

ICTA-UAB GENDER EQUITY AUDIT AND POLICY



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GLOSSARY

Gender audit: Assessment of the extent to which gender equality is effectively institutionalised in policies, programmes, organisational structures and proceedings (including decision-making processes), and in the corresponding budgets.

Gender awareness: Ability to view society from the perspective of gender roles and understand how this has affected women's needs in comparison to the needs of men.

Gender equality: Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, thereby recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

Gender equity: The concept recognises that women and men have different needs and power and that these differences should be identified and addressed in a manner that rectifies the imbalances between the sexes. This may include equal treatment, or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities.

Though often used interchangeably, equality and equity are two very distinct concepts. While international human rights treaties refer to 'equality', in other sectors the term 'equity' is often used. The term 'gender equity' has sometimes been used in a way that perpetuates stereotypes about women's role in society, suggesting that women should be treated 'fairly' in accordance with the roles that they carry out. This understanding risks perpetuating unequal gender relations and solidifying gender stereotypes that are detrimental to women. Therefore the term should be used with caution to ensure it is not masking a reluctance to speak more openly about discrimination and inequality.

Gender mainstreaming: Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions.

Intersectionality: Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination.

Non-sexist use of language: Avoidance of both an ambiguous generic masculine gender in the grammatical forms of nouns and discriminatory expressions which describe women and men in terms of their physical appearance or the qualities and gender roles attributed to their sex.

Reconciliation of work, family and private life: Objective pertaining to gender equality that requires the introduction of family and parental leave schemes, child and elderly care arrangements, and the development of a working environment which facilitates the combination of work, family and private life for women and men.

Vertical segregation: It indicates the under- (or over-) representation of women and men workers in occupations or sectors at the top of an ordering based on 'desirable' attributes (income, prestige, job stability, etc.), independent of the sector of activity.

Useful links:

Terminology: [Gender Equality Glossary and Thesaurus | European Institute for Gender Equality \(europa.eu\)](#)

Observatory for Equality UAB - UAB Barcelona

Non sexist language: https://oficinaigualtat.uib.cat/digitalAssets/297/297566_guia_us_no_sexista_llenguatgeuab.pdf

Gender discrimination and sexual harassment: <https://www.uab.cat/doc/protocol-uab>

INTRODUCTION

This document outlines the Gender Equity Policy (GEP) of ICTA-UAB, framed within the institute's commitment to advancing gender equity at all levels through actions that strengthen the presence and the role of female and non-binary scientists at the institution, make visible their research contributions and enable the development and implementation of protocols to address gender-based discrimination and sexual harassment.

This initiative forms part of the policies being developed by the UAB, specifically the "IV Action Plan for Gender Equity at the Universitat Autònoma de Barcelona 2019-2023", and the María de Maeztu programme of Excellence 2020-2023 at ICTA-UAB.

Prior to this policy, a series of activities were developed to address gender equity challenges at the institution. A few years ago, a survey led by two postdoctoral researchers gathered data on gender issues and a series of workshops were facilitated to analyse human relations, power relations, conflicts between different groups, and the areas that needed to improve gender equity within ICTA-UAB.

Following these initiatives, other activities have continued to foster debate and reflection on these issues, such as the creation in 2021 of a working group composed of PhD and Postdoctoral fellows specifically dedicated to gender equity and power relations.

In September 2021, 65 members of the ICTA-UAB community (representing the 33% of the total workforce) participated in an introductory workshop on gender equity and social justice.



LEGAL FRAMEWORK

The ICTA-UAB's Gender Equity Policy (GEP) is framed within the **IV Pla d'acció per a la igualtat de gènere a la Universitat Autònoma de Barcelona 2019-2023**, which responds to International, European, Spanish and Catalan legal frameworks.

Listed below are the main legal mechanisms that support the development of the GEP. The regulations pertaining to education, university and research can be consulted in further detail in the aforementioned plan.



International legal framework

- Universal declaration of human rights, a document that has become international law and binding for all countries in the international community, considered the rule of law due to its widespread acceptance. Moreover, this declaration is recognised in article 10 of section 2 of the Spanish Constitution of 1978: "*The norms related to fundamental rights and to the liberties that the Constitution recognises shall be interpreted in conformity with the Universal Declaration of Human Rights*".

As well as establishing the right to dignity, liberty, equality and non-discrimination as fundamental principles, the Declaration also established the right of all people to equal access to education (article 26) and work, and equal pay (article 23).

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) of 1979, an international treaty adopted by the General Assembly of the United Nations that defines the concept of discrimination and requires ratifying states to repeal all discriminatory legislation and to make new provisions to protect the rights of persons in the field of education and the labour market.

- Women World Conferences organised by the United Nations, especially the Fourth Conference, celebrated in Beijing 1995, globalise the demands on governments and establish a series of specific commitments with Member States.

Specifically, regarding violence against women, the Council of Europe Convention on the Prevention and Fight against Violence against Women and Domestic Violence of 2011, also known as the Istanbul Convention, considers the violence against women a violation of human rights.

European Union legal framework:

- Treaty on European Union (2007), which emphasises equality between men and women (articles 2 and 3) and the principle of non-discrimination (article 3) with values shared by all the Member States;

- Charter of Fundamental Rights of the European Union (2009), which prohibits all discrimination based on sex or sexual orientation, among others (article 21), as well as guaranteeing the principle of equality between men and women (article 23) and the protection of maternity (article 33). The Charter also endorses the concept of positive action (article 23);

- Rights, Equality and Citizenship Programme, established by Regulation (EU) No. 1381/2013 for the period 2014-2020, which seeks to promote the effective application of the right to non-discrimination, equality between men and women, and the prevention and elimination of violence against children, young people and women.

Finally, the European Commission Recommendation CM/Rec(2019)1 of the Committee of Ministers to Member States to prevent and combat sexism provides an updated definition of sexism that covers the public and private sphere, real life and virtual life, incorporating cyberspace (internet and social networks) as an area for action against sexism.

Spanish and Catalan legal framework

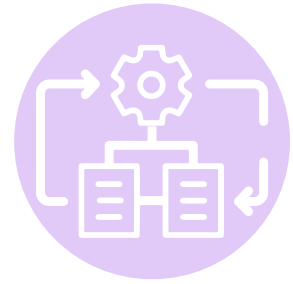
- Organic Law 3/2007 for the effective equality of women and men (LOI), modified by Royal Decree Law 6/2019, at the national level.

- Law 17/2015, of July 21, on the effective equality of women and men, which is a specific and complementary norm of the LOI and binds all the administrations, institutions, and public powers, according to the competencies of the Autonomous Government of Catalonia.

METHODOLOGY

The GEP has been developed in different work phases including:

1. **Definition of strategic lines of analysis**
2. **Creation of a balanced Gender Equity Committee**
3. **Elaboration of an internal gender audit**
4. **Definition and drafting of objectives and actions to be implemented**
5. **Result sharing and validation of the GEP within the ICTA-UAB community**



This project has been developed over a period of 9 months, between June 2021 and February 2022.

The Gender Equity Committee, represented by different ICTA-UAB collectives, has followed up on the gender audit and co-designed the objectives and actions of the GEP.

Col.lectiu Punt 6, a Barcelona-based organisation with expertise in performing gender assessments and leading gender policies for organisations, led the preparation of official documents.

1. DEFINITION OF STRATEGIC LINES

This GEP has defined five strategic lines that have been used to classify the information from the gender audit as well as to define objectives and actions to be developed in the future. The strategic lines are listed below.

Strategic Line 1: Representativeness and Balance

This section analyses the technical and organisational structure of the Institute, paying attention to how women and gendered minorities are represented in all areas, professional categories, and levels of responsibility.

Vertical or horizontal segregation is also considered.

Strategic Line 2: Human Resources Policies and Work-Life balance

This section analyses the working conditions, to verify that there is no gender discrimination in the type of contract and working hours of the employees, and to evaluate the salary structure, the professional development and the measures taken for reconciliation of personal, family and working life.

Strategic Line 3: Gender Equity Commitment

This section analyses the level of gender awareness of the Institute and the level of gender mainstreaming in all policies.

Strategic Line 4: Institutional Communication and Language

This section evaluates the internal and external communication of the Institute, the use of non-sexist and inclusive language and ICTA-UAB's commitment to increase the visibility of women and gendered minorities.

Strategic Line 5: Prevention of gender-based discrimination and sexual harassment

This section evaluates the mechanisms developed by the Institute in the prevention and detection of gender-based discrimination and sexual harassment, the degree of sensitiveness of the staff towards the equality of treatment, as well as the non-existence of attitudes of harassment.

METHODOLOGY

2. CREATION OF A BALANCED GENDER EQUITY COMMITTEE

In June 2021, a gender equity committee was created with representations of all professional categories of the ICTA-UAB community. The committee aimed at providing governance, transparency, and continuity to the process of the audit, elaboration of the GEP and its implementation. The committee has met 4 times (June, October and November 2021, and January 2022) and is also responsible for monitoring the management and improvement of GEP.

3. ELABORATION OF THE INTERNAL GENDER AUDIT

The Gender Equity Audit gathered information about ICTA-UAB that helped define the GEP and subsequently marked the objectives and actions to be implemented in order to advance towards gender equity within the organisation.

The Gender Equity Audit has been developed through the following data collection sources and coordinated by the gender equity committee.

3.1 Humans resources database

To perform a quantitative analysis of different variables of the workforce, the committee has worked with the ICTA-UAB human resources (HR) database (December 31, 2020) which included information (e.g., salary, professional category, type of contract, adoption of work-family reconciliation measures, etc.) on 199 employees.

3.2 Online survey

Under Col.lectiu Punt 6 leadership, the committee developed an online survey aimed at delving into: gender awareness and mainstreaming; the reconciliation of family, personal and work life; gender training; the use of a non-sexist language; the degree of knowledge about sexual and gender-based harassment. See **Annex I** for further details.

3.3 Workshop on gender equity and social justice

Along with the elaboration process of the GEP, Col.lectiu Punt 6 offered an introductory workshop on gender equity to four professional categories (administration, PhD students, postdoctoral fellows, senior researchers) of ICTA-UAB in September 2021. The reflections and results of these workshops have also influenced the writing of the GEP.

See **Annex II** for detailed reports.

3.4 Document analysis

Col.lectiu Punt 6 reviewed several ICTA-UAB documents - including the current regulation (March 2021), annual reports, ICTA research groups documents and their websites - to analyse elements of language and communication as well as women's visibility and gender equality.

3.5 Interviews and meetings

The Gender Equity Committee met several times to expand information and guide the research and data analysis. The director of Institutió Catalana de Recerca i Estudis Avançats (ICREA) was also interviewed to learn how this institution is integrating gender policies with the research staff.

4. DEFINITION AND DRAFTING OF OBJECTIVES AND ACTIONS

Upon validation of the audit, the gender equity committee met twice to define the objectives and specific actions of the GEP in a participatory manner, and then revised different versions of the document online (shared folder).

5. RESULT SHARING AND VALIDATION OF THE GEP WITHIN THE ICTA-UAB COMMUNITY

In February 2022, an open informative session was organised to present the results of the audit to the ICTA-UAB community and to review and jointly validate the proposed actions of the GEP. Twenty employees attended the informative session.

In May 2022, the GEP was approved by the ICTA-UAB's Permanent Board (Junta Permanent) and Council (Consell), the main decision boards for the institute.

STRATEGIC LINE 1: REPRESENTATIVENESS AND BALANCE

This section analyses the technical and organisational structure of the Institute, paying attention to how women are represented in all areas, professional groups, and levels of responsibility. Thus, the audit examines whether there is vertical or horizontal segregation both at the technical and managerial level.

Vertical segregation exists when there is a predominance of men in positions with a higher level of responsibility and a higher salary.

Horizontal segregation occurs when certain professional groups are represented by more men than women or vice versa.

Therefore, horizontal segregation in the workplace refers to the difficulties people have in accessing certain professions.

It is generally evidenced by the predominance of women in traditional feminized sectors - such as administrative positions - and the difficulty for women to access positions generally stipulated as "masculine".

STRATEGIC LINE 1: GENDER AUDIT RESULTS

1.1 TECHNICAL STRUCTURE

Gender

Based on information retrieved from the HR database (census, December 2020), there were 199 people working at ICTA-UAB, 54% of which were women. This overall figure indicates parity in the staff, understanding parity as a composition with a minimum of 40% and a maximum of 60% by gender.

Based on the analysis of the survey (November 2021, 89 participants), 48 people identified themselves as women (53.9%), 39 as men (43.8%) and two as non-binary (2.3%).

Figure 1: ICTA-UAB staff by sex (HR data)

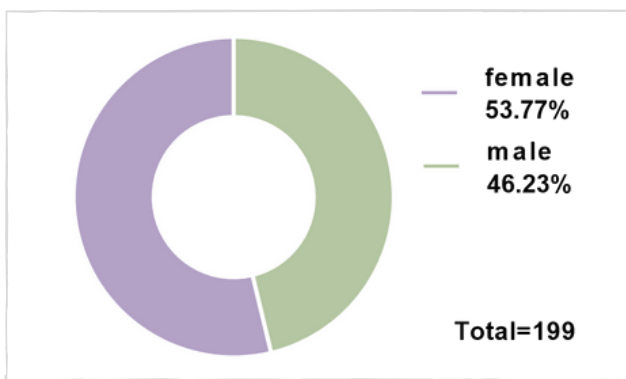
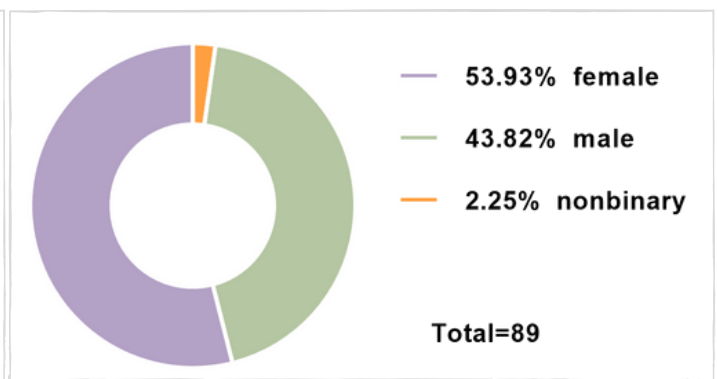


Figure 2: Sample profile by gender (survey)



Intersectional identity

Survey respondents were also asked about their intersectional identities (*multiple choice) and whether they self-identified as any specific group. Most people did not identify with any group; 14.6% identified themselves as migrants from the Global North, 9% as migrants from the Global South, and 8% as LGTBIQ+.

