



BASQUE CENTRE
FOR CLIMATE CHANGE
Klima Aldaketa Ikergai

Gender Equality Plan for 2020-2023

Basque Centre for Climate Change (BC3)

Revised and updated June 2022





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FOR CLIMATE CHANGE
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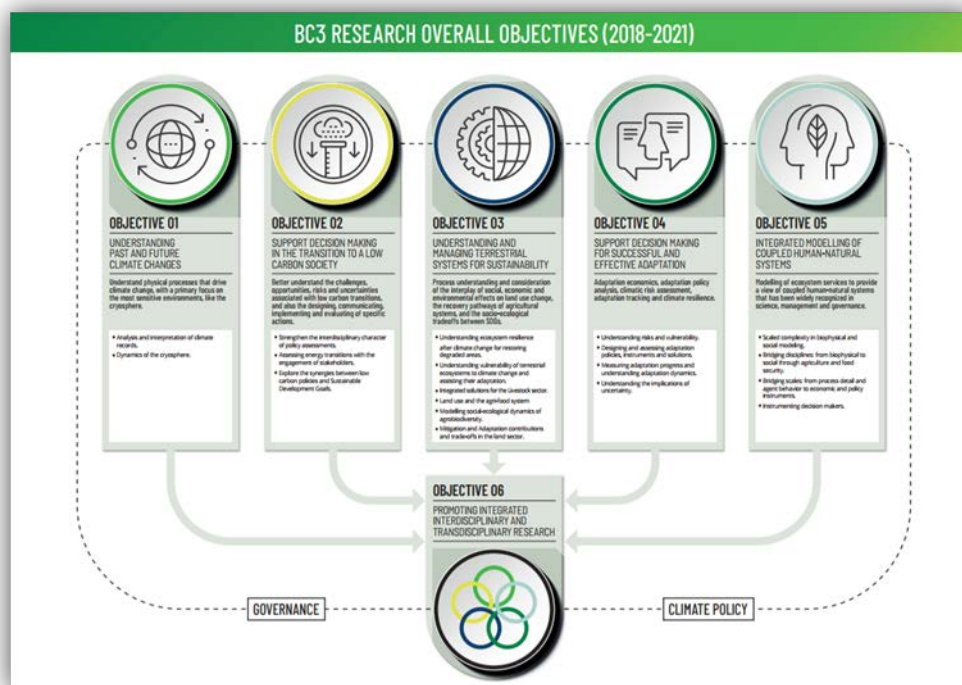
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1. Introduction

The **Basque Centre for Climate Change (BC3)** is an excellence-based research centre based in the Basque Country, set up in 2008 as a joint initiative of the Basque Government and the University of the Basque Country/Euskal Herriko Unibertsitatea. Its strategic purpose is to promote the joint production of significant knowledge for use in decision-making, bringing together the environmental, socio-economic and ethical aspects of climate change.

BC3 is staffed by a multidisciplinary team led by Prof. María José Sanz, a renowned expert in climate change, and is connected with leading institutions, scientific networks and socio-economic actors. Over the past 10 years, our contributions to research into climate change and the interfacing of scientific policies have placed us in a unique position to offer knowledge, tools and new methods for use in action and cooperation to design sustainable development policies and help to implement them.

The BC3 Strategic Plan (2018-2021) includes six goals and cross-sectoral themes which seek to make progress solutions jointly designed with decision-makers in the post-COP21 era, in the field of Sustainable Development Goals ("transdisciplinary science").



BC3 is organised into five research lines and groups, in line with its overall objectives as follows: 1) Climate foundations; 2) A low-carbon society; 3) Terrestrial ecosystems; 4) Adaptation laboratory; 5) Integrated human/natural systems.

In March 2015 BC3 was awarded the HR Excellence in Research logo from the European Commission.



