disaggregated information for each of the leaves of absence related to the work-life balance of CSIC staff. This information will be included in the annual evaluations of the Third CSIC Equality Plan. The aim would be to promote equality between women and men in the equal sharing of family responsibilities and, where necessary, to take appropriate measures to encourage a gender-equity in work-life balance leave requests.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	- Number of persons requesting each of the work-life balance and care leaves of absence, disaggregated by sex.
Impact indicator	- Analysing yearly developments.



Action 4	CO-RESPONSIBILITY AND WORK-LIFE BALANCE
Name of the measure	5. Reflect all existing work-life balance measures on the CSIC's work calendar.
OBJECTIVE	To make CSIC staff aware of all the existing possibilities and measures to achieve work-life balance.
Description of the measure	Update the CSIC working calendar to include all existing work-life balance measures, both with the new measures to be adopted by the General State Administration and by the CSIC.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	- Inclusion of these measures in the CSIC working calendar.
Impact indicator	- Assessment of the survey in this area.

8.5. ACTION 5: Violence against women THIRD GENDER EQUALITY PLAN
ACTION 5. Violence against women
<ol style="list-style-type: none"> 1. Training on violence against women and proper treatment of the victim. 2. Dissemination of the mobility procedure for female public employees in the General State Administration who are victims of gender-based violence and of the inter-administrative mobility agreement for female public employees who are victims of gender-based violence. 3. Specific awareness-raising actions on commemorative days to raise awareness of violence against women. 4. Incorporation in the CSIC's Social Action Plan of an allowance for sexual harassment or harassment on grounds of sex in the workplace. 5. Incorporation in the CSIC welcome handbook of information on the application of the Protocol for Prevention and Intervention against sexual and gender-based harassment in the CSIC. 6. Translation into English of the CSIC Protocol for Prevention and Intervention against sexual and gender-based harassment.

Action 5	VIOLENCE AGAINST WOMEN
Name of the measure	1. Training on violence against women and proper treatment of the victim.
OBJECTIVE	To provide training on violence against women, with a focus on avoiding secondary victimisation, including the Royal Decree on sexual and gender-based harassment in the General State Administration when it is approved, as well as the CSIC Protocol.
Description of the measure	Raise awareness and sensitivity on the importance of training against sexual and gender-based harassment with the aim of achieving workplaces free of sexual and gender-based harassment. To this end, specific training courses on sexual and gender-based harassment, included in the CSIC Training Plan, are projected, in addition to those provided by other platforms with formats designed to broaden the target audience. Training activities should pay special attention to learning communication techniques aimed at avoiding secondary victimisation, through empathy and support for the victim in the reporting process, thus providing participants with the necessary tools to react appropriately when dealing with situations of harassment of which he or she may become aware.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	- Number of courses and training hours on equality and violence against women.
Impact indicator	- Number of people trained in gender-based violence, disaggregated by sex. - Degree of satisfaction with the training received (survey).

Action 5	VIOLENCE AGAINST WOMEN
Name of the measure	2. Dissemination of the mobility procedure for female public employees in the General State Administration who are victims of gender-based violence and of the inter-administrative mobility agreement for female public employees who are victims of gender-based violence
OBJECTIVE	To disseminate the Protocol and the Agreement on Mobility for public employees in the General State Administration who are victims of gender-based violence on the CSIC intranet.
Description of the measure	Dissemination of the Mobility Procedure for female civil servants and contract staff who are victims of gender-based violence in the General State Administration, extending its scope of action to the different Administrations and promoting its use in all of them, as well as involving trade union organisations in the above-mentioned dissemination. Likewise, disseminate a guide on mobility when it is produced by the Directorate-General for the Civil Service.



Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	- Publication on the CSIC intranet of the above-mentioned Protocol and Agreement, as well as the mobility guide once approved.
Impact indicator	- Number of consultations/downloads.

Action 5	VIOLENCE AGAINST WOMEN
Name of the measure	3. Specific awareness-raising actions on commemorative days to raise awareness of violence against women.
OBJECTIVE	To raise awareness among CSIC staff about respect for fundamental rights and freedoms, especially equality between men and women, and the rejection of violence against women and, in particular, the commemoration of the 25 th of November (International Day for the Elimination of Violence Against Women).
Description of the measure	Implementation of permanent and specific actions such as awareness-raising days, production and dissemination of information brochures, banners on the CSIC websites and intranet.
Expected start date	2022.
Responsible body	DSG for Human Resources, Delegate Committee for Equality and Women & Science Committee.
Performance indicator	- Number of awareness-raising actions carried out.
Impact indicator	- Target audience of the above actions.

Action 5	VIOLENCE AGAINST WOMEN
Name of the measure	4. Incorporation in the CSIC's Social Action Plan of an allowance for sexual harassment and harassment on grounds of sex in the workplace.
OBJECTIVE	To partly defray the costs of sexual and gender-based harassment that has occurred in the workplace, thus ensuring support for the victims of sexual and gender-based harassment.