Some people identified themselves as racialised, with disabilities and as a single parent family.

Table 1: Intersectional identity (survey)

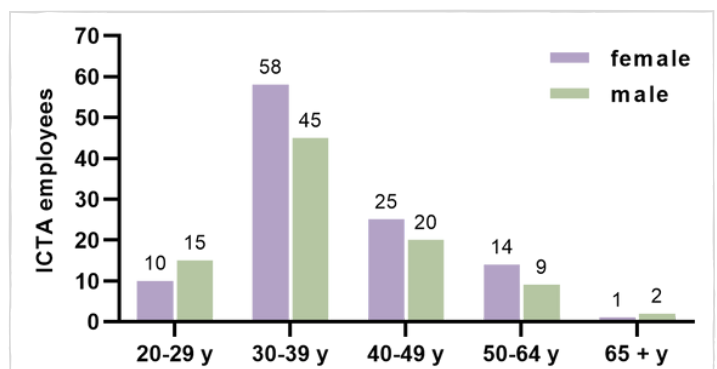
Intersectionality	Women	Men	Nonbinary
LGTBIQ+	3	2	2
Racialised	3		
People with disabilities	2		
single parent family	2	2	
Migrant from Global South	6	2	
Migrant from Global North	6	7	
NO	31	27	

Age

The average age of the workforce is 38.3 years - 38.6 y for women and 37.9 y for men.

Women outnumber men in almost all age groups, but men predominate in the 20-29 y and the over 65 y groups.

Figure 3: Technical structure by gender and age (HR data)



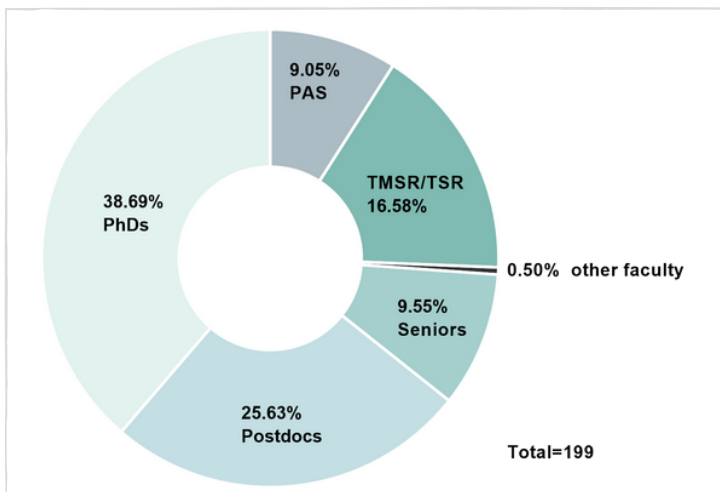
STRATEGIC LINE 1: GENDER AUDIT RESULTS

Staff types

ICTA-UAB's staff has been classified by using the following professional categories:

- **PAS:** administrative and service personnel of the UAB (Personal Administrativo y de Servicios)
- **TMSRs and TSRs:** Technical Research Support Staff (Soporte técnico a la investigación)
- **IVUs:** research staff linked to the University who work at other institutions
- **PhDs:** predoctoral research personnel (PhD students and candidates)
- **Postdocs:** postdoctoral research personnel
- **Seniors:** senior research personnel with permanent positions

Figure 4: ICTA-UAB's staff type (HR data)

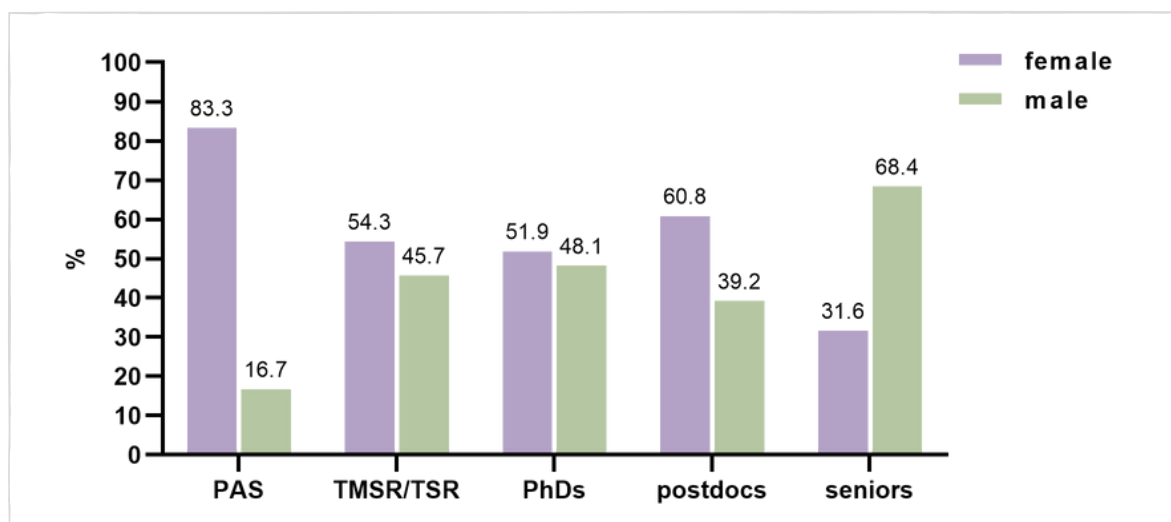


The professional category with the greatest weight is that of PhDs (77), followed by Postdocs (51) and TSR/TMSRs (33), Seniors (19) and PAS (18).

Other faculty staff (1) and IVUs (i.e., researchers who carry out research at ICTA-UAB through an agreement with the University) represent a percentage of less than 1%.

To evaluate whether there is vertical and horizontal segregation in ICTA-UAB's human resources, the audit reviewed the number of men and women by professional categories. There is parity in the PhD and TSR/TMSR groups. Among Postdocs, women represent 60.8%. However, there is horizontal segregation in the PAS staff, which is mostly female (83%), and in the senior staff, which is mostly male (68.4%).

Figure 5: ICTA-UAB's staff type by gender (HR data)

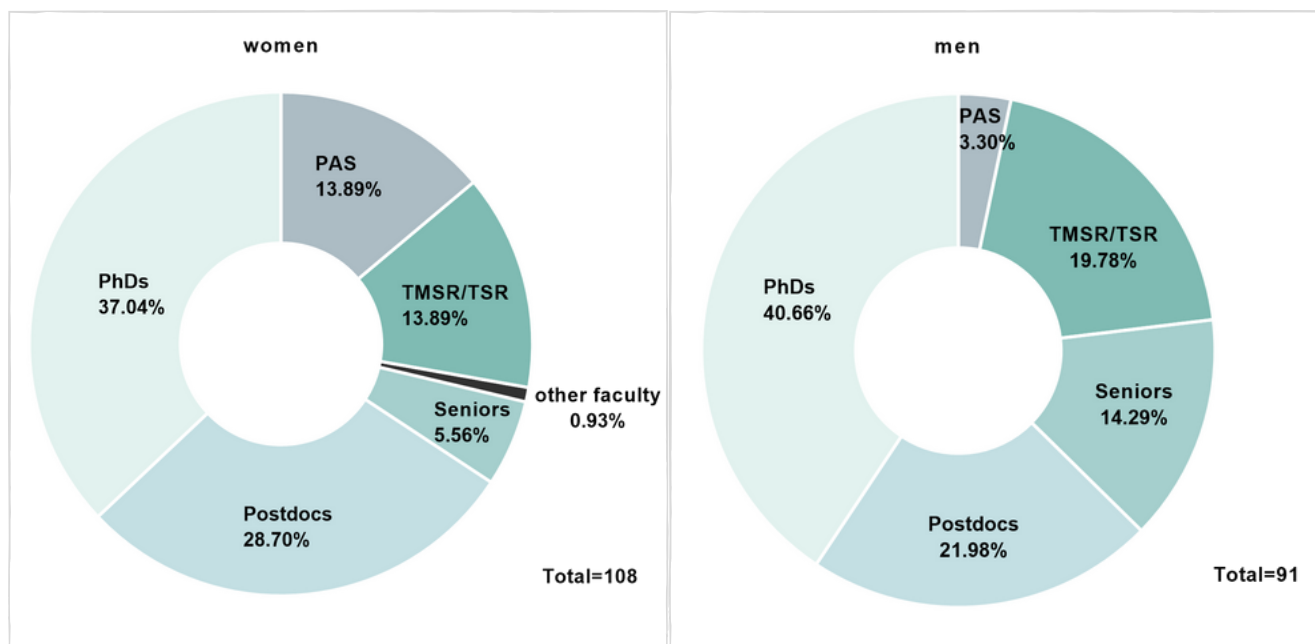


STRATEGIC LINE 1: GENDER AUDIT RESULTS

The share of the different professional categories by gender reveals that 41% of men and 37% of women at ICTA-UAB are PhDs, while 22% of men and 29% of women are Postdocs.

Gender gaps are most visible, as mentioned before, among the PAS and the seniors' groups; at ICTA-UAB, 14% of women are PAS compared to only 3% of men, while 14% of men are seniors compared to 5% of women.

Figure 6: Professional groups by gender (HR data)



Regarding the survey, most respondents were PhD students (34%), followed by Postdoctoral fellows (22%), PAS (19%), Senior researchers (14%) and other groups (11%). Among the 10 people who represent other groups there are: Research Support Staff (TSR), Associated Research Staff (IVU), Retired Senior UAB Faculty, Scientific management. One person did not answer. It should be noted that there are no people surveyed from the "Other teaching staff" group.

Of the people surveyed, there is a greater presence of women in the professional groups PhD (53% of the total number), Postdocs (60% of the total number) and PAS (82%), while men have more weight in the professional groups Seniors (75%) and TMSR/TSR (70%). The PhD group is the only one where there is representation of people with other identities (7%).

Table 2: Professional categories by gender (survey)

Professional categories	Female No	Male No	Nonbinary No	Total No
PAS	14	3	0	17
TMSR/TSR	3	7	0	10
PhDs	16	12	2	30
Postdocs	12	8	0	20
Seniors	3	9	0	12
TOTAL	48	39	2	89

STRATEGIC LINE 1: GENDER AUDIT RESULTS

1.2 INSTITUTIONAL/MANAGERIAL STRUCTURE

The scarce presence of women in managerial positions is a clear reality of vertical segregation in the Spanish labour market. In fact, women occupy 18.8% of management positions in Spain.

See *The wage gap and female presence in management 2021* (eada.edu) for further details.

To determine whether there is vertical segregation at ICTA-UAB, the audit analysed the institution's decision-making bodies, which include the Management Team, a Permanent Board and a Council.

- As of November 2021, ICTA-UAB's **Management Team** was comprised by 5 men and 1 woman. The latter is the chief administrator. There was gender parity in the previous management team.

- As of November 2021, ICTA-UAB's **Permanent Board** - comprised by the research groups' coordinators and representatives of the administration staff, PhDs and Postdoc- had an even balance across genders.

- The **Council** is composed of all senior and post-doctoral research staff, as well as representatives of administrative staff and PhD students.

· Collective a): Members who have a PhD with ascribed research >40%

· Collective b): Members who have a PhD with ascribed research <40%

· Collective c): Members who have a PhD with a temporary non-fixed relation

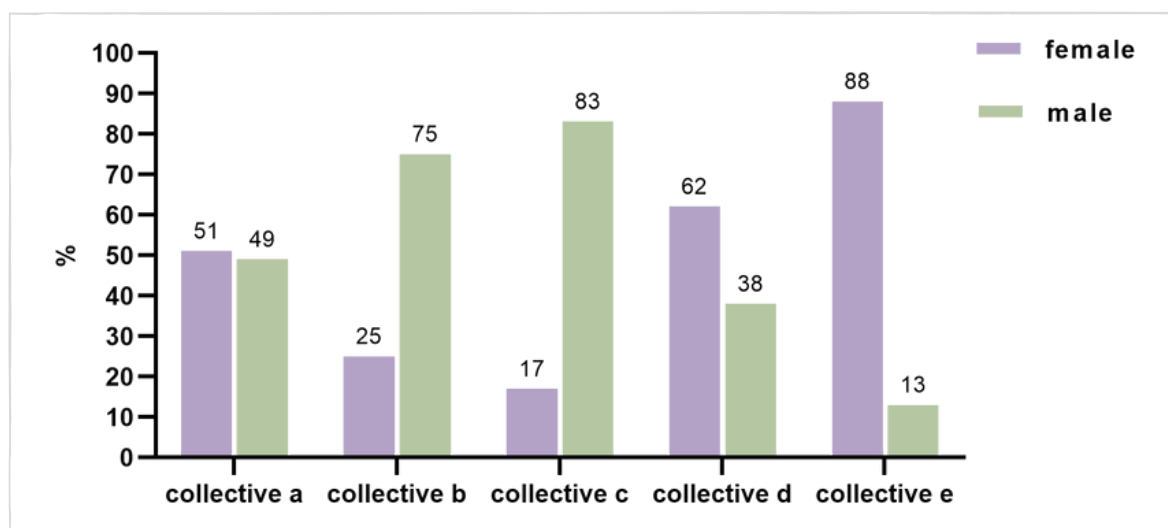
· Collective d) Research trainees and postgraduate students (20% a)

· Collective e) Members of the UAB administration services (10% a)

The council has equal representation of men and women (52% of the members of the council are women). Therefore, parity is present in the council.

The analysis of representation in the Council by group revealed that there is parity in groups a and d, but men are over-represented in groups b and c and women in group e.