BC3's vision is to build a sustainable society. Such a society also needs to incorporate gender equality issues, so that it is not only sustainable but fair. **Gender equality is therefore a strategic goal of BC3** as we strive to establish ourselves as an international benchmark centre not just in scientific terms but also in people management. BC3 is currently led by two women and seeks to ensure that the scientific leadership of projects is also entrusted to women, given that there is a substantial gender gap in this area. Closing that gap is essential to furthering the careers of the research staff at the centre and to promote a new generation of female researchers who can take over this research centre and take up other posts with similar levels of responsibility in future.

We have therefore undertaken a process of diagnostic analysis that has led to the preparation of this Equality Plan, with the following specific goals:

- **To guarantee safety** at work against potential gender violence and harassment.
- **To mainstream the gender perspective** in the organisational culture of BC3.
- To promote **career development policies that foster equality between women and men.**
- To factor gender issues into the **content of research and innovation**, to help enhance the scientific quality and social relevance of the knowledge, technology and innovation produced.

In order to revise BC3's first Equality Plan and adapt it to the requirements of current legislation, a Negotiating Committee has been formed in accordance with the terms required by Royal Decree 901/2020. The scope of negotiation of the equality plan and its prior diagnosis is the staff of the BC3 Association, which does not have legal or trade union representation of the workers. Therefore, as stated in article 5.3 of Royal Decree 901/2020 "In companies where there is no legal representation as referred to in the previous paragraph, a

negotiating committee will be created, made up, on the one hand, of company representatives and, on the other hand, of workers' representatives, made up of the most representative trade unions and trade unions representing the sector to which the company belongs and with the legitimacy to form part of the negotiating committee of the applicable collective bargaining agreement". We have contacted the four main trade union confederations in the CAE: ELA, LAB, UGT and CCOO.

BC3 has only received a reply from the UGT union, but on 5 July 2022 at 10:00 AM, the date and time of the Negotiating Committee, they did not attend the meeting, so the representatives of the company were the ones who attended the meeting of the Negotiating Committee.

- Operations Manager
- Management Assistant

The lines of action and activities set out in the Equality Plan could not be agreed upon by the Negotiating Committee as none of the representatives of the majority trade unions in the Basque Country or the sector was present.

Since 2020, BC3 has had an Equality Committee in place for 4 years, thus ensuring a formal body that guarantees the monitoring of the implementation of actions and the fulfilment of indicators. In short, a body that guarantees the sustainability of the process and contributes to its appropriation by the entire team.

2. Legal framework

The principles and actions involved in this plan are based on and connected to international, national and regional legislation and regulations on equality and are aimed at eliminating inequality and promoting actual, effective equality between women and men.

Internationally, this means the UN's **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** was approved in New York on 18 December 1979, a ground-breaking document in the field of international organisations. The CEDAW was ratified by Spain in 1984. It requires States Party not only not to discriminate but also to modify the traditional roles allocated to men and women in society and in families and to take continual measures to eliminate discrimination. This is the only treaty on human rights that includes the right of women "to decide freely and responsibly on the number and spacing of their children and to have access to the

information, education and means to enable them to exercise these rights" (Article 16.e). States Party are obliged to include this in their legislation. Article 5 prohibits the use of maternity as a pretext for discrimination at work or elsewhere, and requires parties to recognise it as a social function which is the common responsibility of men, women and social services for childcare.

In 1997 the **United Nations adopted gender equality as a fundamental principle** in all its policies and programs, on the understanding that it is not possible to work towards sustainable human development without considering the inequality in which women (who comprise half the population) live all around the world, including in our own society.

At the EU level, the 1999 **Amsterdam Treaty** formally defines equality as a fundamental principle of the **European Union** and establishes that all Member States must design and apply policies aimed at eliminating inequality between women and men and promoting equality.

Closer to home, the Basque Country **Act 4/2005 of 18 February on the Equality of Women and Men establishes, among other things, that** "businesses in which a majority of the capital comes from public funds and private businesses [...] must draw up plans or programmes that set out specific, effective measures to promote equality between women and men in their internal operations and their outward activities

Subsequently, Organic Law 3/2007 obliges all companies with more than 250 workers to implement an equality plan.

