

BCAM's 2nd Equality Plan 2022- 2026 monitoring report

1. General information

COMPANY DETAILS	
Company name	Basque Center for Applied Mathematics
NIF	G-95543526
Registered office	Alameda Mazarredo 14
Legal entity type	Association
Year of incorporation	2008
Person in charge of the Entity	
Name	Lorea Gómez García
Position	General Manager
Tel.	946 567 842
e-mail	lgomez@bcamath.org
Equality Officer	
Name	Oriana Elejalde Martins
Position	Management Assistant
Tel.	946 567 842
e-mail	oelejalde@bcamath.org
ACTIVITY	
Sector	Partnership or Other Undefined Types
CNAE (Spanish National Classification of Economic Activities)	7219
Activity description	Other Research And Experimental Development In Natural And Technical Sciences
Geographic dispersion and scope	Basque Country

SIZE						
Employees	Women	44	Men	108	Total	152
Workplaces	Alameda Mazarredo 14					
HUMAN RESOURCE ORGANIZATION						
I Personnel department	Yes					
Equality certifications or awards obtained	Special Gender Mention of the fourth edition of the STEAM Euskadi Sariak Award					
Legal and/or trade union representation of workers	Women	NO	Men	NO	Total	NO

2. Introduction

BCAM's 2nd Equality Plan was approved in 2022, with an initial term until the end of 2026, which may be extended until the next plan is available. This new plan aimed to advance along the lines of the conclusions of the diagnosis carried out, by considering the adaptation to Royal Decree 901/2020, of October 13th, which regulates equality plans and their registration, and Royal Decree 902/2020, of October 13th, on equal pay for women and men. In this sense, the essential and guiding objective of this 2nd Equality Plan, as was the case with the previous Equality Plan, is to ensure real and effective equality of treatment and opportunities for women and men within BCAM. This objective is particularly materialized in the commitment reflected in this 2nd Equality Plan to promote a corporate culture that takes into account a cross-cutting gender perspective, which makes it possible to guarantee the absence of gender-based discriminatory procedures or policies in terms of selection, recruitment, professional hierarchy, training, career development, remuneration and occupational health, as well as the promotion of the co-responsible exercise of work-life balance rights. The aim is to achieve a working environment for the company's employees that is free of gender-based discrimination.

- Based on this guiding principle, which guarantees real and effective equality of treatment and opportunities between women and men, the general objectives of this Equality Plan are as follows:
- To keep promoting an intra-organisational change in terms of gender issues in BCAM's internal organisation, policy and culture, reinforcing the real and effective integration of the gender perspective in the culture, structures and processes of the organisation.
- Balancing the presence of women and men in positions and categories where women are under-represented.
- Increasing the presence of women in leadership positions.
- Reviewing the procedures used in staff selection from a gender perspective, to guarantee real and effective equality of treatment and opportunities for women and men, based on standard, transparent, objective and homogeneous procedures.
- Making sure that the entity's training plan has a gender perspective and includes the existence of training and awareness-raising actions on equality throughout the period of validity of the Equality Plan.

- Working toward equal treatment and opportunities for women and men in terms of promotions and advancement, based on objective, quantifiable, public and transparent criteria, by encouraging the promotion of women at professional levels in which they are under-represented.
- Guaranteeing equal treatment and opportunities in terms of working conditions, by encouraging the application of the principle of balanced participation of women and men in the different types of recruitment processes and reducing the statistical imbalance of the presence of women in the entity.
- Implementing the application of the principle of equality in terms of remuneration in accordance with the terms established in the applicable legislation.
- Guaranteeing the co-responsible exercise of work-life balance rights, by informing and making them accessible to the entire workforce and improving legal measures to facilitate the work-life balance of the workforce.
- Preventing and eradicating sexual or gender-based harassment.
- Promoting and encouraging adequate protection in the workplace for female workers in situations of gender-based violence.
- Valuing and promoting (self-) care measures as a tool for sustainability and efficient productivity.
- Maintaining the gender perspective in the prevention policy, in health surveillance, as well as in any other obligation related to occupational risk prevention.
- Promoting the appropriate use of gender-inclusive and non-sexist communication internally, by maintaining quality requirements on the non-sexist use of language.
- Making BCAM's commitment to equality visible.
- Incorporating the gender perspective in the procurement policy.
- Improving the management and quality model, by incorporating the commitment of at least 1 objective and evaluation indicator that considers the gender perspective in at least 40% of the planning and reports of the services and products developed
- Facilitating internal tools and joint workspaces that help to incorporate the gender perspective in the different services/products/projects/offers.
- Maintaining participation in and commitment to the networks and collaborations established in the field of equality.