Figure 7: ICTA-UAB's Council by gender



STRATEGIC LINE 1: GENDER AUDIT RESULTS

Additional commissions

ICTA-UAB has an Academic Committee for Doctoral Studies (PhD school in Environmental Science and Technology) that plans training, supervises students, and attends to their needs. There are also a Lab Committee (only for people who use laboratories), a Research Committee and a voluntary "Wellbeing and Quality of Life" Committee.

The Academic and the Research Committees are more active and may have a greater impact on the internal functioning of the Institute since the other committees work on complementary topics of added value.

At the time of this audit, data on the gender composition of these committees were not available.

Regarding the Maria de Maeztu programme 2020-2023, the Steering Committee has gender equity (with 6 male and 4 female senior scientists) while the International Scientific Advisory Board is comprised of 1 female and 2 male Professors. More women than men were invited to join the board, but most of them declined.

It would be necessary to ensure that the composition of all the committees is equal in representation but also fair in their functioning structure, in the work dynamics and in the distribution of tasks.

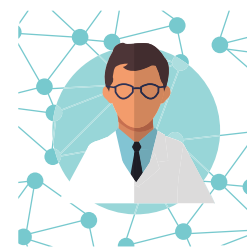
1.3. REPRESENTATIVENESS AND BALANCE: CONCLUSIONS

At the global level, ICTA-UAB has parity in the composition of the human resources, but at the collective level there is horizontal and vertical segregation in some groups. Parity is present in the PhDs and Postdocs groups who have a shorter permanence in the Institute.



In particular, the PAS group is highly feminised, while the seniors' group is masculinised, indicating a horizontal segregation in relation to groups that have a position with better working conditions and remuneration.

Vertical segregation is present in the organisational structure of the Institute, given that gender equity in the management team, committees and boards is also conditioned by the percentage of women in senior positions.



A smaller percentage of women in senior positions means that their participation in decision-making bodies represents an additional responsibility, since they are fewer in number and have more areas to cover. This reproduces gender imbalances and overburdens female scientists.

Therefore, ICTA-UAB must work to increase the number of female scientists in permanent positions, but also review who can be represented in these bodies, so that there is a gender balance that reduces the male domination of these spaces which reproduces dynamics of mansplaining and male condescendence, all while striving for more horizontal relationships and dynamics that reduce hierarchical power relations between groups with different levels of assigned and perceived responsibility.

STRATEGIC LINE 1:

OBJECTIVE 1 and ACTIONS

OBJECTIVE 1.1

To strive for gender balance across all ICTA-UAB professional categories, maintaining gender parity in those groups where it already exists (PhDs and Postdocs) and working for an increase in the number of female and non-binary scientists in senior positions and the improvement of their working conditions in all fields.



ACTION 1.1.1

Prioritisation of female and non-binary scientists in the calls for permanent positions such as ICREA Professorship, Ramón y Cajal (RyC) and Beatriz Galindo (BG) Fellowships, Talent-UAB scheme, European Research Council (ERC) grants. To achieve the representation of female and non-binary scientists to at least 40%, the number of ICTA-UAB's applicants and selected candidates for these calls will be increased (e.g., each current senior identify a woman for each call).

AREAS INVOLVED: Management, Research, Communication

STAFF INVOLVED: Postdocs, Seniors, Management

ACTION 1.1.2

Support and organisation of mentoring program for ICTA-UAB's female Postdoc fellows to apply for ERC starting or consolidator grants, and to RyC or BG fellowships.

AREAS INVOLVED: Research

STAFF INVOLVED: Seniors, PAS

ACTION 1.1.3

Organisation of career development and mentoring schemes for ICTA-UAB's PhD and Postdoc fellows.

AREAS INVOLVED: Research

STAFF INVOLVED: Seniors, Postdocs

STRATEGIC LINE 1:

OBJECTIVE 2 and ACTIONS

OBJECTIVE 1.2

To achieve gender equity in institutional representation while eliminating barriers that prevent female and non-binary scientists from accessing leadership positions.



ACTION 1.2.1

Promotion of actions that foster parity among the seniors' group to achieve gender parity in the Management team, the permanent board, and the academic committee, without overburdening the few female senior scientists at ICTA-UAB.

AREAS INVOLVED: Management, Research, Administration

STAFF INVOLVED: Seniors

ACTION 1.2.2

Commitment document to ensure that Management team candidates are equal, incorporating measures to avoid overburdening the existing group of senior female scientists, and that gender criteria are included in the internal functioning of the team. For example: meeting schedules, efficient development of meetings, agenda prior to the meeting and discussion in meetings of what cannot be solved or discussed beforehand by electronic communication or in small groups, rejection of male condescending dynamics, active listening, use of effective and practical communication tools, etc.

AREAS INVOLVED: Management, Administration

STAFF INVOLVED: Seniors, Management

ACTION 1.2.3

Elaboration of guidelines/codes and commitments for the ethics of care in human relations within ICTA-UAB, in all its commissions, boards and coordination spaces.

AREAS INVOLVED: Management, Administration

STAFF INVOLVED: Seniors, Postdocs, Management

ACTION 1.2.4

Introduction of short training on the ethics of care in senior staff retreat days and other training opportunities for constructive discussions and collective reflection (unconscious bias, intersectionality, etc.).

AREAS INVOLVED: External trainers

STAFF INVOLVED: All

ACTION 1.2.5

Compensation and incentive actions for members of the Management team, committees, boards, in a form that is not only financial, but also through time off for research or other activities (it will be necessary to demonstrate time dedication and knowledge transfer).

AREAS INVOLVED: Management, Administration

STAFF INVOLVED: Seniors, Management

STRATEGIC LINE 2: HUMAN RESOURCES POLICIES AND WORK-LIFE BALANCE

This section analyses the working conditions of the ICTA-UAB staff, verifying that there is no gender discrimination in the type of contract and working day, the neutrality or incorporation of the gender perspective in the allocation of space and resources, and assessing the salary structure.

It also analyses training and professional development opportunities and the measures to reconcile the personal, family and working lives of male and female employees.

STRATEGIC LINE 2: GENDER AUDIT RESULTS

2.1 EMPLOYMENT CONDITIONS

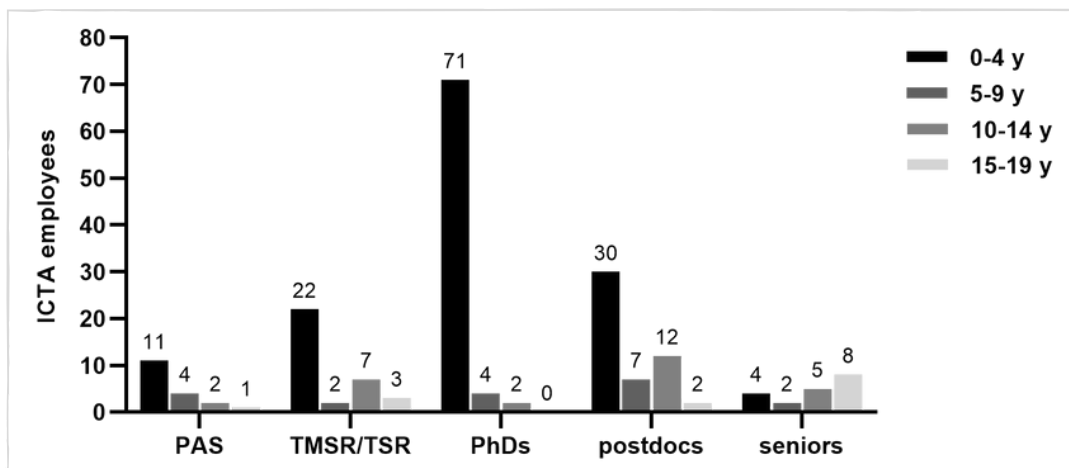
The data on the employment contracts analysed correspond to 180 people, 100 women (55.6%) and 80 men (44.4%). Data on the remaining people are not available (8 women and 11 men): some are ICREA researchers, some are ERC project managers (PAS) and some are PhDs from other institutions.

Length of service (HR data)

In terms of years of service at ICTA-UAB, there are no major differences between men and women, especially those with 5 or more years of seniority. In the last 4 years, there has been an increase in the hiring of women.

The analysis of years of service by professional categories reveals that the majority of ICTA-UAB's staff have a seniority of less than 5 years because they are PhDs and Postdocs (groups that tend to have shorter contracts). The contracts of PAS and seniors are of long duration.

Figure 8: Years of service by professional categories (HR data)



Length of service (survey)

Participants were asked about the length of service at ICTA-UAB: 6.7% had been working at the Institute for less than one year, 30.3% between 1 and 3 years, and another 30.3% between 4 and 6 years. Finally, 32.6% had been working at ICTA-UAB for more than 6 years. While those with more seniority (more than 6 years) are mostly men (16 men and 13 women), there is a majority of women with seniority of less than 6 years.

Table 3: Length of service (survey)

years at ICTA-UAB	Number	Percentage
< 1 year	6	6.7%
1-3 years	27	30,3%
4-6 years	27	30,3%
> 6 years	29	32,6%

Type of working contract

81% of the employees works full-time (37.5 h a week), 58% of which are women. There is a small percentage of the staff working part-time, with similar percentages of men and women, except for 2 men with a contract of less than 10 h a week.

Table 4: Type of working contract (HR data)

working hours	Women	Men	Total (No)	Total (%)
37.5 hours	84	62	146	81%
25-37 hours	27	10	19	11%
10-25 hours	7	6	13	7%
< 10 hours	0	2	2	1%
TOTAL	100	80	180	100%

Among women, 84% works full-time and 8% 25-30 h a week. Men who work full-time account for 78%, while 10% works 25- 30 h a week.

In sum, there are no gender differences in the type of working contract, with ICTA-UAB's staff mostly working full-time.

STRATEGIC LINE 2: GENDER AUDIT RESULTS

2.2 SALARY AND PROFESSIONAL RECOGNITION

Analysis of salary structure of ICTA-UAB's staff

This analysis was carried out using gross salary data from November 2020 for all professional categories except for seniors, where the analysis has been developed based on the annual gross salary prorated for 12 months (only the annual salary was available for this group, and it was the only way to make a comparison).

This analysis was carried out on a total of 183 people (102 women and 81 men) and does not include the salaries of 14 people (6 women and 8 men), 12 PhDs and 2 seniors.

To analyse the salary structure, the following concepts have been considered:

- the gross salary for the month of November 2020 for PAS, PhDs, Postdocs, TSR/TMSR/IVU and Other faculty staff
- the gross salary equivalent to one month (based on the annual salary) for senior personnel
- the complements of art. 83* (mainly paid to PhDs, Postdocs and Seniors)

To analyse the ICTA-UAB's remuneration structure, the Audit examined the average and median salary gap, which is calculated using the following formula, according to the 'Guide for elaborating the salary register and calculation of the salary gap' of the Generalitat de Catalunya **

$$\% \text{ gap} = (\text{average men gross salary} - \text{average women gross salary}) / \text{average men gross salary} * 100$$

$$\% \text{ gap} = (\text{median men gross salary} - \text{median women gross salary}) / \text{median men gross salary} * 100$$

Women on average earn 11% less than men. These global differences have to do with the distribution of women by groups; although more than 50% of ICTA-UAB's staff are women, they work mainly as PhDs, Postdocs and PAS (with lower salaries than other positions).

Compared with official data at different territorial scopes, the wage gap in 2018 was 11.9% in Spain, 13.3% in Catalonia and 14.4% in the European Union (<https://www.idescat.cat/indicadors/?id=ue&n=10128>).

Table 5. Mean Monthly Gross Salary by gender and professional category (HR data)

Professional category	Women	Men	Variation	% gap
PAS	2157 E	1835 E	322,3	18%
TMSR/TSR	1724 E	1778 E	-53,6	-3%
PhDs	1780 E	1754 E	25,4	1%
Postdocs	2855 E	3087 E	-231,4	-7%
Seniors *	5649 E	6233 E	-583,9	-9%
TOTAL	2352 E	2644 E	-292,3	-11%

*data prorated over 12 months based on annual gross salary

*Article 83 are occasional complements, which are authorized by seniors who direct or co-direct the projects.

** https://treball.gencat.cat/web/.content/24_igualtat/Plans_igualtat/Guia-Registre-salarial.pdf

STRATEGIC LINE 2: GENDER AUDIT RESULTS

Table 6. Median Monthly Gross Salary by gender and professional category (HR data)

Professional category	Women	Men	Variation	% gap
PAS	2135 E	1730 E	+ 405 E	+23%
TMSR/TSR	1618 E	1699 E	- 81 E	-5%
PhDs	1693 E	1596 E	+97 E	+5%
Postdocs	2979 E	3086 E	-106 E	-3%
Seniors	5083 E	5807 E	-723 E	-12%

The analysis of salaries by gender and by professional categories revealed that PAS women on average earn 18% more (and 23% more on median) than men in the same group, but it should be noted that PAS is the most female-dominated group and where the presence of men is lower.

In the group of PhDs, which is the most equal in terms of gender composition (52% women and 48% men), women earn 1% more than men, with a very small variation (and 6% more in median). Therefore, there are no significant salary differences in this group.

Wage differentials increase as the overall group occupies a position with a higher professional category and therefore, with associated prestige. Therefore, Postdocs women earn 7% less than men on average (and 5% less on median) and senior women earn 9% less on average (and 12% less on median).

The Audit also analysed the additional payments (art. 83) received by 54 ICTA-UAB employees (29 women, 25 men) in 2020.

Table 7. Number of additional payments by gender and professional group (HR data)

Professional category	Women	Men	Total
PAS	2	0	2
TMSR/TSR/IVU	3	2	5
PhDs	12	6	17
Postdocs	8	7	15
Seniors	4	10	14
TOTAL	29	25	54

When comparing averages, female Postdocs receive 7% more additional payments than men Postdocs. However, only 8 women out of 31 Postdocs (26% of Postdocs) receive it. In other groups, women receive on average less than men.