Organic Law 3/2007 of 22 March 2007 takes up the same idea: although formal parity is fully recognised by law, reality shows a different situation. The following indicators are cited as examples of this: violence against women, wage discrimination, discrimination in widow's pensions, higher unemployment among women, low presence of women in positions of responsibility (political, cultural and/or economic), difficulty in reconciling personal, family and working life... All of these clearly indicate that parity is a pending task and, therefore, we need new tools.

In order to respond to this reality, Organic Law 3/2007 includes a series of measures. Among other issues, it talks about the right to work based on equal opportunities, including chapters on:

- Equal treatment and opportunities in the world of work.
- Equality and compatibility.
- Equality plans in companies and other measures to promote equality.

- Rewarding work carried out in the field of equality

Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equal opportunities in employment and work between women and men, recognises that the measures adopted to date have not been effective and acknowledges the need to establish new actions to guarantee fundamental rights. To this end, the legal text itself, in the preamble, states the following:

"This situation of inequality, which is on the rise and has not been reduced in recent years, requires the State to act with urgency and greater force, as half of the population suffers strong discrimination that affects their fundamental rights (...) Even more so when women face the challenge of the so-called Industrial Revolution 4.0, as the fact that there are not enough of them in the fields of science, technology, engineering and mathematics is a sample of this. The new jobs that are being created are also the best-paid ones, so through public policies for equality, the obstacles that prevent women from accessing and developing in the fields of science, research and technology must be removed".

Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equality between women and men in employment and at work, specifies and extends the requirements set out in the Organic Law.

Royal Decree-Law 6/2019 proposed the amendment of Organic Law 3/2007 to, among other things, extend the requirement to draw up equality plans to companies with fifty or more employees and create the obligation to register them. And that the regulations would develop the diagnosis, contents, wage audits, monitoring and evaluation systems of the Equality Plans and the Register of Equality Plans with regard to their constitution, characteristics and conditions for registration and access.

Both new Royal Decrees specify these aspects.

Royal Decree 901/2020 of 13 October, which regulates equality plans and their registration, as well as Royal Decree 2873/2010 of 28 May, on the registration and preservation of collective bargaining agreements and collective labour agreements, and Royal Decree 902/2020 of 13 October, on equality of women and men, aim to establish a legal order for the regulatory development of equality plans and to establish a register of women's equality plans and specific measures in the area of remuneration. The Royal Decrees aim to ensure the effectiveness and registration of equality plans, including equal pay.

In this context of legislative changes, in March 2022, the modification of Law 4/2005 was approved, and the new wording of Article 40, it establishes that " Consortiums,

foundations, and companies in which Basque public institutions have a majority shareholding, in any case, as well as private companies with more than 50 employees, under the terms established by State regulations, shall draw up plans that include specific and effective measures aimed at promoting equality between women and men in their operations, as well as private companies with more than 50 employees, under the terms established by State regulations, shall draw up plans that include specific and effective measures aimed at promoting equality between women and men in their internal functioning and in their activity towards the outside world, as well as the appropriate monitoring and evaluation mechanisms. "

With regard to remuneration discrimination, Article 40a establishes that: "Under the terms to be determined by regulation, the organizations that make up the Basque public sector must guarantee transparency in the field of remuneration (...)". "(...) it is a requirement for companies and organizations that contract or receive grants from the Basque public sector to comply with the principle of transparency and equal pay for women and men. To this end, Basque public authorities shall include the corresponding equality clauses and establish the appropriate systems of wage or remuneration control. In the case that indications of remuneration discrimination are detected, entities will be given a period of time to justify or correct it and, if they fail to do so, they will receive the penalty or consequence determined within the framework of the corresponding contractual or subsidy process, which could include the loss of the grant or termination of the contract and the return of the amounts received".