During the preliminary work phase, the Negotiating Committee for the Gender Equality Plan was created. The Commission, in addition to carrying out a gender equality diagnosis within the company, has the following functions:

- Negotiating and preparing the diagnosis, measures, means and schedule for the plan.
- Promoting the implementation of the plan, defining indicators and monitoring and evaluating the plan.
- Promoting gender parity and the training of its members.
- Ensuring a proportional and representative composition of the trade union.
- Approving and validating the plan.
- Promoting information and awareness-raising actions.
- Ensuring compliance with the Plan.
- Designing corrective measures to guarantee the achievement of objectives.
- Attending and resolving staff queries.
- Ensuring the appropriate dissemination of the information provided during the process.
- Suggesting and, if necessary, approving modifications to these regulations

On the other hand, two complementary committees were established for the implementation of the plan:

- **Monitoring Commission:** this joint commission (with both representatives of the company, and the workforce) was defined by the Negotiating Committee and will be responsible for the follow-up, evaluation and review of the Plan. The initial suggestion is that the 2 people who took part in the Negotiating Committee will hold the positions on this Monitoring Commission. The Equality Plan 2022-2026 will be reviewed and evaluated both at mid-term (year 2024) and at the end of the plan's period of validity. Both the measures that have been effectively implemented and the impact obtained up to that date will be considered.
- **The Equality Commission:** this existing committee is made up of volunteers, representatives of the different bodies involved and technical staff. In addition to collaborating with the Monitoring Commission for the review and evaluation of the plan, it will be responsible for the implementation and execution of the plan's actions.

Throughout these two years the composition of these Commissions has changed due to personnel rotation and other related circumstances.

3. Updated company gender map

The aim of this section is to summarise the aspects that stand out from the analysis of the quantitative data on the company's workforce. In this way, we will be able to have a broader overview of the current situation while considering gender and other key variables.

Starting with the analysis of the composition of the workforce by gender, we can see that the **company is male dominated**, as the number of men exceeds 60%, and in this case, they account for just over 7 out of every 10 workers (71%), i.e. 39 women and 94 men.

Graph nº1: Employees disaggregated by gender:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER					
	FEMALES	%	MALES	%	TOTAL
TOTAL	50	23,36%	164	76,64%	214

Graph nº2: Employees disaggregated by gender and contract type:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND CONTRACT TYPE						
	FEMALES	%	MALES	%	TOTAL	%
INDEFENITE	24	48%	60	37%	84	39,25%
TEMPORARY	26	52,00%	104	63,41%	130	60,75%

Graph n°3: Employees disaggregated by gender and type of workday:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND WORKING DAY						
	FEMALES	%	MALES	%	TOTAL	%
FULL TIME	47	21,96%	152	71,03%	199	92,99%
PART TIME	12	5,61%	3	1,40%	15	7,01%

Graphs n°4 and n°5: Employees disaggregated by gender and by seniority:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND SENIORITY						
	FEMALES	%	MALES	%	TOTAL	%
Less than 6 months	17	7,94%	42	19,63%	59	27,57%
6 months to 1 year	3	1,40%	34	15,89%	37	17,29%
1 to 3 years	14	6,54%	55	25,70%	69	32,24%
3 to 5 years	9	4,21%	18	8,41%	27	12,62%
5 years to 10 years	3	1,40%	12	5,61%	15	7,01%
More than 10 years	4	1,87%	3	1,40%	7	3,27%

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND AVERAGE NUMBER OF MONTHS OF SERVICE					
	FEMALES	%	MALES	%	TOTAL
AVERAGE MONTHS	32,41	124%	24,23	93%	26,14

Graph n°6: Employees disaggregated by gender and areas

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND AND AREAS						
	FEMALES	%	MALES	%	TOTAL	%
STAFF	12	5,61%	7	3,27%	19	8,88%
RESEARCH	38	17,76%	157	73,36%	195	91,12%