Among PhDs, 10% less is received as a complement, although the number of women PhDs who receive this complement doubles the number of men. In the case of Seniors, they receive 23%, but only 4 senior women receive this supplement compared to 10 men. In the case of TSR/TMSR and IVU people, although it is a small group that receives supplements, women receive 52% less in supplements.

Table 8. Average and variation of additional payment by gender and professional categories (HR data)

Professional category	Women	Men	Variation	% gap
PAS	1770,6 E	0	-	-
TMSR/TSR/IVU	616,8 E	1277,3 E	- 660,6 E	-52%
PhDs	654 E	730,2 E	-76,1 E	-10%
Postdocs	461,7 E	431,1 E	-30,6 E	+7%
Seniors	11764,4 E	15183,5 E	-3419,1 E	-23%

STRATEGIC LINE 2: GENDER AUDIT RESULTS

Professional recognition and projection

To address the gender gap that still exists in academia, it is also important to analyse how ICTA-UAB recognises the contributions of female and non-binary scientists and promotes their professional development.

This section presents data on awards and honours, a form of professional recognition, as well as publications, a measure of academic achievement.

- ICREA professorship

Given the high number of ICREA professorships at ICTA-UAB, the audit also interviewed the ICREA Management team. ICREA recognises that there is a lower percentage of ICREA women because the proposals for new researchers come from the research centres themselves and in many cases the centres only propose men. No formal policy has been implemented to encourage research centres to propose women or more women than men to move towards gender equity.

ICREA has an internal group that evaluates gender policies and monitors the salary gap. However, it is not entirely clear what criteria are used in the evaluations and how they deal with unconscious biases that occur both in hiring and in the evaluation panels. In fact, the director commented that there was a proposal to make a women-only ICREA call, but this proposal was never carried out.

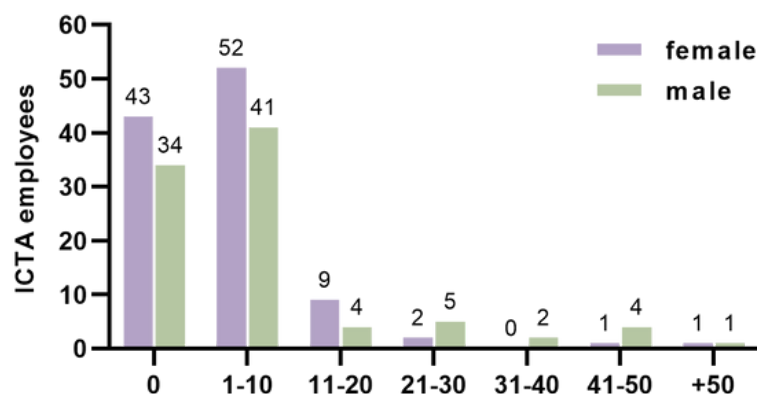
- Awards and honours

According to the 2020 report, 12 male and 3 female scientists with ICTA-UAB affiliation received awards and honours.

- Publications

In the period 2016-2020, 122 ICTA-UAB researchers have published scientific articles. Most of them have published between 1 and 10 articles, 56% of which were women. There are also more women than men who have written between 11 and 20 articles (69% women). This trend is reversed from 21 to 30 articles, where there are more men than women with publications.

Figure 9: Number of publications by gender



The average number of publications per woman in 2020 is 4.3, while the average number of publications per man is 7. These data indicate that, although there are more women than men at ICTA in academic positions at different levels, women publish less than men. This may be due to seniority, since women are mainly represented among PhDs and Postdocs.

It would also be very beneficial to be able to analyse how research groups decide first-authorship, to know more about whether these decisions are influenced by gender or by other criteria. At the same time, it is important to consider which research areas and methodologies are more publishable than others.

STRATEGIC LINE 2: GENDER AUDIT RESULTS

2.3 PERSONAL, WORK AND FAMILY BALANCE AND RECONCILIATION MEASURES

Two data sources have been used to perform the gender analysis of the dependent care and work-life balance measures. The HR database (December, 2020) that collects the employee leaves taken between 2019 and 2020 was further completed with answers to two questions from the 2021 online survey.

The survey asked whether ICTA-UAB's employees have dependents under their care. Of the responses received, 57.3% (51 people) had no dependents under their care and 42.7% did have dependents under their care, of which the majority are women (57.1% of caregivers). Regarding the type of dependency, most of ICTA-UAB employees were caring for minors (i.e., babies, infants and teenagers).

Table 9. Type of dependents (survey)

Dependents	Women	Men	Nonbinary	Total
Babies	7	3	0	0
Children	11	7	0	18
Teenagers	7	4	0	11
Young people	6	4	0	10
Elder People	2	0	0	2
No dependents	24	25	2	51
Not answered	0	1	0	1

*multiple choice (some people could have chosen more than one answer)

Regarding work-life balance measures, a total of 13 people (8 women and 5 men) have taken some sort of permits between 2019 and 2020 (HR database 2020). These represented 7% of the total workforce. The leaves were mostly for maternity/paternity and breastfeeding.

Table 10. Work-life balance leaves 2019-2020 (HR data)

Permits	Women	Men	Total
Compacted breastfeeding	3	1	4
Maternity leave	5	0	5
Paternity benefit SS (PAS, PDI)	0	3	3
Paternity leave	0	1	1
Total	8	5	13

The survey also aimed at collecting information on whether workers had taken leave during other time periods and whether workers were aware of these measures. Of the 89 respondents, 79% of the sample did not take a leave (37 women, 31 men, 2 others) whereas 21% of the sample took some type of leave or work-life balance measure. A total of 38 leaves of absence were reported, 71% of which were taken by women. Half of the leaves were taken by Postdocs. These include maternity/paternity leave, breastfeeding permit, compressed working day and reduced working day. Noteworthy, the leave for reduced working hours with reduction of salary has been taken only by women. Likewise, the leaves of absence for the compression of the working day are mostly taken by women.

STRATEGIC LINE 2: GENDER AUDIT RESULTS

It should be noted that there were 10 people who did not know that these permits existed, most of whom are PhDs. Although this is a small number, it is important that this information is widely communicated and that there are no people who are unaware of the leaves they can apply for.

Figure 10. Awareness and use of Work-life balance measures by gender (survey)

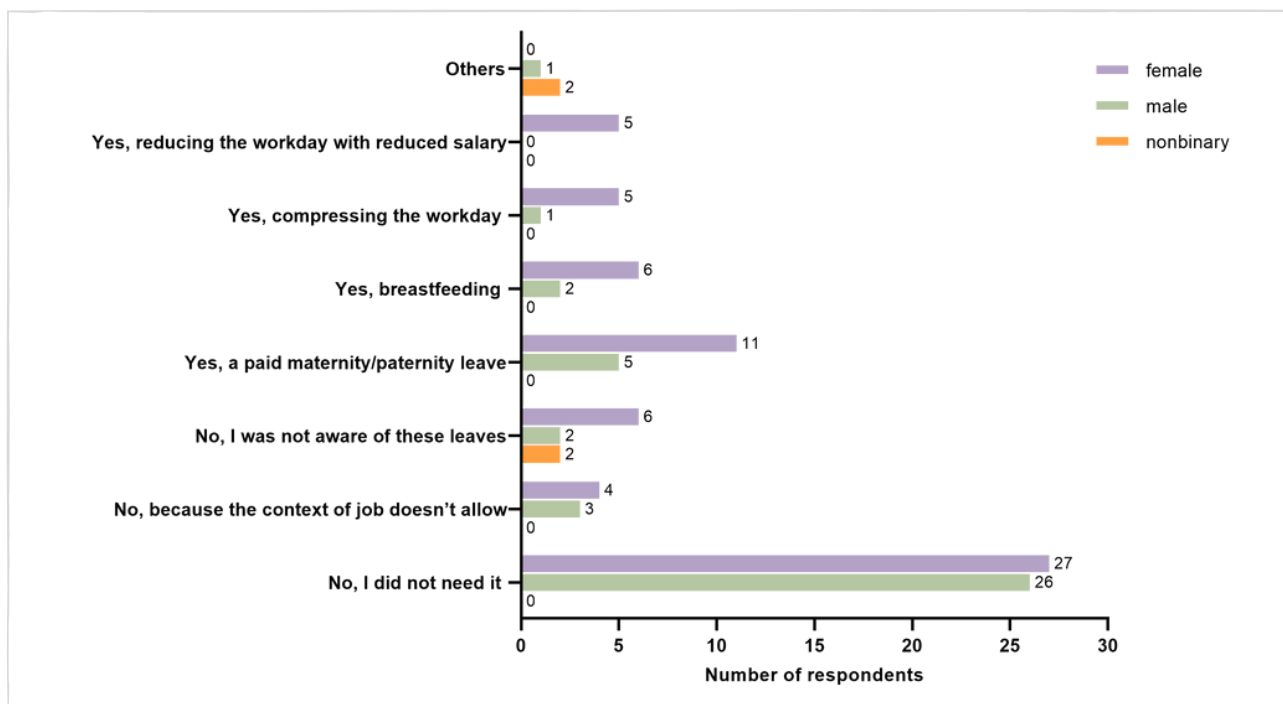


Table 11. Awareness and use of Work-life balance measures by professional categories (survey)

Awareness of work-life balance measures	PAS	TSR	PhDs	Postdocs	Seniors	Total
NO	15	7	27	12	9	70
YES	4	6	5	19	4	38
TOTAL	19	13	32	31	13	108

Use of work-life balance measures	PAS	TSR	PhDs	Postdocs	Seniors	Total
No, I did not need it	15	6	17	8	7	53
No, the context of the job doesn't allow	0	1	2	2	2	7
No, I was not aware of these leaves	0	0	8	2	0	10
Yes, paid maternity/paternity leave	1	2	2	7	4	16
Yes, breastfeeding	1	2	0	5	0	8
Yes, compressing the workday	0	1	2	3	0	6
Yes, reducing the workday	2	0	0	3	0	5
others	0	1	1	1	0	3
total	19	13	32	31	13	108

*multiple choice (some people could have chosen more than one answer)

STRATEGIC LINE 2: GENDER AUDIT RESULTS

2.4 HUMAN RESOURCES POLICIES AND WORK-LIFE BALANCE: CONCLUSIONS

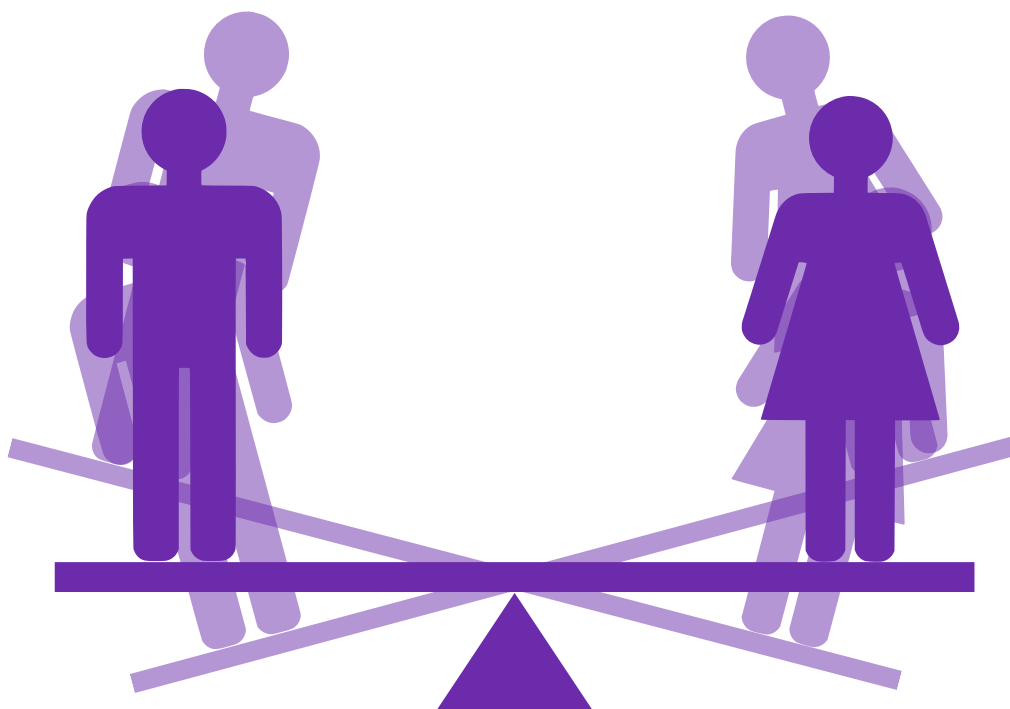
In this area, there are no gender differences in terms of the type of contract and seniority of people working in ICTA-UAB's different professional categories. Most people are employed full-time, and the seniority depends on the type of position they occupy. Therefore, the PhDs and Postdocs have the least seniority, due to the temporary nature of their position.

Among established researchers there are no differences in seniority, as there is a similar percentage of men and women in groups with similar number of years working at ICTA-UAB.

Based on the analysis of HR data, the overall salary gap is 11% at ICTA -UAB . By group, PAS women earns on average 18% more than PAS men, while the salary gap in the Postdocs and Seniors groups showed that women earn 7% and 9% less than men, respectively.

Regarding survey respondents, 42.7% reported having minors under their care and 21% reported having taken some type of work-life balance measures during their time at ICTA-UAB.

A total of 38 leaves of absence were reported, 71% of which were taken by women. It is important to strengthen the dissemination of information about the right to take these leaves, given there are people still unaware of their existence.



STRATEGIC LINE 2:

OBJECTIVE 1 and ACTIONS

OBJECTIVE 2.1

To improve the contractual structure between male, female, and non-binary scientists, tending towards parity in all its typologies and supporting applications of female and non-binary researchers for permanent positions.



ACTION 2.1.1

Set-up of a communication strategy of ICTA-UAB's commitment to prioritise the application of female and non-binary scientists for permanent positions and to extend this commitment to other funding schemes and additional payments.

AREAS INVOLVED: Communication

STAFF INVOLVED: Seniors, Management

ACTION 2.1.2

Inclusion of gender criteria in job posting to favour the hiring of female and non-binary scientists.