Description of the measure	Include a gender-based violence allowance in the CSIC's Social Action Plan. to defray part of the costs of psychological treatment incurred by the victims.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	- Inclusion of the allowance in the CSIC's Social Action Plan.
Impact indicator	- Number of persons benefiting from the above-mentioned allowance.

Action 5	VIOLENCE AGAINST WOMEN
Name of the measure	5. Incorporation in the CSIC Welcome Handbook of information on the application of the Protocol for Prevention and Intervention against sexual and gender-based harassment.
OBJECTIVE	To include in the CSIC Welcome Handbook an express mention of the protocol against sexual and gender-based harassment implemented by the CSIC. Also, ensure that the welcome handbooks of the Central Organisation and of each ICUs also refer to the CSIC Protocol against sexual and gender-based harassment.
Description of the measure	Make the relevant communications with the aim of ensuring that all Institution's welcome manuals and handbooks expressly mention the aforementioned Protocol and the channel for reporting such situations.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	- Inclusion in the CSIC Welcome Handbook.
Impact indicator	

Action 5	VIOLENCE AGAINST WOMEN
Name of the measure	6. Translation into English of the CSIC Protocol for Prevention and Intervention against sexual and gender-based harassment.
OBJECTIVE	To enable all CSIC staff, including non-Spanish-speaking staff, to become familiar with the Protocol.



Description of the measure	Due to the existence of foreign non-Spanish speaking staff in the different ICUs of the CSIC, it is necessary that the CSIC Protocol against sexual and gender-based harassment be translated into English, so they can understand it. Such a version should be included in the equality section in the CSIC intranet, under the corresponding tab.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	- Translation of the above-mentioned protocol.
Impact indicator	- Number of complaints filed by non-Spanish staff members.

8.6. ACTION 6: Special Protection Situations and Intersectionality THIRD GENDER EQUALITY PLAN	
Special Protection Situations and Intersectionality	
6.1 Assessing the situation of staff with disabilities and functional diversity at the CSIC, from a gender perspective	<ol style="list-style-type: none"> 1 Carry out a gender-sensitive survey of the current situation of public employees with disabilities at the CSIC, and propose measures, if necessary. 2 Include a section on disability in training courses that include an equality module (20-hour-long courses). 3 Include multiple or intersectional discrimination. 4 Diagnose the current situation of the LGBTBI collective at the CSIC within the HRS4R framework.
6.2 Taking measures to eradicate other inequalities.	

Action 6	SPECIAL PROTECTION SITUATIONS AND INTERSECTIONALITY 6.1 Assessing the situation of staff with disabilities and functional diversity at the CSIC, from a gender perspective
Name of the measure	1. Carry out a gender-sensitive survey of the current situation of public employees with disabilities at the CSIC, and propose measures, if necessary.
OBJECTIVE	To conduct a survey and interviews with the aim of finding out the current situation from a gender perspective of public employees with disabilities at the CSIC.



Description of the measure	Adequately diagnose the current situation of public employees with disabilities at the CSIC, both at the moment of their accession and their ongoing situation, in order to understand the current problems and how to address them. The aim of the survey is to identify areas for improvement and, if necessary, to propose measures to achieve equality. Thus, application of the Universal Accessibility criteria is proposed, additionally including a gender perspective.
Expected Start date	2022/2023.
Responsible body	DSG for Human Resources
Performance indicator	<ul style="list-style-type: none"> - Conducting the survey. - Measures proposed as conclusions of the survey results
Impact indicator	<ul style="list-style-type: none"> - Evaluation received.

Action 6	SPECIAL PROTECTION SITUATIONS AND INTERSECTIONALITY 6.1 Assessing the situation of staff with disabilities and functional diversity at the CSIC, from a gender perspective
Name of the measure	2. Include a section on disability in training courses that include an equality module (20-hour-long courses).
OBJECTIVE	To train staff and raise their awareness of disability issues, targeting all staff receiving training courses exceeding a certain number of hours.
Description of the measure	The proposal is to include a section on disability training in courses that include a module on equality (courses exceeding 20-hours), in order to raise awareness of this reality, the discrimination factors that exist and the problems to be solved, especially with regard to women.
Expected start date	2022.
Responsible body	DSG for Human Resources
Performance indicator	<ul style="list-style-type: none"> - Number of courses in which the section on disability has been included.
Impact indicator	<ul style="list-style-type: none"> - Evaluation received.

Action 6	SPECIAL PROTECTION SITUATIONS AND INTERSECTIONALITY 6.2 Taking measures to eradicate other inequalities
Name of the measure	3. Include multiple or intersectional discrimination.