Graph nº7: Research Staff disaggregated by gender and professional category

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND PROFESSIONAL CATEGORY						
	FEMALES	%	MALES	%	TOTAL	% TOTAL
INTERNSHIPS	2	1,03%	12	6,15%	14	7,18%
RT	5	2,56%	17	8,72%	22	11,28%
PHD	9	4,62%	45	23,08%	54	27,69%
POSTDOC	13	6,67%	44	22,56%	57	29,23%
SENIOR RESEAR.	5	2,56%	18	9,23%	23	11,79%
GROUP LEADER	2	1,03%	11	5,64%	13	6,67%
VISTING	2	1,03%	9	4,62%	11	5,64%
SCIENTIFIC DIRECTOR	0	0,00%	1	0,51%	1	0,51%

Graph nº8: Employees disaggregated by gender and hierarchical level:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND HIERARCHICAL LEVEL						
	Dirección	%	Middle Management	%	Core staff	Total
MALES	1	0,47%	11	5,14%	152	71,03%
FEMALES	1	0,47%	2	0,93%	47	21,96%
TOTAL	2	0,93%	13	6,07%	199	92,99%

4. Activities carried out in the period 2022-2023

Areas of intervention

BCAM's 2nd Equality Plan was articulated in the following areas of intervention:

- Organisational culture
- Human resources
- Working conditions
- Prevention of sexual and gender-based harassment
- Gender-based violence
- Safety, care occupational health and equipment
- Gender-inclusive and non-sexist communication
- The company's relationship with its environment

Developed measures

ORGANISATIONAL CULTURE

Measures	Implementation status
Summarizing to, and informing the entire staff of the implementation of BCAM's 2 nd Equality Plan.	BCAM uses various channels to communicate periodically to staff and researchers all the information related to the implementation of the Plan, i.e. the Gender Equality Newsletter and the Gender Equality corner panel located in BCAM's facilities.
Organizing activities around 11F, 8M, 25N and other activities related to equality	Throughout these two years BCAM has taken part in the following activities related to equality: <ol style="list-style-type: none"> 1. Día Internacional de la mujer y la niña en la ciencia (11F) 2. Steam Sare program 3. Emakumeak Zientzian 4. MujeresxÁfrica program 5. #steMatEsElla program 6. Women Scientific Seminars 7. R- Ladies Bilbao

HUMAN RESOURCES

Measures	Implementation status
Training all the people involved in staff selection processes in gender equality.	A training on Gender Equality will be offered in September 2024 for every BCAM employee, both administrative and research staff.
Offering all new recruits a basic course in equality.	The course on Gender Equality next fall will be the first edition of this measure. It will be repeated periodically with the arrival of new employees.
Development of a video interview with BCAM women as means of addressing the glass ceiling phenomenon.	BCAM made a video with women researchers sharing their professional experience to young female students as well as the difficulties that they had to face.

Defining and structuring the channels for talent recruitment notifications to make them more transparent.	In 2023 BCAM implemented the new job offers platform, making more transparent, efficient and user-friendly the whole application process, from its beginning to its conclusion.
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WORKING CONDITIONS	
Measures	Implementation status
Including annual quantitative data on the workforce in the panel of indicators and analysing them: horizontal and vertical segregation, recruitment, departures, types of contracts, leaves of absence, internal promotions, work-life balance measures, training in equality by occupational category...	A mid-term evaluation has been made and reflected in this report. However, a more extensive analysis will be included in December's report, including a wider range of indicators

CO-RESPONSIBLE EXERCISE OF RIGHTS TO A WORK-LIFE BALANCE	
Measures	Implementation status
Preparing and disseminating a plan for the reconciliation of personal, work and family life, by taking into account the opinion of all BCAM employees and the best practices of partner institutions, beyond legal measures, incorporating the criteria and issues that are applied on a day-to-day basis as ways of caring for the team and taking into account work-life balance, care and digital disconnection.	In 2024 BCAM has approved a series of policies that contribute to preserving the reconciliation of personal, work and family life: <ul style="list-style-type: none"> - Work-life balance - Digital desconexion - Maternity and paternity leaves

PREVENTION OF SEXUAL AND GENDER-BASED HARASSMENT	
Measures	Implementation status
Updating and disseminating an internal protocol regarding sexual and/or gender-based harassment, separate from the existing unified protocol.	In 2023, BCAM's harassment protocol was reviewed by the external consultancy service, and a new action procedure was established in order to tackle conflict or harassment related issues. Both the protocol and the procedure are available to every BCAM member.
Incorporating information on the new sexual and/or gender-based harassment protocol into the Welcome Plan.	A new harassment protocol is being elaborated and will be finished before December 2024. It will be included into the Welcome Plan.

