

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. Updated company gender map (December 2024)

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 still male-dominated**:

Graph n°1: Employees disaggregated by gender:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER					
	FEMALES	%	MALES	%	TOTAL
TOTAL	44	23,04%	147	76,96%	191

	FEMALES	MALES	TOTAL
Scientific Director	0	1	1
STAFF	10	4	14
RT	1	10	11
IT	0	2	2
PhD	10	43	53
Postdoc Junior	4	9	13
Postdoc Senior	10	29	39
RL & BCAM Researcher	7	31	38
Internships	2	12	14
VF	0	2	2
V Postdoc	0	1	1
V PhD	0	3	3

Graph nº2: Employees disaggregated by gender average:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER FTE AVERAGE					
	FEMALES	%	MALES	%	TOTAL
TOTAL	48,36	25,70%	139,81	74,30%	188,17

	FEMALES	MALES
Scientific Director	0	1
STAFF	9,83	3,65
RT	3,65	13,32
IT	0	2
PhD	8,83	43,82
Postdoc Junior	4,96	8,18
Postdoc Senior	10,62	29,64
RL & BCAM Researcher	7	26,15
Internships	2,55	8,3
VF	0,5	2,02
V Postdoc	0,33	0,42
V PhD	0	1,39
TOTAL	48,36	139,8

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND PROFESSIONAL CATEGORY						
	FEMALES	%	MALES	%	TOTAL	% TOTAL
INTERNSHIPS	2,55	5,27%	8,31	5,94%	10,86	5,77%
RT	3,65	7,55%	13,32	9,53%	16,97	9,02%
PHD	8,83	18,26%	43,82	31,34%	52,65	27,98 %
POSTDOC	15,58	32,22%	37,82	27,05%	53,40	28,38 %
SENIOR RESEAR. / GROUP LEADER	7,00	14,47%	26,15	18,70%	33,15	17,62 %
VISTING	0,92	1,90%	3,74	2,68%	4,66	2,48%
SCIENTIFIC DIRECTOR	0,00	0,00%	1,00	0,72%	1,00	0,53%
STAFF+IT	9,83	20,33%	5,65	4,04%	15,48	8,23%

Graph nº3: Employees disaggregated by gender and contract type:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND CONTRACT TYPE						
	FEMALES	%	MALES	%	TOTAL	%
INDEFENITE	21,33	10,71%	46,5	23,34%	67,83	34,04%
TEMPORARY	29,59	14,85%	101,83	51,11%	131,42	65,96%

Graph nº4: Employees disaggregated by gender and type of workday:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND WORKDAY						
	FEMALES	%	MALES	%	TOTAL	%
FULL TIME	47,58	23,88%	144,92	72,73%	192,5	96,61%
PART TIME	3,33	1,67%	3,42	1,72%	6,75	3,39%

REDUCTION OF WORKING HOURS FOR CHILDCARE		
	FEMALES	MALES
TOTAL	2,33	0

Graphs nº5: Employees disaggregated by gender and areas:

DISTRIBUTION OF EMPLOYEES DISAGGREGATED BY GENDER AND AND AREAS						
	FEMALES	%	MALES	%	TOTAL	%
STAFF	10,5	20,62%	5,67	3,82%	16,17	8,12%
RESEARCH	40,42	79,38%	142,67	96,18%	183,09	91,89%

3. Activities carried out in the second semester of 2024

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
Consolidating, planning and executing the functions of BCAM's Equality structures on an annual basis.	A document has been elaborated on the remaining of the year. In this document the developed actions have been summarised and the planning for next year has been established as well.

HUMAN RESOURCES	
Measures	Implementation status
Training all the people involved in staff selection processes in gender equality.	A training on Gender Equality was organised in September 2024 for every BCAM employee, both administrative and research staff.
Offering all new recruits a basic course in equality.	Within all the documentation that BCAM facilitates new recruits on their starting week, the Center provides them with them with a basic course in gender equality.
Encouraging the recruitment of young people, especially women in research positions, and men in technical or administrative positions.	
Incorporating specific training actions on equality for BCAM staff in the training plan in order to deepen the gender perspective in their daily work.	Periodically BCAM offers training actions, be it for the general public or within specific projects or initiatives.

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...	The desegregated data is available in this report for every BCAM employee. This data is reviewed periodically by the HR Team.

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.	BCAM's sexual harassment protocol has been reviewed and published for every BCAM employee. It is available at every time both physically in the Center as well as in the website.
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.
Disseminating among the staff the rights recognized in current legislation for female employees who are victims of gender-based violence.	We've prepared a communication with useful information regarding this issue. It will be shared shortly.

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.	We've prepared a communication with useful information regarding this issue. It will be shared shortly.

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.	BCAM has prepared the corresponding questionnaire, and it will be shared within future processes.
Disseminating ideas and legislative and corporate opinions on flexitime and the right to work-life balance.	BCAM has elaborated its work-life balance policy, which is available for the whole workforce. This document compiles the Center's view on this issue and established the corresponding rules and guidelines.

Conclusions and proposals for the period 2025-2026

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

HUMAN RESOURCES	
Measures	Implementation status
Incorporating training actions on non-hegemonic masculinities in the training plan, also addressed to the staff of the institution.	Planned for 2025-2026
Encouraging the recruitment of young people, especially women in research positions, and men in technical or administrative positions.	Planned for 2025-2026

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
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
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.	Planned for 2025-2026
Disseminating ideas and legislative and corporate opinions on not stereotyping the need for a specific gender as a requirement in projects or leadership positions.	Planned for 2025-2026
Encouraging regular communication with customers about BCAM's equality policy.	Planned for 2025-2026