This legislation and these regulations make it clear that all social actors, including private companies, have a duty to strive for equality. Accordingly, encouragement is given for actions aimed at:

- Ensuring equal treatment and preventing direct or indirect discrimination.
- Factoring the gender perspective into all policies and actions of organisations.
- Respecting diversity and difference.
- Applying positive action measures to correct potential imbalances between women and men resulting from past inequalities.
- Striving to overcome conventional gender roles and stereotypes.
- Working for a balanced representation of women and men in all areas.
- Ensuring equal remuneration.

This Equality Plan is informed by the aforesaid principles of **equal treatment and equal opportunities** and by the regulations and directives associated with them. As such it sets

goals and actions following **supplementary strategies** for mainstreaming gender perspective and positive action. On the one hand it is essential to bring the gender viewpoint into the mainstream, i.e. to factor it into all the in-house and external policies of the organisation. On the other hand, specific, short-term measures still need to be set up to close gaps resulting from past inequality between men and women.

In view of all this, the plan seeks to impact the following areas:

- Strengthening measures to foster a safe, problem-free workplace atmosphere for everyone, especially for women.
- Reducing gaps in the access of women to certain areas and posts.
- Factoring the gender viewpoint into all the activities of the organisation.
- Incorporating the gender viewpoint into the values of BC3.
- Heightening awareness among the workforce of the impact of gender roles and stereotypes in general and in specific, work-related issues.
- Highlighting capabilities, skills, working methods and leadership in ways removed from patriarchal values.

Monitoring and assessment system

With the drawing up of the Plan, an Equality Committee will be formally set up as a monitoring and working group. It is designed to have equal representation, with members representing all the groups and functions of the organisation. The members of the group will be those who comprised the EC during the diagnostic study and the drawing up of the Plan, and its entry into operation will be coordinated by the Operations Manager and the Management Assistant.

The Equality Committee will initially meet **every six months (though during the first year it may meet quarterly)**, convened by the Management Assistant, to monitor the various working plans drawn up. When the final committee is formed it will be responsible for setting up a monitoring and assessment system to gauge the extent to which the indicators set in place are met. The committee will review all activities, schedules and resources with a view to improving them and will analyse any new actions that may arise as a result of its discussions or at the initiative of BC3 personnel, as occurs in other activities at the centre, in line with the management model in place.

The Plan will be continuously monitored by the Equality Committee and the degree of compliance with the measures implemented will be analysed at the end of the year and

included in the report. At the mid-term of the Plan, a mid-term evaluation will be carried out for a more detailed analysis of the development of the Plan.

The **mid-term evaluation will be carried out in December 2021** following the criteria set out in Royal Decree 901/2020.

The general evaluation criteria will be as follows:

- Impact: Internal and external modifications of the III Plan.
- Efficiency: Degree of development of challenges and compliance with objectives and actions.
- Coverage: Number of people benefiting from the 3rd Plan, participation in its development, and quantification of its quality.
- Execution: compliance with the timetable and adequacy of the allocated budget.
- Quality: quality of the data and information collected in the monitoring and evaluation of the plan.

Lastly, **at the end of the Plan period, in December 2023**, we will carry out a more exhaustive evaluation of the degree of compliance with the Plan and the measures, as well as their impact.

Modification procedure

The procedure for resolving any discrepancies that may arise in the implementation, monitoring, review or evaluation of the equality plan has also been defined. The Equality Commission will be the centre for resolving discrepancies and, as a joint framework, they must be agreed by both parties.

In the event of not reaching an agreement on the improvements or modifications to be made, both parties may seek the collaboration of external professionals in order to channel the discrepancies.