GENDER-BASED VIOLENCE	
Measures	Implementation status
Establishing an internal activation procedure in cases of victims of gender-based violence, with coordinators within the company.	BCAM has been implementing an Interpersonal Conflict Management protocol that establishes the action procedure to follow in the event that behaviours involving interpersonal conflict and/or harassing (i.e. moral, sexual or gender) in the workplace.

Collecting, improving and applying the rights recognized in current legislation to female workers who are victims of gender-based violence	BCAM assimilates and applies systematically every legislation and recommendations issued in this regard.
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SAFETY, CARE, OCCUPATIONAL HEALTH AND EQUIPMENT	
Measures	Implementation status
Designing, disseminating and analysing a questionnaire addressed the staff to find out the opinion of management on the pandemic based on equality and self-care criteria.	In 2023, within the framework of the HR Logo program, a questionnaire with all BCAM employees with the aim of knowing their satisfaction with certain aspects of BCAM's policies. The results were analysed according to the standards of the principles established by the European Commission.
Encouraging project managers /coordinators to place more emphasis on the care and well-being of each member of the team as a measure or strategy to mitigate future mental health issues.	BCAM has an external consultancy service that trains and provides guidance to project managers and coordinators on this regard.
Paying special attention to the risks associated with pregnancy and breastfeeding and the risks associated with menopause.	BCAM provides for specific procedures for pregnancy, breastfeeding and related situations.

GENDER-INCLUSIVE AND NON-SEXIST COMMUNICATION	
Measures	Implementation status
Training the staff in gender-inclusive spoken and body language	BCAM promoted and took part in a "Gender bias in research" organized by the SOMMa network.
Disseminating information, awareness material, campaigns, and other material on equality in the STEM sector as well as on an egalitarian organisational culture	BCAM shares all the information relevant of the STEAM sector and egalitarian organisational culture through its internal channels (mailing, centre TVs, newsletter). The information is received by the Gender group of SOMMa and other newsletters linked to the gender -inclusiveness.
Elaboration of news, videos, and contents with general dissemination (internal-external) on the strategy and best practices of equality in the STEM sector.	BCAM has elaborated videos for the May 12 initiative, 11F initiative, and in 2023 started Matematikhariak, the STEM week at BCAM, in which researchers from BCAM promote the meeting between young people and STEAM researchers
Paying attention to the detection of sexist use of language and, if necessary, requesting correction through the relevant means.	BCAM has elaborated a Decalogue for Gender-Perspective Communication, that offers some strategies for better gender-perspective science communication.
Preparing and disseminating video-interviews of women in leadership positions either by project or by attending to BCAM management.	In 2023, the General Manager participated in the Leaders In Tech Conference 4 video, and researchers of the Women x Africa program participated in the Women x Africa video. Researchers in BCAM have also participated in dissemination videos of Emakumeak Zientzian.
Using our communication channels (portal, email, blog) to disseminate press releases and activities during important dates (11F, 8M, 25N) information, awareness materials, campaigns, etc. on equality in the STEM sector, egalitarian organisational culture in STEM institutions, leading	BCAM has used its communication channels to disseminate the information regarding the important dates, awareness materials, and campaigns. We have launched the BCAM Podcast and the Equality Corner in which we can also disseminate the information regarding for

women researchers through...	raising awareness and dissemination of gender - perspectives. In this Corner, we have set up a Library with books on gender equality and STEM vocations and biographies that researchers are involved in growing this list. Monthly BCAM researchers have received information regarding gender perspective, awareness, and dissemination.
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THE COMPANY'S RELATIONSHIP WITH ITS ENVIRONMENT	
Measures	Implementation status
Designing a questionnaire to find out the degree of involvement of large/medium-sized suppliers in terms of equality policies. Analysing it and keeping it in mind for future recruitment processes.	This questionnaire was elaborated by BCAM in 2023 following the guidelines of the Spanish Ministry of Equality and will be implemented in the procurement process during 2024
Technical support for the definition of objectives and indicators with a gender focus	BCAM is supported by an association specialised in the field of gender equality, as well as by a gender equality officer. Both figures collaborate in the definition of these objectives and indicators.
Keep taking part in the Ikerbasque gender group.	In 2023 BCAM was part of the working group to elaborate Ikerbasque's decalogue of good practices in gender equality.
Committing teams that do not make use of technical support to ensure the effective application of the gender perspective in the objectives, indicators and development of projects.	Within any project a gender checklist must be completed and complied with.
Seeking out other gender-oriented, research and science networks to take part in and network with.	Currently, BCAM is a member of the following networks: <ol style="list-style-type: none"> 1. WG Gender SOMMa 2. Emakumeak Zientzian 3. European Women in Mathematics (EWM) 4. SteMatEsElla 5. Women x Africa 6. R- Ladies