AREAS INVOLVED: Research, Administration

STAFF INVOLVED: Seniors, Postdocs, Management, PAS

ACTION 2.1.3

Advocacy to the UAB and ICREA to create calls for Postdocs fellowship or senior positions dedicated to female and non-binary scientists

AREAS INVOLVED: Research

STAFF INVOLVED: Seniors

ACTION 2.1.4

Support to ICTA-UAB seniors to attract female and non-binary scientists to all possible research calls, and especially to those that involve a stable position in the Institute in an immediate or short/medium term (ERC consolidator, ICREA, RYC, Talent, etc.).

AREAS INVOLVED: Research, Administration

STAFF INVOLVED: Seniors, Management

STRATEGIC LINE 2:

OBJECTIVE 2 and ACTIONS

OBJECTIVE 2.2

To balance the salary structure in all areas, by eliminating gender differences, analysing and eliminating factors that could lead to direct or indirect discrimination.



ACTION 2.2.1

Periodic and continuous salary analysis to collect the evolution over time, reviewing differences between different types of contracts, analysing salary increases over time depending on the source of financing, etc.

AREAS INVOLVED: Administration

STAFF INVOLVED: Management

ACTION 2.2.2

Commitment to ensure equal salaries for female, male and non-binary fellows in the PhD and Postdocs groups that are directly assigned by Principal Investigators.

AREAS INVOLVED: Administration, Management, Research

STAFF INVOLVED: Seniors

ACTION 2.2.3

Development of gender criteria in the evaluation of candidates for ICREA and other UAB research positions that include qualitative criteria beyond the number of publications and funds obtained. Example of other evaluation criteria are: knowledge transfer work, community engagement, team management, care within and outside the research group, communication, publications outside academic journals, etc.

AREAS INVOLVED: Research

STAFF INVOLVED: Seniors, ICREA Seniors

ACTION 2.2.4

Development of a gender criteria in the direct hiring of PhDs and Postdocs, that is when ICTA seniors have the possibility/capacity to hire new researchers directly and make decisions regarding salaries. A gender criteria would value the diverse contributions/roles of women researchers, and not only taking into account their seniority or publications.

AREAS INVOLVED: Research, Administration

STAFF INVOLVED: Seniors

STRATEGIC LINE 2: OBJECTIVE 3 and ACTIONS

OBJECTIVE 2.3

To develop gender criteria in the new and existing mechanisms of recognition and professional development that affect the salary and employment stability of female and non-binary scientists.



ACTION 2.3.1

Incorporation of the gender perspective in the awards and honours given at ICTA-UAB.

AREAS INVOLVED: Research, Management

STAFF INVOLVED: Seniors, Postdocs, Management, Research and lab support staff

ACTION 2.3.2

Creation of an award for the best master's thesis and/or the best doctoral thesis that incorporates a gender perspective.

AREAS INVOLVED: Management, Research

STAFF INVOLVED: Seniors, Postdocs, Management, Research and lab support staff

ACTION 2.3.3

Set-up strategies to increase the visibility of research/publications/events led by female and non-binary scientists on ICTA-UAB's website and social networks, including the development of specific prizes.

AREAS INVOLVED: Management

STAFF INVOLVED: Research and lab support staff, Seniors, Postdocs

ACTION 2.3.4

Set-up strategies to increase the visibility of research, publications, events that promote gender equality on ICTA-UAB's website and social networks.

AREAS INVOLVED: Communication

STAFF INVOLVED: Seniors, Postdocs, PhDs, Research and lab support staff

ACTION 2.3.5

Analysis of the criteria for authorship of publications from a gender perspective

AREAS INVOLVED: Management

STAFF INVOLVED: Research and lab support staff

STRATEGIC LINE 2: OBJECTIVE 4 and ACTIONS

OBJECTIVE 2.4

To facilitate the dissemination and knowledge of measures for the reconciliation of personal, work and family life and guarantee the right to adopt these measures, without this reconciliation harming women's scientific careers.



ACTION 2.4.1

Periodic communication and dissemination of documents reporting the rights and available reconciliation measures to all ICTA-UAB's staff (e.g., by including information in the Welcome Guide and on the ICTA-UAB website).

AREAS INVOLVED: Communication, Administration

STAFF INVOLVED: Research and lab support staff

ACTION 2.4.2

Emphasis on the communication of work-life balance measures by targeting people with short contracts (PhD and Postdocs), making visible the rights to adopt these measures and the existing budget to complete certain leaves (e.g., reduction of working hours).

AREAS INVOLVED: Communication

STAFF INVOLVED: Research and lab support staff

ACTION 2.4.3

Dissemination of information on these permits by a reference staff member within of each project or research group.

AREAS INVOLVED: Communication

STAFF INVOLVED: PAS, Seniors, Postdocs

ACTION 2.4.4

Adaptation and expansion of available conciliation measures according to the diverse needs of ICTA-UAB's staff (e.g., promotion of teleworking and online meetings whenever possible).

AREAS INVOLVED: Administration

STAFF INVOLVED: PAS, Management

ACTION 2.4.5

Periodic gender impact analysis of teleworking

AREAS INVOLVED: Administration, Management

STAFF INVOLVED: Research and lab support staff

ACTION 2.4.6

Review of the scheduling of meetings during working hours (for example, when children are at the nursery or school), with a defined start-end time and agenda

AREAS INVOLVED: Administration

STAFF INVOLVED: PAS, Seniors, Postdocs

STRATEGIC LINE 2: OBJECTIVE 4 and ACTIONS

ACTION 2.4.7

Extension of temporary leaves, such as the establishment of a menstrual leave with reduced workload during this period and creation of leave for miscarriage and chronic illnesses.

AREAS INVOLVED: Administration

STAFF INVOLVED: PAS, PhDs, Postdocs, Seniors

ACTION 2.4.8

Creation of a breastfeeding room that can be used both to breastfeed babies in a safe and comfortable space, as well as for pumping milk.

AREAS INVOLVED: Administration, technical and building staff

STAFF INVOLVED: PAS, PhDs, Postdocs, Seniors

ACTION 2.4.9

Installation of changing tables and other elements to support care (wastebaskets in all toilets regardless of gender, signage of toilets with signs where menstrual cups can be changed, etc.) in toilets of the building without distinction of gender (not only in toilets marked with the female gender).

AREAS INVOLVED: Administration, technical and building staff

STAFF INVOLVED: PAS

STRATEGIC LINE 3: GENDER EQUITY COMMITMENT

This section analyses the level of gender awareness of the Institute, and therefore the awareness and involvement in gender equity; as well as the level of gender mainstreaming in all policies, decision-making and actions both internally and externally.

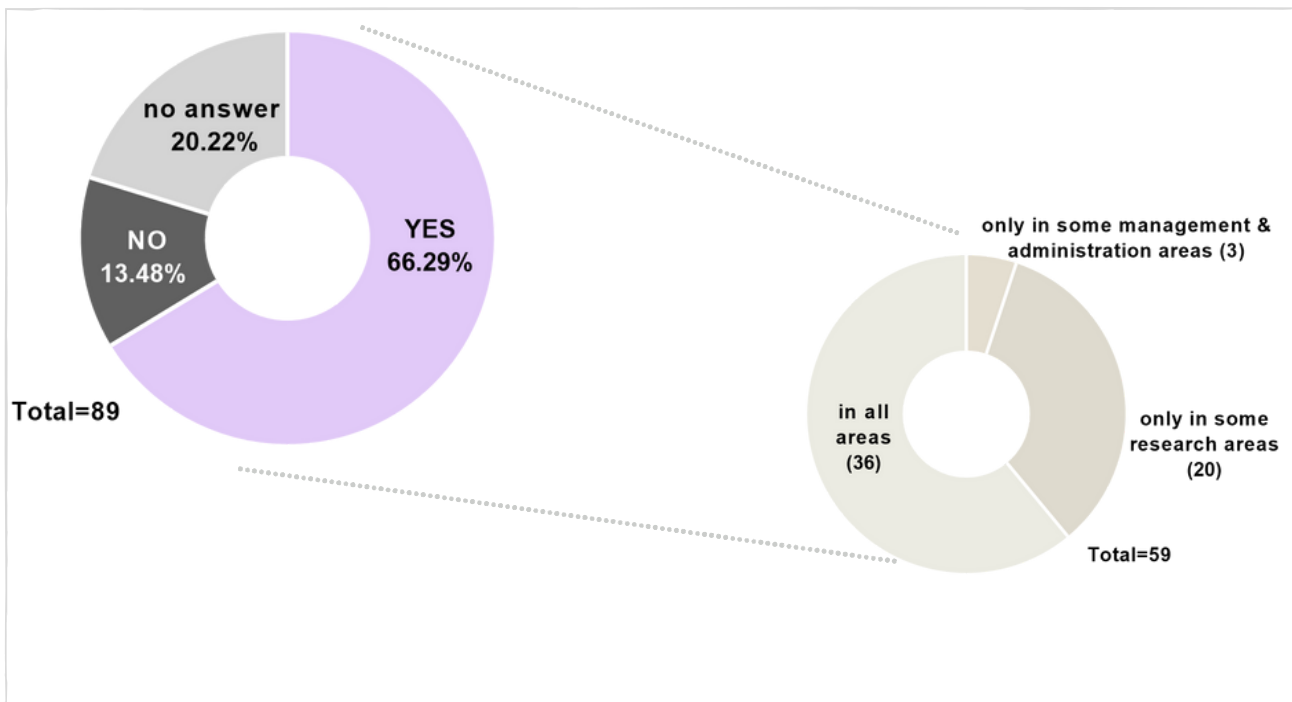
STRATEGIC LINE 3: GENDER AUDIT RESULTS

3.1 LEVEL OF GENDER AWARENESS

To analyse the level of awareness and involvement of the Institute in gender equity, three questions were asked in the on-line survey. The audit also served to qualitatively evaluate the awareness of gender equity promoted by some activities and informal groups working in this area for years.

One question addressed the perception of gender inequalities. 66% of the respondents considered that gender inequalities are present at ICTA-UAB, while 20% did not answer and 14% considered that they are not present. Regarding people who believe that there are gender inequalities, 36 respondents believed that they occur mostly in all areas of work; 20 respondents considered that there are gender inequalities only in some areas of work and research while 3 only in some areas of management and administration.

Figure 11. Perception of gender inequalities in ICTA



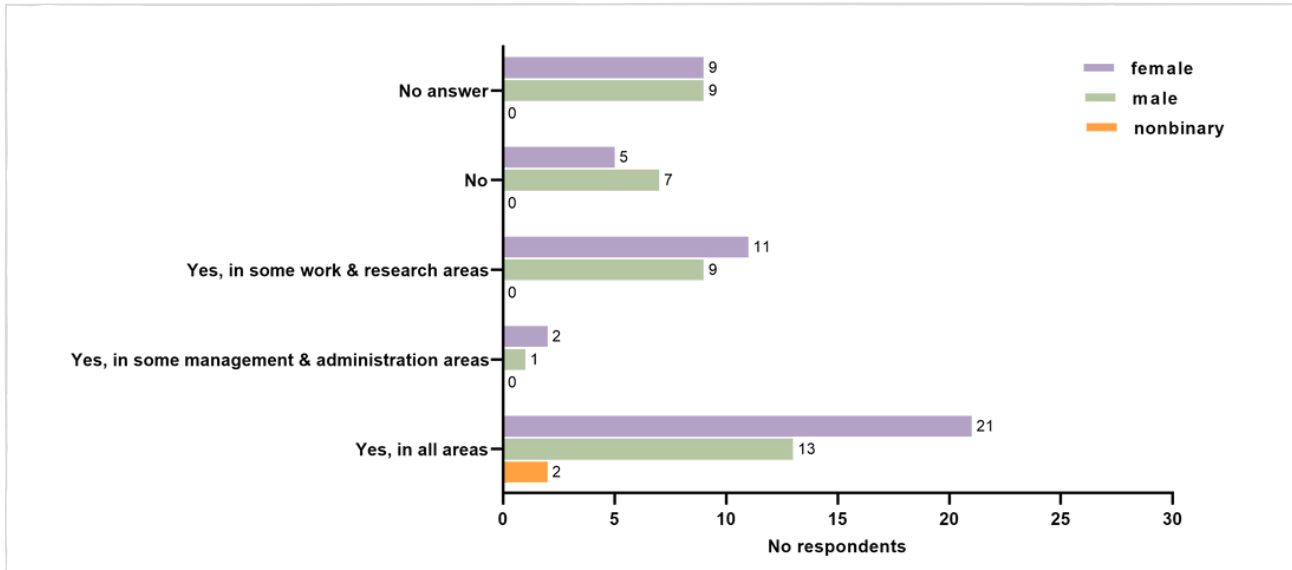
Mostly women and non-binary people considered that these inequalities exist (61%), while mostly men (58.3%) considered that gender inequalities do not exist in ICTA-UAB.

Table 12. Perception of gender inequalities in ICTA by gender (survey).