OBJECTIVE	To consider, from a cross-cutting and comprehensive perspective, all forms of discrimination that may occur, in the case of women, not only because of their gender, but also because of their national or ethnic origin, religion, illness, age, sexual orientation and gender identity or any other personal or social condition. Include specific protection against discrimination on the grounds of serophobia.
Description of the measure	Inclusion of serophobia as a ground for discrimination in harassment prevention protocols.
Expected start date	2023.
Responsible body	DSG for Human Resources
Performance indicator	- Implementation of the actions indicated in this measure.
Impact indicator	

Action 6	SPECIAL PROTECTION SITUATIONS AND INTERSECTIONALITY 6.2 Taking measures to eradicate other inequalities
Name of the measure	4. Diagnose the current situation of the LGTBI collective at the CSIC within the HRS4R framework
OBJECTIVE	To assess the situation of LGTBI public employees at the CSIC and to make the situation known to all public employees.
Description of the measure	Carry out a study on the current situation of the LGTBI collective and especially LBTI public employees at CSIC, in the framework of the implementation of the HRS4R Action Plan.
Expected start date	2023.
Responsible body	HRS4R Working Group.
Performance indicator	- Preparation and dissemination of a diagnostic study on the situation of the LGTBI collective and especially LBTI women at the CSIC.
Impact indicator	- Number of downloads of the diagnostic study.



8.7. ACTION 7: Gender mainstreaming in research. THIRD GENDER EQUALITY PLAN	
ACTION 7. Gender mainstreaming in research.	
7.1 Promote women's participation and equality in research and innovation	1. Training project managers in gender mainstreaming in research content. 2. Publication of results of women's participation in research and innovation projects.
7.2 Ensure inclusion of sex/gender perspective in research content	3. Analysis of scientific production and projects that include gender in the research content.

Action 7	SEX/GENDER MAINSTREAMING IN RESEARCH 7.1 Promote women's participation and equality in research and innovation.
Name of the measure	1. Training project managers in gender mainstreaming in research content.
OBJECTIVE	To provide training to project staff on the importance of gender mainstreaming in research.
Description of the measure	The commitment to achieving gender equality in research is also a commitment of Horizon Europe and, as far as research and innovation is concerned, the integration of the gender dimension in the content is a default requirement, a criterion for the award of funding that will be assessed under the criterion of excellence. In this context, the aim is to train, sensitise and raise awareness among project staff of the need for gender mainstreaming in research, through courses on the incorporation of gender analysis in research and innovation. The manuals, guidelines and other documents produced by the European Commission and the Ministry of Science and Innovation will also be disseminated on the CSIC intranet.
Expected start date	2022.
Responsible body	DSG for Human Resources and Women & Science Committee.
Performance indicator	<ul style="list-style-type: none"> - Number of courses delivered on incorporating gender analysis in research and innovation. - Dissemination on the CSIC intranet of manuals and other documents



	produced by the European Commission and the Ministry of Science and Innovation.
Impact indicator	- Number of course attendees.

Action 7	SEX/GENDER MAINSTREAMING IN RESEARCH 7.1 Promote women's participation and equality in research and innovation.
Name of the measure	2. Publication of results of women's participation in research and innovation projects.
OBJECTIVE	To achieve equality between women and men in research is one of the six priorities established in the European Research Area, to which CSIC belongs. With the implementation of this measure, the aim would be to ensure the equal participation of women in research teams and to incorporate measures to ensure the equal participation of women in research teams and to incorporate measures to ensure the equal participation of women in research teams and apply corrective measures, if necessary.
Description of the measure	Gather statistics on the participation of women in the different research teams, verifying equal opportunities, accountability and representation for women and men in research.
Expected start date	2022.
Responsible body	VP for Scientific and Technical Research
Performance indicator	<ul style="list-style-type: none"> - Ratio of women/men in research projects by research area. - Ratio of women/men acting as principal investigator in research projects. - Ratio of women to men in research teams applying for patents. - Ratio of women to men in evaluation Committees. - Sex-disaggregated data for theses and master's theses (both for doctoral students and for supervision/supervision).
Impact indicator	Improvement of the above-mentioned ratios.

Action 7	SEX/GENDER MAINSTREAMING IN RESEARCH 7.2 Ensure inclusion of sex/gender perspective in research content
Name of the measure	3. Analysis of scientific production and projects that include gender in the research content.
OBJECTIVE	To include gender as an additional and fundamental variable in the content of research where possible.



Description of the measure	<p>The inclusion of sex and gender variables and the intersectoral analysis of sex and gender has proved essential for the rigour and reproducibility of results in areas such as health and biomedicine, artificial intelligence, marine sciences and climate change, urban planning, sociology (and in the study of the COVID 19 pandemic and its consequences). This would therefore involve the production of statistics on gender mainstreaming in the content of the research in four aspects: Needs, Access, Participation and Impact (NAPRI).</p>
Date planned start	2022.
Responsible body	VP for Scientific and Technical Research.
Performance indicator	<ul style="list-style-type: none">- Inclusion of these variables in the justification of projects to enable statistics to be compiled.- Number of projects including gender in the research content disaggregated by CSIC knowledge areas.
Impact indicator	<ul style="list-style-type: none">- % of projects that include gender in the contents disaggregated by CSIC knowledge areas.



9. EVALUATION

On an annual basis, the **CSIC Delegate Committee for Equality** will draw up the corresponding evaluation reports on the Equality Plan.

For this purpose, the trends in the different indicators and the degree of compliance with the proposed measures will be taken as a reference.

The trends detected will shed light on the degree of success of the Equality Plan and, if necessary, to enable reformulation of the objectives, indicators and measures set herein.