Conclusions and proposals

By way of balance, taking into account the degree of development of the proposed measures and according to the indicators, we can say that the II Equality Plan's been implemented successfully. Although there are some pending actions to be executed in the remaining period, it is expected to implement them. In this regard, there are some actions that are yet to be implemented:

ORGANISATIONAL CULTURE	
Measures	Implementation status
Setting aside and guaranteeing an annual financial allocation to carry out the actions contemplated in the Equality Plan.	Planned for 2025-2026
Consolidating, planning and executing the functions of BCAM's Equality structures on an annual basis.	This actions's been developed with the renewal of the Gender Equality Commission. A document will be elaborated on the remaining of the year.

UNDER-REPRESENTATION OF WOMEN

Measures	Implementation status
Encouraging the promotion of women workers to all categories and positions in which they are under-represented.	Planned for 2025-2026
Collecting CVs of women from other entities, universities or training organisations that facilitate the expansion of recruitment sources, to promote the recruitment of women in positions in which they are under-represented.	Planned for 2025-2026
Informing the Equality Commission of the reasons why female candidates have been rejected for leadership positions that are masculinised and in which they are underrepresented.	Planned for 2025-2026

HUMAN RESOURCES

Measures	Implementation status
Encouraging the recruitment of young people, especially women in research positions, and men in technical or administrative positions.	Planned for 2025-2026
Incorporating specific training actions on equality for BCAM staff in the training plan in order to deepen the gender perspective in their daily work.	A BCAM Training plan's been elaborated currently. Within the different training activities, gender perspective ones will be included both for administrative and research staff.
Incorporating training actions on non-hegemonic masculinities in the training plan, also addressed to the staff of the institution.	A BCAM Training plan's been elaborated currently. Within the different training activities, gender perspective ones will be included both for administrative and research staff.
Incorporating the sex/gender and occupational category variable in the training plan and its evaluation.	This variable will be included in the said BCAM Training plan.
Taking parity into account as a criterion in promotion processes to management or leadership positions, while guaranteeing positive action for equal scores in the event of parity not being respected.	Planned for 2025-2026
Specific calls for the application of women candidates for senior management positions	Planned for 2025-2026

WORKING CONDITIONS

Measures	Implementation status
Informing the part-time staff of vacancies (full-time) and/or of any increase in working hours for the same or different projects, as agreed.	Planned for 2025-2026

PREVENTION OF SEXUAL AND GENDER-BASED HARASSMENT

Measures	Implementation status
Promoting a stable non-mixed think tank around the visibility of symbolic violence ("micro-machismos") and the empowerment of women.	Planned for 2025-2026

GENDER-BASED VIOLENCE

Measures	Implementation status
Disseminating among the staff the rights recognized in current legislation for female employees who are victims of gender-based violence.	Planned for 2025-2026

SAFETY, CARE, OCCUPATIONAL HEALTH AND EQUIPMENT

Measures	Implementation status
Making feminine hygiene kits available to all female employees at the Bilbao headquarters in case they need them during menstruation	Planned for 2025-2026
Studying psycho-social risks from a gender perspective in the STEM sector, by taking into account the measurement of stress or the need for digital disconnection, and putting forward concrete measures.	Planned for 2025-2026

THE COMPANY'S RELATIONSHIP WITH ITS ENVIRONMENT

Measures	Implementation status
Including 1 gender objective in the annual planning of all the projects carried out	Planned for 2025-2026

<p>Preparing a biannual report of best practices that includes planning from a gender perspective, and the objectives and indicators of services and products defined from a gender perspective.</p>	<p>With the renewal of the Gender Equality Commission, two reports will be issues yearly. In this case, the first one will be published in July and the second one in December.</p>
<p>Disseminating ideas and legislative and corporate opinions on not stereotyping the need for a specific gender as a requirement in projects or leadership positions.</p>	<p>Planned for 2025-2026</p>
<p>Disseminating ideas and legislative and corporate opinions on flexitime and the right to work-life balance.</p>	<p>Planned for 2025-2026</p>
<p>Encouraging regular communication with customers about BCAM's equality policy.</p>	<p>Planned for 2025-2026</p>