Perception of gender inequalities	Female No	Male No	Nonbinary No	Total No
YES	34	23	2	59
NO	5	7	0	12
not answered	9	9	0	18

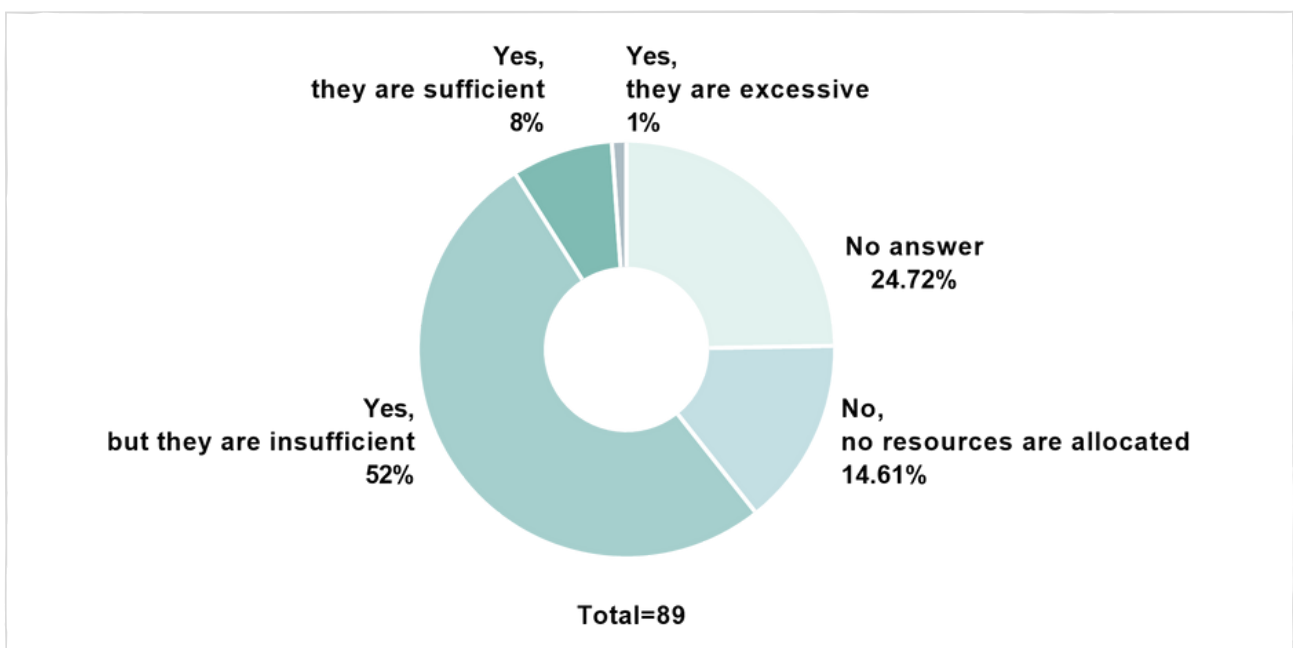
STRATEGIC LINE 3: GENDER AUDIT RESULTS

Figure 12. Perception of gender inequalities by gender and area (survey)



Another question inquired about the knowledge of the resources that ICTA-UAB allocates to promote gender equity. 52% of respondents believed that the Institute allocates human and economic resources to promote gender equality and to eliminate gender dynamics but consider these resources insufficient; 25% of respondents had no knowledge of whether resources are allocated or not, whereas 14% considered that no human and economic resources are allocated.

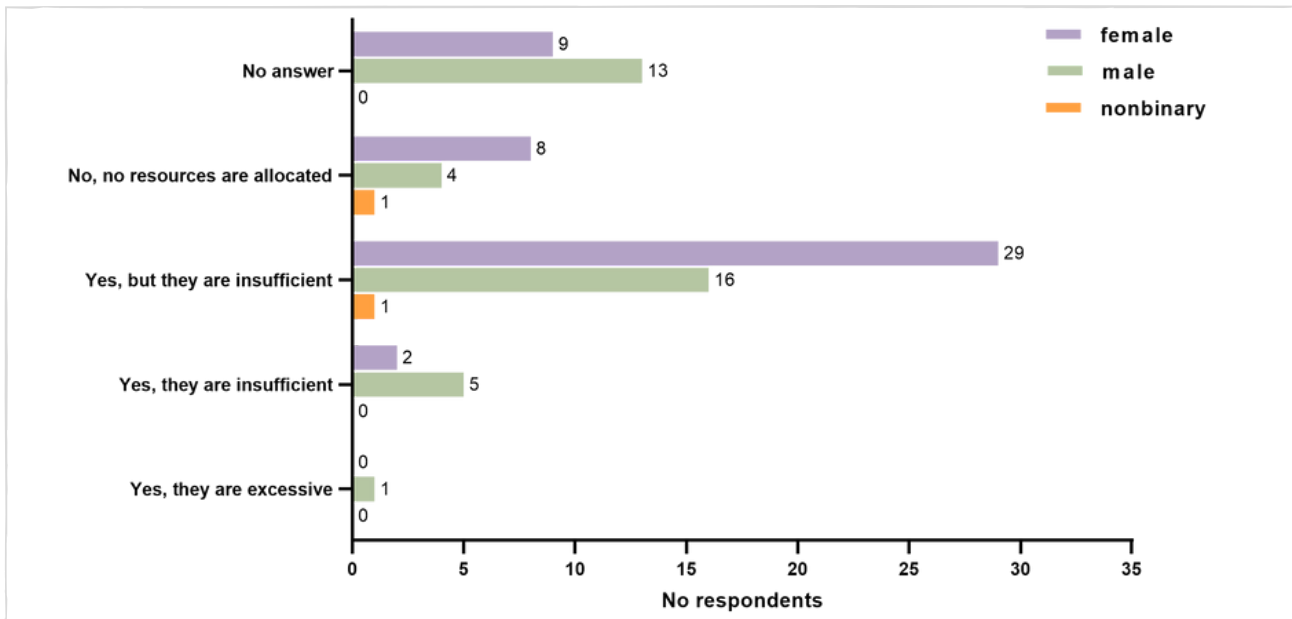
Figure 13. Evaluation of human and economic resources allocated to promote gender equality (survey)



STRATEGIC LINE 3: GENDER AUDIT RESULTS

Women represent 63% of those respondents who considered that the human and economic resources allocated are insufficient. Among those who believed that they are sufficient or excessive (9%), the majority are men.

Figure 14. Evaluation of human and economic resources allocated by gender (survey)



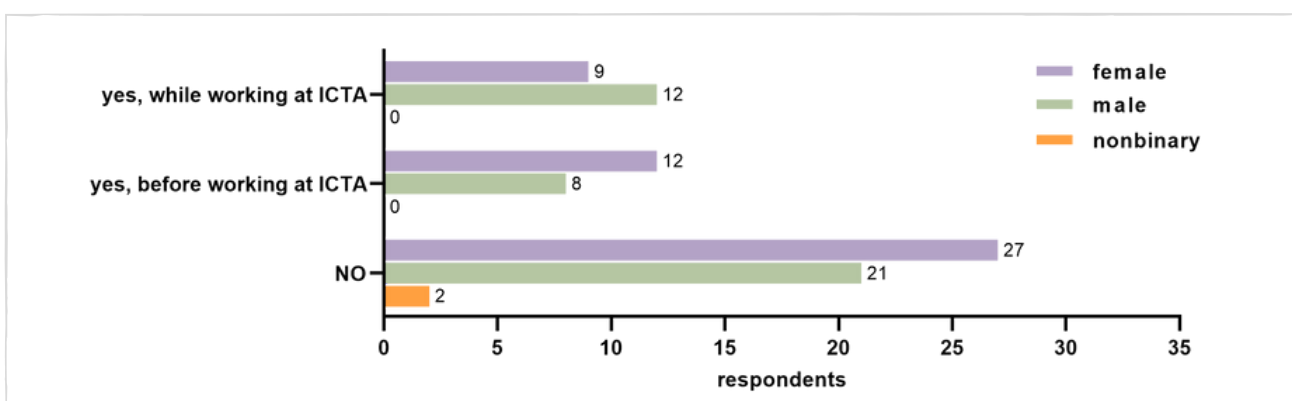
A third question asked participants if they had taken any training course. 45% of the respondents have had training in gender equity, either before or while working at ICTA-UAB.

Figure 15. Participation in training courses on gender equality (survey)



Among those who have taken a course, there is gender parity between men and women.

Figure 16. Participation in training courses on gender equality by gender (survey)



STRATEGIC LINE 3: GENDER AUDIT RESULTS

3.2 LEVEL OF GENDER MAINSTREAMING

To assess the level of gender mainstreaming in ICTA-UAB's policies, official documents (e.g., internal regulations and annual reports) of the Institute have been analysed to review the treatment and/or incorporation of gender equity and its definition.

In the new ICTA-UAB regulations revised in 2021, the responsibilities of the different decision-making bodies (Permanent Board, Council, Management) include: *"To Promote proposals on social responsibility issues in the functioning of the Institute itself and ensure their implementation. Especially those that affect the Institute's personnel, such as gender equality and non-discrimination"*. This is a positive step towards ICTA-UAB's commitment to gender equity and non-discrimination.

The document also incorporates in a generalised way an inclusive and non-sexist language, combining generic terms such as "the staff" and using the masculine and feminine forms of some terms such as the students, the director, etc. Regarding the composition of the different bodies, however, there is no mention of any attempt to ensure equal representation of men and women in governing bodies or a balanced composition of the different committees.

Regarding the 2019 and 2020 reports, the work of senior female scientists is visible, but there are still fewer women scientists at the senior level, making the viability of senior female members' research more restricted.

3.3 GENDER EQUITY COMMITMENT: CONCLUSIONS

According to the analysis of the survey, 66% of respondents considered that gender inequalities exist in ICTA-UAB. Of these, 40% considered that there are gender inequalities in all areas of work and 23% only in some areas of research and management/administration. These inequalities are mostly identified by women (61% of those who identify inequalities).

Half of the respondents believed that ICTA-UAB allocates human and economic resources to promote gender equity and to eliminate gender dynamics, but these are insufficient. 45% of the people surveyed received training in gender equality, either before or while working at ICTA-UAB.

Regarding the level of mainstreaming, the new ICTA-UAB regulations (revised in 2021) have taken steps to incorporate gender equality and non-discrimination in the different decision-making bodies. However, no mention is made of ensuring that the different bodies have equal representation of men and women or that a gender balance is achieved. This element should be considered when thinking about GEP, so that inequalities in representation do not continue to be replicated. Once the GEP has been developed and the protocol for dealing with situations of harassment and discrimination at the UAB has been adapted to the Institute, it should be incorporated into the regulatory document.

It would be worth increasing the visibility of the different types of work and professional commitments taken by women at different career stages at ICTA.



STRATEGIC LINE 3:

OBJECTIVE 1 and ACTIONS

OBJECTIVE 3.1

To promote institutional awareness of gender equity at all levels and in all research groups, in order to consolidate an institutional culture free of discrimination based on gender and other intersectional variables.



ACTION 3.1.1

Publication of the GEP signed by the Management team on the ICTA-UAB website, making it visible and disseminating it throughout the institute, the UAB and other academic institutions such as ICREA and Severo Ochoa Maria de Maeztu centres (SOMMA alliance).

AREAS INVOLVED: Communication, Administration, Management

STAFF INVOLVED: all

ACTION 3.1.2

Elaboration and dissemination of gender policy monitoring and follow-up reports on a periodic basis (every 3 years) and periodic updating of the gender equity audit and policy (every 5 years).

AREAS INVOLVED: Administration, Management

STAFF INVOLVED: Management team, Seniors, Research and lab support staff

ACTION 3.1.3

Implementation of the budget to promote gender equity at ICTA-UAB.

AREAS INVOLVED: Administration

STAFF INVOLVED: Management team

ACTION 3.1.4

Support to and visibility of experts and people with specific training in gender and intersectional perspective at ICTA-UAB.

AREAS INVOLVED: Communication

STAFF INVOLVED: Seniors, Postdocs, Management team

ACTION 3.1.5

Compulsory training in gender equity for the whole ICTA-UAB's staff, both existing and new recruits, on a regular basis (every 2 years), including external subcontracted building cleaning and surveillance staff

AREAS INVOLVED: Administration

STAFF INVOLVED: all

ACTION 3.1.6

Promotion of the co-supervision of PhDs to avoid an excessive power of one supervisor over the PhD candidate, and to better support the student (e.g. to avoid situations in which the supervisor does not offer enough support).

AREAS INVOLVED: Research, Training

STAFF INVOLVED: Seniors, Postdocs

STRATEGIC LINE 3: OBJECTIVE 1 AND ACTIONS

ACTION 3.1.7

Creation of a space (on the ICTA-UAB website or Welcome Guide) dedicated to the Institute's values and commitments (Gender Equality, Social Justice, Sustainability).

AREAS INVOLVED: Administration, Management

STAFF INVOLVED: Research and lab support staff

ACTION 3.1.8

Transparency in the funds dedicated to the promotion of gender equality and dissemination of the calendar of related activities

AREAS INVOLVED: Administration

STAFF INVOLVED: Management, support staff

ACTION 3.1.9

Establishment of gender criteria in the composition of different bodies and internal/external research and dissemination activities (to avoid all-male panels and boards), e.g. in thesis evaluation committees, scientific conference panels, etc.

AREAS INVOLVED: Administration, Management

STAFF INVOLVED: Management

STRATEGIC LINE 3:

OBJECTIVE 2 and ACTIONS

OBJECTIVE 3.2

To deepen gender mainstreaming in all areas of work and all research groups, fostering a culture that promotes gender equity throughout the scientific career and incorporating the gender equity dimension as a factor/indicator of research quality.



ACTION 3.2.1

Commitment of all research groups to carry out annual training actions or actions to promote gender equality.

AREAS INVOLVED: Research

INVOLVED GROUPS: All

ACTION 3.2.2

Organisation of annual or biannual training on gender equity in academia, promoting a specific topic each year to improve our ability to understand different gender issues in science and academia (unconscious bias, intersectional gender perspective in research, etc.).

AREAS INVOLVED: Administration

STAFF INVOLVED: Postdocs, Seniors, Research and lab support staff

ACTION 3.2.3

Organisation of training in team management and coordination aimed at for experienced researchers (e.g., seniors and Postdocs who are supervising doctoral and master's theses).

AREAS INVOLVED: Research

STAFF INVOLVED: Seniors, Postdocs

ACTION 3.2.4

Consolidation of the course "The gender and feminist perspective in research" as part of the annual doctoral and Postdoctoral training offer.

AREAS INVOLVED: Training

STAFF INVOLVED: Seniors, Postdocs, Management, Research and lab support staff

STRATEGIC LINE 4: INSTITUTIONAL COMMUNICATION AND LANGUAGE

This section evaluates the internal and external communication of the Institute, how the organisation contributes to make women visible, and its contribution to the results and effectiveness of the institution. Specifically, this analysis aims to detect the use of inclusive language and the incorporation of the gender perspective in the elements of institutional communication.

