

Gender Action Plan

January 2017

Introduction

The "**She Figures**" publication is the main source of pan European, comparable statistics on the state of gender equality in research and innovation. The latest data available is the "**She Figures 2014 Report**" that indicates that women made up 47% of PhD graduates in the EU-28, but made up only 33% of researchers and 21% of top-level researchers. At the level of Directors or heads of research institutions is even lower, just with a 20% of female researchers covering those positions. In BC3, gender inequalities still persist particularly at the senior positions, where only a 15% of researchers are female (By the 30th of June, 2016). Though there is quite an important gender positive point to highlight in this section: Both, the Scientific Director of BC3 and also the Operation Manager of the centre, are female, this means that the highest positions in BC3 are represented by two women, quite an exceptional case, attending to the "She Figures" report. But, unfortunately, as in many other research institutions the gender balance is not achieved in BC3, as the 67% of the researchers of the centre are male, and only a 33% are female. Therefore, active plans for driving a structural change of gender inequalities are strongly needed. Considering this context, BC3 aspires to achieve a gender balance structure by the end of 2020, which is the principal goal of the Gender Action Plan (GAP) that BC3 proposes for the 2017-2020 period. The GAP has a set of actions designed to achieve this challenging objective and it will be managed by the Operation Manager of the centre with the support of the Gender Balance team and under the supervision of the Management Committee.

Main actions to be implemented during 2017-2020 period

The GAP of BC3 includes a 6 actions to be implemented during the period 2017-2020 that are described below:

Action C.1: Encouraging female researchers to apply to BC3's job offers.

BC3 will actively invite female researchers to apply to any of the job announcements published in the centre, trying to promote gender equality at the scientific positions. The recruiting policy in BC3 and also the promotion process is based on academic merits and other managerial merits or skills if required by the position. In fact, attracting talent is based on the evaluation of the merits of each submitted candidacy, guaranteeing the same opportunities for all candidates. If equally qualified women and men apply to a position, BC3 will strongly recommend to the principal investigator of the project where the researcher will develop his/her work, that

employment should be offered to a researcher of the sex which will better balance the structure of the scientific unit.

Action C.2: Evaluation system improvement.

BC3 will provide clear information on the evaluation/appraisal system considering special circumstances like maternity, paternity, long-term illness... in order to adequate the appraisal calendar accordingly.

Action C.3: Part-time positions.

Although currently BC3 permits to all its employees to have flexible time tables and also working one day per week from home (previously agreed with direct supervisor), in order to facilitate the flexibility of working hours, the option to amend current contracts and allow part-time positions temporarily will be offered, if the project and the funding authority allows it.

Action C.4: Information and Communication.

BC3 will improve the information and communication related to the programs/protocols directed to improve the balance between personal and professional life through the intranet and will provide this information at the welcome brochure. The programs directed to balance the personal and professional life will include the following programs: Working from home protocol, flexible working hours/timetable, part-time contracts, leaves of absence to care for daughters/son or other relatives, information on evaluation system and special circumstances among others.

Action C.5: Monitoring and controlling system.

A Gender Monitoring (GM) system will be established in order to follow up the implementation and results of GAP. The GM will be managed by the Operation Manager and will provide information on the evolution of the gender figures in annual basis and also on the evolution of the implemented actions and their impact. This information will be shared in the Management Committee and circulated to all BC3 employees. The Operation Manager will create a Gender Balance Team to ensure that the GAP is implemented and also to design and implement any other action that contributes to the final goal. The actions to be included in the GAP will have to be approved by the Management Committee of the centre.

Action C.6: Integration of sex and gender analysis into BC3 research projects.

BC3 will promote the integration of sex and gender analysis into the research proposals and projects developed in the centre. The projects office of BC3 will include in the funding guidelines offered to the researchers the possibility of integrating sex and gender analysis and providing the support to calculate the costs associated to it.

The Gender Action Plan (GAP) that BC3 will implement in the period 2017-2020 will directly contribute to the objectives established by the European Commission in the strategy on gender equality for Horizon 2020:

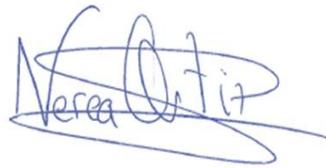
- To Foster gender balance in research teams, in order to close the gaps in the participation of women.

- To Ensure gender balance in decision-making, in order to reach the target of 40% of the under-represented sex in panels and groups and of 50% in advisory groups.
- To Integrate the gender dimension in research and innovation content, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

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



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