3. Equality plan – strategic goals

The Basque Centre for Climate Change (BC3) has drawn up a Gender Equality Plan which is to run for four years (2020-2023), and which focuses on 4 goals. The expected outcomes and the activities required to meet each goal differ. Details of the plan drawn up are shown below:

➤ **Strategic objective 1: guaranteeing safety in potential cases of harassment and violence.**

Specific objective 1.1. *Zero tolerance for sexual and gender-based harassment.*

Activities:

- Preparing a protocol to fight and prevent sexual and gender-based harassment,
- Selecting and training someone as a "Gender Focal Point" to manage sexual and gender-based harassment.
- Holding a training session on violence and harassment, to share the bc3 protocol and train staff.
- Monitoring the operational system for the harassment protocol (outsourced assessment).
- Include the protocol in the Welcome Plan and the Intranet (highlighted section).

Specific objective 1.2. *Preventing sexual and gender-based harassment, as well as any kind of violence toward women.*

Activities:

- Adding the commitment to eradicate harassment and violence to institutional discourse (website, documents, contracts, etc.) and developing a manifesto for commitment to equality.
- Conducting internal campaigns (emailing, etc.) to share the protocol and to prevent harassment and violence.
- Ensure the use of inclusive language and a non-sexist communication policy.

➤ **Strategic objective 2: to mainstream gender perspective in BC3's organisational culture.**

Specific objective 2.1. *Raise visibility for equality between women and men as a value for BC3.*

Activities:

- Revise all institutional documents that include organisation values and add equality as one of them.
- Create a space on the website that states this commitment and shares reports, news, etc. on science and equality between women and men.
- Add the commitment to equality in the Welcome Plan.
- Raise visibility for work done by women at bc3 in different media held by the organisation.
- Enter into strategic alliances with institutions committed to equality to generate joint activities to promote equality.
- Promote gender balance on scientific panels, summer schools, ISAC, etc.

Specific objective 2.2. *Create structures specifically designed to boost equality.*

Activities:

- Formalise the Equality Commission as an institutional entity.
- Define objectives and prepare a work agenda for the Equality Commission.
- Track implementation of the Equality Plan.
- Evaluate the Equality Plan when its execution is completed (outsourced assessment).
- Analyse requirements to obtain ATHENA SWAN recognition for BC3.

Specific objective 2.3. *Strengthen staff capabilities in relation to equality.*

Activities:

- Establish a training plan for the entire staff that includes work on: attitudes, terms of inequality, inequality in science, violence, etc.
- Create and maintain a repository with relevant information on equality aspects.

➤ **Strategic objective 3: promote a career development policy to promote equality between women and men.**

Specific objective 3.1. *Promote actions to guarantee equality criteria when hiring women and men.*

Activities:

- Analyse hiring policy and propose changes, if necessary, to promote equal opportunity. (OTM-R policy).
- Add criteria to the hiring policy, by means of which BC3's Hiring Commission will be blended, representing both women and men whenever possible. (OTM-R policy).

Specific objective 3.2. *Promote actions to guarantee equality in professional career development for people at BC3.*

Activities:

- Introduce the new Equality Plan at the BC3 Board of Directors Meeting.
- Send the HR EXCELLENCE work group ideas to revise the evaluation process for researchers within the framework of professional career development.
- Formalise institutional policies to regulate and define work-life balance and welfare measures for everyone at BC3, which also contribute to women attaining positions of responsibility at the job place.

Specific Objective 3.3 *Promote actions to ensure equal remuneration in BC3.*

Activities:

- Monitor the gap in remuneration and analyse the possible causes of the pay gap.

➤ **Strategic objective 4: add gender and equality principles to bc3's research.**

Specific objective 4.1. *Strengthen team capacities to do research with a gender perspective.*

Activities:

- Conduct training (specialist training or in-house seminars) for research staff on how to add the gender perspective to different phases of research.

- Invite a guest expert on gender through the Visitor Programme on a biannual basis.

Acknowledgements.

BC3 is grateful for the cooperation of **UNA gestión y comunicación**, for the time and attention given during the development of the Gender Equality Plan, as well as to **Elhuyar** for its support and accompaniment in the process of adapting the plan to the new regulations.

Signed by BC3 – Basque Centre for Climate Change - Klima Aldaketa Ikergai management

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