STRATEGIC LINE 4: GENDER AUDIT RESULTS

4.1 INTERNAL AND EXTERNAL COMMUNICATION

To evaluate the use of inclusive and non-sexist language in both internal and external communication, the audit reviewed different ICTA-UAB digital channels. Since the ICTA-UAB website was not accessible on the date of this report due to the cyberattack suffered by the UAB (October 2021), the audit analysed the ICTA-UAB newsletter (released on a monthly basis) and websites of different research groups.

It also examined Twitter profiles of ICTA-UAB and of the several research teams.

The analysis revealed that there is no use of inclusive language in general communications or in the newsletter, since the generic masculine is used in all the cases in which the pages or messages are in Spanish or Catalan, except when talking specifically about a woman. Nevertheless, English pages of the research groups incorporate inclusive language. Generally, social networks make visible those female scientists working at ICTA-UAB.

By research group, it depends on the group: there is greater visibility in the groups led by women, although there are some research groups led by men that also make visible the work of the women in the team.

Table 13. Use of inclusive language and women visibility by source

Source	Inclusive language	Women visibility
Twitter @ICTA-UAB	Use of generic masculine when speaking in plural form (Spanish, Catalan)	Women's contribution to different research topics (ecofeminism, greenwashing, eco-anarchy, biodiversity, sustainability, circular economy)
ICTA-UAB Newsletter (October 2021)	Use of generic masculine when speaking in plural form (Spanish, Catalan)	Gender balance in the images used and visibility of ICTA-UAB female scientists
Twitter @sostenipra web sostenipra.cat	Use of generic masculine when speaking in plural form (Spanish, Catalan)	Gender equity in the leadership of the team; visibility of female scientists of the group and male seniors
Twitter @URBAG_ICTA web urbag.eu	Use of inclusive language (English)	Female group leader; Gender balance in the images used and visibility of all members of the team; gender equity as additional research topic
LASEG web laseg.cat	Use of inclusive language (English)	Gender equity in the leadership of the team; visibility of all members of the team
BCNUEJ web bcnuej.org	Use of inclusive language (English)	Female group leader; visibility of all members of the team; ethics of care as a value of the team; gender equity as cross-cutting research topic
IMPACTANT web impactant.cat	Use of inclusive language (Spanish, English)	Male group leader; few news

To broaden the evaluation of the communication, the survey specifically asked if the research groups give equal visibility to female/male/non-binary scientists through their communications and employ an inclusive and non-sexist language. Of the total number of respondents, there is diversity in answers: 28% considered that inclusive language is always used, 27% considered that sometimes and 24% considered that almost always.

Figure 17. Use of inclusive non-sexist language in communications (survey)



STRATEGIC LINE 4: GENDER AUDIT RESULTS

When analysed by gender and professional categories, there are no major differences in the responses. It stands out that there are more men than women who perceived that inclusive language is always used, and the two non-binary researchers valued that the use of inclusive language is not present.

Figure 18. Use of inclusive non-sexist language in communications by gender (survey)

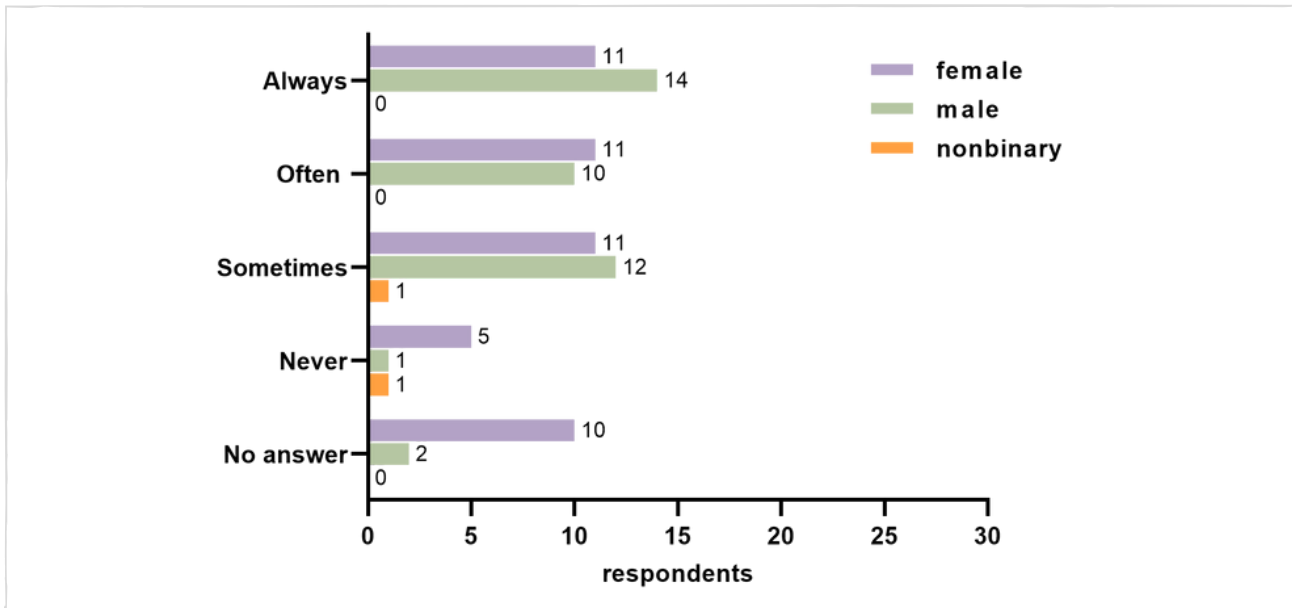


Table 14. Use of inclusive non-sexist language by gender and professional categories (survey)

	PhD			Postdocs		Senior		PAS		Others	
	Women	Men	Others	Women	Men	Women	Men	Women	Men	Women	Men
Always	2	3	0	5	1	2	4	2	2	0	4
Often	5	2	0	3	3	1	4	2	0	0	1
Sometimes	4	7	1	3	3	0	1	3	0	1	1
Never	3	0	1	1	0	0	0	0	0	1	1
No Answer	2	0	0	0	1	0	0	7	1	1	0
Total	16	12	2	12	8	3	9	14	3	3	7

4.2 INTERNAL AND EXTERNAL COMMUNICATION: CONCLUSIONS

In general, there is no consensus on the use of inclusive language in all ICTA-UAB's materials and communications and its research groups.

The GEP could include actions to ensure the use of inclusive and non-sexist language that makes visible the different gender identities, to ensure that it is a transversal policy in the Institute and not only depends on the will or leadership of some of the research groups.

Regarding the visibility of women in communication materials, it depends on the research group and its composition. In those groups where the leadership is equal or female, there is a greater visibility of the contribution of women.

STRATEGIC LINE 4: OBJECTIVE 1 and ACTIONS

OBJECTIVE 4.1

To promote the use of inclusive language and the gender perspective in ICTA-UAB's communication.



ACTION 4.1.1

Commitment of ICTA-UAB as a whole to use non-sexist and gender-inclusive language on its institutional website and in its communications.

AREAS INVOLVED: Communication, Management

STAFF INVOLVED: Postdocs, Seniors, Research and lab support staff

ACTION 4.1.2

Commitment of research groups to use inclusive language in their internal and external communications and to review how this language is used in practice.

AREAS INVOLVED: Research

STAFF INVOLVED: Postdocs, Seniors, Research and lab support staff

ACTION 4.1.3

Dissemination of the UAB guide on non-sexist language or its inclusion on the ICTA-UAB website.

See https://oficinaigualtat.uib.cat/digitalAssets/297/297566_guia_us_no_sexista_llenguatgeuab.pdf

AREAS INVOLVED: Communication

STAFF INVOLVED: Research and lab support staff

ACTION 4.1.4

Dissemination of an inclusive language guide in English, as it is one of the most widely used languages in ICTA-UAB after Catalan.

AREAS INVOLVED: Communication, Research

STAFF INVOLVED: Postdocs, Seniors, Research and lab support staff

STRATEGIC LINE 4: OBJECTIVES AND ACTIONS

OBJECTIVE 4.2

To increase the visibility of the academic excellence of ICTA-UAB female and non-binary scientists in terms of research and knowledge transfer.



ACTION 4.2.1

Elaboration of professional videos about ICTA-UAB's female and non-binary scientists to make their research more visible.

AREAS INVOLVED: Communication

STAFF INVOLVED: PhDs, Postdocs, Seniors, Research and lab support staff

ACTION 4.2.2

Elaboration of interviews with profiles of female and non-binary scientists on the ICTA-UAB website (for example, when they win an award, start a new project or contract).

AREAS INVOLVED: Communication, Research

STAFF INVOLVED: PhDs, Postdocs, Seniors, Research and lab support staff

ACTION 4.2.3

Commitment of each research group to make the research of female and non-binary scientists visible on their website, social networks and research activities (through interviews, videos, news, lectures, etc.)

AREAS INVOLVED: Communication

STAFF INVOLVED: Seniors, PhDs, Postdocs

ACTION 4.2.4

Promotion of the participation of female and non-binary scientists as speakers at national and international congresses as well as informative activities.

AREAS INVOLVED: Communication

STAFF INVOLVED: PhDs, Postdocs, Seniors, Research and lab support staff

STRATEGIC LINE 5: PREVENTION OF HARASSMENT AND DISCRIMINATION

In this section, we analysed the following elements:
the mechanisms of prevention and detection of sexual and gender-based harassment, the degree of awareness regarding equal treatment, and the non-existence of sexist attitudes, discriminatory treatment and harassment of any kind.

STRATEGIC LINE 5: GENDER AUDIT RESULTS

5.1 MECHANISMS

As an institute of the UAB, ICTA-UAB is guided by the university's "Protocol to prevent and act against sexual harassment, harassment based on sex, sexual orientation, gender identity or gender expression, and gender-based violence". The protocol includes prevention activities (e.g., workshops, training courses and awareness-raising) as well as the procedures to respond to a case and provide psychological support and assistance.

Anyone (UAB staff and students, staff of external companies contracted by the UAB and users of UAB services) wishing to initiate a procedure can do so by submitting a complaint to the UAB General Registry or to the Observatory for Equality. The Observatory provides the entire UAB community with a psychological support service for people who have experienced this violence through the Psychogender Unit. ICTA-UAB's staff can make use of these services.

In 2021, there was no information about the Observatory's protocol on the ICTA-UAB website. Though, it was disseminated through the Gender Equality Workshop held in September 2021, but only among participants. Therefore, ICTA-UAB should provide information about the existence of this protocol and disseminate the services offered within the Institute to reach everyone.

To assess the knowledge of the existing mechanisms, we included a question in the survey asking whether ICTA-UAB's employees know who to reach if they experienced or knew of a case of sexual, gender-based and discriminatory harassment. Of the total number of respondents, 36% stated that they would know who to turn to, and the remaining 64% would not.

Figure 19. ICTA-UAB's members know who to reach in situations of discrimination and harassment (survey)

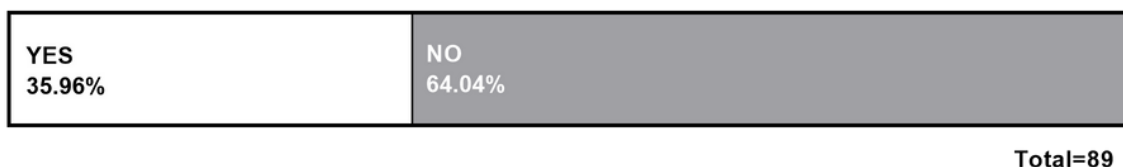
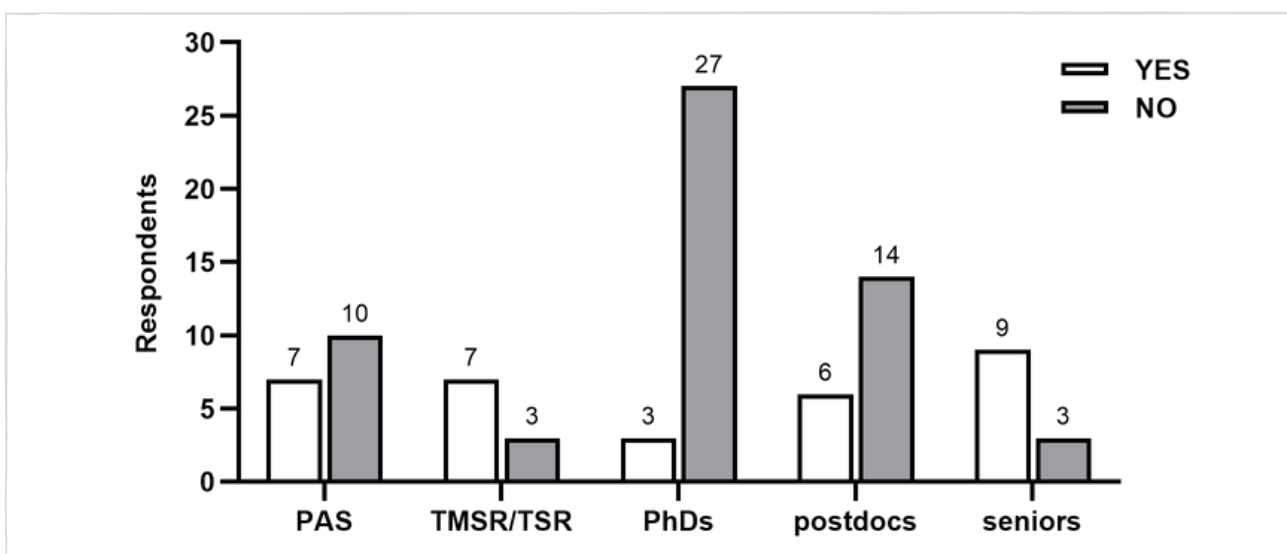


Figure 20. ICTA-UAB's members know who to contact by professional group (survey)



In specifying where, respondents answered they would turn to the UAB Observatory for Equality, while some would report it to the manager of the Institute. Some mentioned the "Sindicatura de Greuges" (Ombudsperson) of the UAB, and others refer to the informal group on gender equality and power relations that was created internally at ICTA-UAB.

STRATEGIC LINE 5: GENDER AUDIT RESULTS

5.2 PREVENTION AND AWARENESS

To assess prevention and awareness, the survey included a list of situations of discrimination, sexual harassment and gender-based harassment, asking respondents which of these they identified as discrimination and/or harassment. In general, there was a high identification of all the situations that were exemplified in the survey, and in many of the situations there was a much higher identification by men than by women. However, it must be emphasised that not all the ICTA-UAB community answered the survey and that possibly the majority of respondents were sensitised to this issue. There are two situations in which men do not identify as much: the spreading of sexual rumours (which is an act of sexual harassment) and intimidation and belittling of a female partner.

Table 15: Identification of situations of discrimination and harassment by gender (survey)

	% Women	% Men	% Others
A woman is repeatedly asked or expected to serve coffee, take pictures, clean, or perform other tasks that are not part of her job.	94%	97%	100%
A colleague repeatedly makes humiliating and/or offensive remarks or comments about women, directly to a female colleague or to other people at work in their presence.	94%	97%	100%
A woman returning from maternity leave finds that her location has changed and/or her responsibilities have been reduced.	88%	92%	100%
A person repeatedly ridicules a colleague for taking parental leave.	94%	97%	100%
As a result of a personal or labour conflict, threats, intimidation, humiliation, devaluation and/or contempt towards a female colleague is initiated.	90%	77%	100%
A man constantly interrupts other people when they speak, especially women, in meetings, debates or decision-making processes.	94%	90%	100%
A man minimizes the contributions and input of a woman in a work meeting or debate.	90%	92%	100%
A man explains to a woman something it is obvious that the woman has knowledge of or has not asked him to explain, or he assumes that the woman has less knowledge than he does just because she is a woman.	94%	92%	100%
Someone spreads rumours about the sex life of a colleague.	81%	79%	100%
A colleague regularly sends the rest of the team e-mails with text and/or images that objectify and sexualize women.	90%	97%	100%
A male colleague insists on having a date with a female colleague, despite the fact that she has expressed her unwillingness on several occasions.	90%	97%	100%
A man seeks physical contact, subtly or aggressively, with some part of the body of a woman co-worker, and this situation is repeated on different occasions even though she expresses her discomfort.	94%	97%	100%

STRATEGIC LINE 5: GENDER AUDIT RESULTS

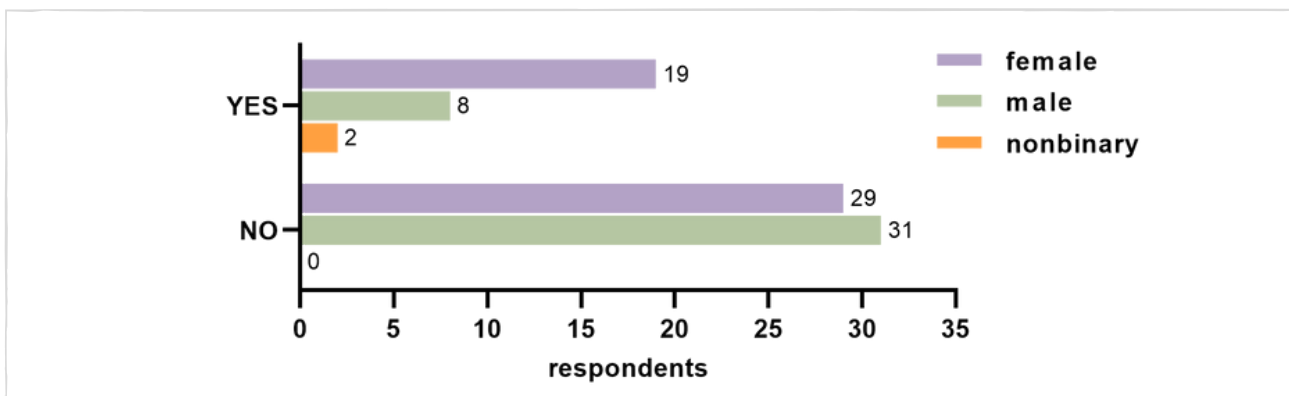
Next, participants were asked if they had experienced any situation of gender-based discrimination or sexual harassment in their time working at ICTA-UAB. 33% of the respondents stated that they had experienced a situation of discrimination and/or harassment.

Figure 21. Experience of gender-based discrimination or sexual harassment (survey)



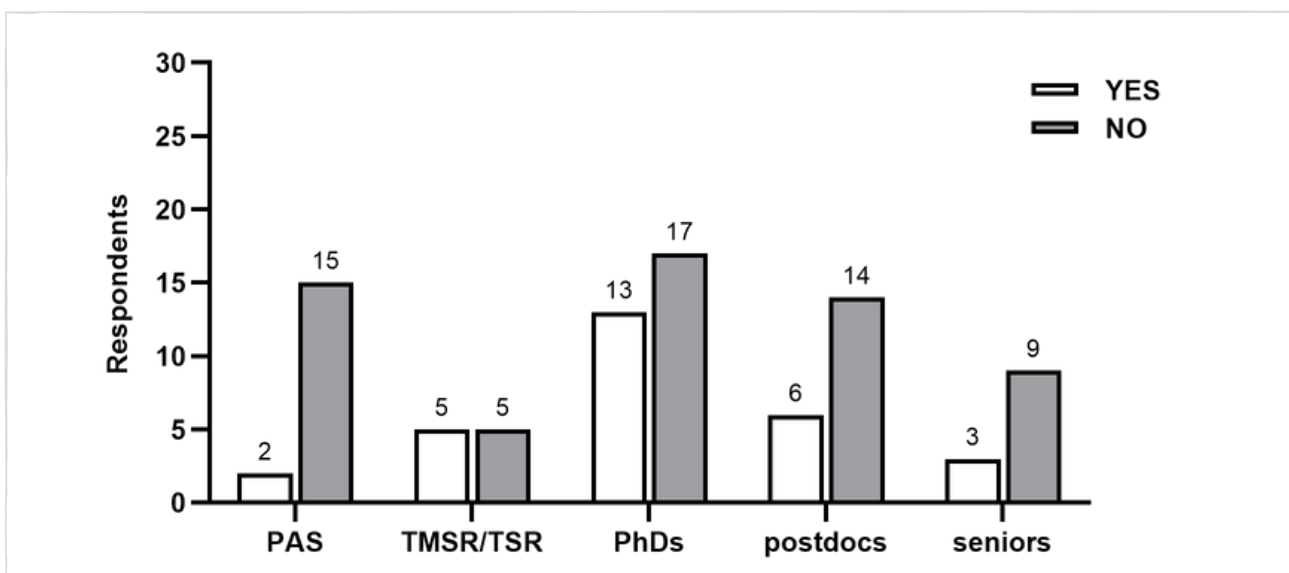
65% of the people who experienced harassment are women, more than half of the women in the survey sample. It is noteworthy that the two non-binary people also reported having experienced discrimination or harassment.

Figure 22. Experience of gender-based discrimination or sexual harassment by gender (survey)



Most of these situations have been seen by PhDs (45%), followed by Postdocs (20%).

Figure 23. Experience of gender-based discrimination or sexual harassment by professional categories (survey)



STRATEGIC LINE 5: GENDER AUDIT RESULTS

The number of people who identify with intersectional identity groups is very small, but results show which percentage of people from each group have experienced discrimination. The expression of having experienced discrimination can result from gender and other factors that intensify discrimination (racism, disability, etc.) but can also be due to a greater ability to identify with experiences of discrimination or harassment.

Table 16. Experience of gender discrimination or sexual harassment by identity (survey)

Intersectionality	yes	No	total
LGTBIQ+	2	5	7
Racialised	2	1	3
People with disabilities	1	1	2
single parent family	0	4	4
Migrant from Global South	2	6	8
Migrant from Global North	6	7	13
NO	19	39	58

*multiple choice (some people could have chosen more than one answer)

STRATEGIC LINE 5: GENDER AUDIT RESULTS

This question offered the possibility of explaining their personal experience, and some of the testimonies are collected below:

- *Attitudes of superiority and abuse of power by men in meetings and decision-making*
- *Discrimination related to research topics. Some people have been rigid about them. Being a young woman many times in meetings or institutional acts or in class I feel that I am not respected in the same way as my older colleagues.*
- *Comments against women or for being from the Global South.*
- *The same male colleague on more than one occasion explained to me in front of other male colleagues things that I obviously knew, or clarified them to me without me asking him, with an excessively paternalistic attitude. I went to talk to him so that he would stop doing that.*
- *In relation to attending meetings and roles (taking minutes or organizing things instead of having more space to work on results or ideas).*
- *Feeling excluded because of language barriers, having an English accent, not speaking Catalan well, etc.*
- *Discomfort with my older colleagues and my supervisor, especially after learning how he has treated other people in our group, those who have left or are still suffering from his mistreatment (including discrimination against someone).*
- *My male colleagues have talked to me in a condescending way and told me to speak less. I believe that racism is largely ignored as an issue at ICTA.*
- *In a meeting with seniors, a female colleague was verbally attacked by a male colleague. I was expecting a clear and strong message from the institution about this specific event, but I did not hear anything.*
- *I think that many male supervisors underestimate the scientific value of women who have taken a decision for maternity. Motherhood should be recognized as a right and seniors should not see it as a lack of dedication to science or a lack of future potential. ICTA should encourage working people to have a full life outside the academic world as well. Unfortunately, many seniors try to abandon it all for a focus on academic prestige, requiring their students to work weekends, not to take vacations, to work during parental leave, etc.*
- *I felt told by a senior man that my job of supporting women Postdocs is too ambitious, trying to make me understand that I was forcing them to dedicate themselves to science, when women may not want to. Basically, this senior wanted to ignore the systemic and structural structures that we women live.*
- *There is a tendency to assign women to coordination and group management roles, which is not valued academically, but takes time away from research and publication tasks. It is not so visible sexism but it has an influence on our careers and how we are valued internally and externally.*
- *Depending on our salary level, the work-life balance options are different, pre-doc and post-doc mothers, do they have help that allows them to receive support in care tasks (daycare, domestic help)? The precariousness of our contracts coupled with gender inequality results in great pressure on women at all levels. How does ICTA plan to support mothers with infant daughters who want to go to conferences or do field work and have no alternatives?*

STRATEGIC LINE 5: GENDER AUDIT RESULTS

The previous survey question also collected some of the known situations or whether it was resolved. People mentioned:

-Verbal harassment, Workplace harassment, Racist comment

-Intimidation, humiliation, undermining and disregard towards a female colleague by her male supervisor (power abuse)

-Unfair treatment of PhDs

-A case of salary discrimination among two people of the same characteristics and profile but the woman earned less for the same job

-Sexist comments in meetings, selection processes that do not consider the tasks of care when weighing the curriculum of candidates.

Most respondents said that the case has not been resolved or that it has not been reported due to fear of retaliation or unequal power relations.

5.3 PREVENTION OF HARASSMENT AND DISCRIMINATION: CONCLUSIONS

The analysis of the survey revealed that 33% of the respondents reported having experienced a situation of discrimination and harassment at ICTA-UAB. Of these, 65% are women and nonbinary people.

Most of the situations have been experienced by PhDs and Postdocs.

Despite the percentage of situations experienced and known, only 36% of those surveyed know where to turn if they occur.

In conclusion, it is essential to improve the dissemination of the existing prevention mechanisms at UAB. Internal mechanisms must also create a situation of confidentiality and a safe and comfortable space for the people experiencing the situation, because not everyone will see the Management team as the right body to report these issues.

For this reason, it is essential to designate a person, either linked to the ICTA-UAB's ombudsperson or other, as the reference point for situations of gender-based discrimination and sexual harassment.

STRATEGIC LINE 5:

OBJECTIVE 1 and ACTIONS



OBJECTIVE 5.1

To guarantee a work environment free of discrimination and sexual or gender-based harassment through the implementation of the necessary instruments to prevent and address it

ACTION 5.1.1

Dissemination of the protocol for addressing sexual, gender-based and LGTBI harassment at the UAB and the action plan, on an ongoing basis, with specific and recurrent internal dissemination actions.

See <https://www.uab.cat/doc/protocol-uab>

AREAS INVOLVED: Administration, Research, Management

STAFF INVOLVED: PhDs, Postdocs, Seniors, Research and lab support staff

ACTION 5.1.2

Adaptation of the UAB's sexual, gender-based and LGTBI harassment action circuit to the Institute, with a reference person trained in gender equity, gender-based violence and other types of discrimination,. this person will serve as the interlocutor or support person to whom situations of discrimination/harassment should be reported .

AREAS INVOLVED: Administration, Management

STAFF INVOLVED: Management

ACTION 5.1.3

Creation of a simple, visual, and graphic circuit dissemination material on the procedures and behaviours to be followed in case of: 1) Having witnessed discrimination/harassment 2) Knowing/Listening to cases of discrimination/harassment (to provide support but maintain confidentiality).

The Welcome Guide should also refer to this document and should be clearly communicated and easily understood.

AREAS INVOLVED: Management, Administration, Communication

STAFF INVOLVED: Research and lab support staff

ACTION 5.1.4

Institutional transparency in the actions taken with the person who has exercised harassment or discrimination, to reinforce confidence in the protocol and to have a system of institutional accountability.

AREAS INVOLVED: Communication, Research

STAFF INVOLVED: PhDs, Postdocs, Seniors, Research and lab support staff

ACTION 5.1.5

Creation of a safe space (Espai Lila, physical or online) at ICTA-UAB.

AREAS INVOLVED: Administration, technical and building staff

STAFF INVOLVED: PAS, Management team

ACTION 5.1.6

Set-up strategies to Increase the visibility of the activities and the commitment of ICTA-UAB's gender commission and the mutual support group that exists to deal with issues related to power relations and gender/intersectional discrimination.

AREAS INVOLVED: Administration, Management, Communication

STAFF INVOLVED: PhDs, Postdocs, Seniors, Management team

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