BC3'S 3RD EQUALITY PLAN (2025-2028)

DECEMBER 2024

MEASURES

ID	Specific objectives	ID	Activities	Responsible(s)	Deadline 2024	2025	2026	2027	2028	Resources	ID	Indicators	Responsible(s)	2025 Objective	Result	2026 Objective	Result	2027 Objective	Result	2028 Objective	Result
STRATEGIC OBJECTIVE 1: ENSURE A SAFE WORKSPACE AND VIBRANT WORKING ENVIROMENT																					
HR1.6	Prevent and eradicate sexual and gender-based harassment.	A 1.6.1	Training in the identification, prevention and action in cases of harassment, and the existing protocol in the organisation.	People Department Equality Commission Specialised consultant		✓	✓	✓	✓	32h/year	IOE 1.6.1.1	Percentage of staff trained annually. (Evidence - Attendance lists and protocol reading certification.	People Department	25%		50%		80%		100%	
											IOE 1.6.1.2	Number of trainings/seminars held per year. (Evidence - Training calendars filed in the system	People Department	3		3		3		3	
											IOE 1.6.1.3	Level of satisfaction with training. (Evidence Post-training surveys archived on the platform	People Department	85%		85%		85%		85%	
		A 1.6.2	Include in the Welcome Plan information on the obligation to read the new protocol on sexual and/or gender-based harassment.	People Department		✓	✓	✓	✓	1h	IOE 1.6.2.1	Incorporation of the protocol in the Welcome Plan material. (Evidence - Official documentation of the updated Welcome Plan filed in the internal system)	People Department	100%							
										1h	IOE 1.6.2.2	Percentage of newcommers receiving the updated Welcome Plan (Evidence - Record of reception process on file	People Department	100%		100%		100%		100%	
										2h/year	IOE 1.6.2.3	Satisfaction surveys after onboarding. (Evidence - Results of perception surveys archived in the internal evaluation platform)	People Department	85%		85%		85%		85%	
		A 1.6.3	Promote and encourage adequate protection in the workplace for women workers in situations of gender-based violence in the event of complaints.	People Department Specialised consultant		✓	✓	✓	✓	2h/year	IOE 1.6.3.1	Number of cases managed in accordance with the protocol. (Evidence - Record of cases managed according to the protocol filed in the system).	People Department	100%		100%		100%		100%	
										1h	IOE 1.6.3.2	Percentage of women workers satisfied with the support received. (Evidence - Anonymous surveys conducted after case closure	People Department	85%		85%		85%		85%	
		A 1.6.4	Disseminate among the staff the rights recognised in current legislation for female workers who are victims of gender-based violence, in the event of complaints.	People Department Specialised consultant		✓	✓	✓	✓	1h	IOE 1.6.4.1	Percentage of staff informed of their rights. (Evidence: Internal surveys to measure awareness following dissemination actions).	People Department	85%		85%		85%		100%	
											IOE 1.6.4.2	Number of information materials created and distributed. (Evidence: Copies of materials filed in the internal communication system).	People Department	2		2		2		2	
											IOE 1.6.4.3	Percentage of team leaders trained on rights and available measures. (Evidence: Attendance lists and training certificates on file).	People Department	85%		85%		85%		100%	
HR1.7	Promote the inclusive and non-sexist use of language at all levels and in all areas of the organisation.	A 1.7.1	Train and sensitise staff to the use of inclusive language as set out in the BC3 language guide.	People Department Communication Department		✓	✓	✓	✓	6h/year	IOE 1.7.1.1	Number of materials disseminated annually. (Evidence - Record of materials created and distributed	People Department Communication Departmen	1		1		1		1	
											IOE 1.7.1.2	Percentage of staff reached by materials. (Evidence - Reception surveys carried out	People Department	25%		50%		75%		90%	
		A 1.7.2	Pay attention to the detection of sexist use of language and, if necessary, request correction via the relevant address.	People Department Communication Department Equality Commission		✓	✓	✓	✓	3h/year	IOE 1.7.1.1	Number of documents or communications reviewed annually. (Evidence: Review reports filed in the internal quality system	People Department Communication Departmen	10		10		10		10	
											IOE 1.7.1.2	Percentage of corrections made after application. (Evidence: Record of corrections made to original documents	People Department Communication Departmen	100%		100%		100%		100%	
											IOE 1.7.1.3	Reduction of incidences of the use of sexist language.	Communication Department	20%		30%		40%		50%	

STRATEGIC OBJECTIVE 2: DEVELOP BC3'S LABOUR FRAMEWORK THAT PROMOTES EXCELLENCE IN POLICIES, PROCESSES AND PEOPLE

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HR2.1	To guarantee an environment that facilitates the reconciliation of personal, family and working life, promoting co-responsibility between men and women.	A 2.1.2	Include work-life balance measures adapted to the reality and needs of BC3, as well as a dissemination process to achieve greater reach	People department - Operations Manager	✓		✓			35h	IOE 2.1.2	The work-life balance framework is published and reviewed annualy	People departement			100%				100%			
		A 2.1.3	Understand the degree of satisfaction with the work-life balance and co-responsibility measures in force.	Equality Commission		✓		✓		4h	IOE 1.8.1.1.	Percentage of participation in the questionnaire (Evidence - Record of responses to the questionnaire archived in the internal survey platform)	People department					70%				80%	
				Equality Commission							IOE 1.8.1.2.	Number of aspects assessed in the questionnaire (dimensions of analysi including satisfaction, accessibility and effectiveness). (Evidence - Questionnaire designed and archived)	People department					6				10	
				Equality Commission							IOE 1.8.1.3.	Results report produced after data collection (Evidence - Final report of the analysis of results)	People department					100%				100%	
HR2.2	Review selection and promotion procedures to guarantee real and effective equality of treatment and opportunities, incorporating criteria that favour persons of the under-represented sex in each category or area.	A 2.2.2	Include in the general training plan specific training in gender equality for the people who carry out personnel selection processes.	People department		✓				4h/person	IOE 2.2.2	% of trained senior staff (recruiters) distibuted by gende Percentage of recruiters trained on gender equality (Evidence - Training record, including list of attendees and certificates of participation).	People department					80%					
HR2.4	Comply with the actions established in the area of equal pay.	A 2.4.1	Annually audit the salary structure.	People Department	✓	✓	✓	✓		24h	IOE 2.4.1	Audit conducted annually (Evidence: Audit reports filed in the corporate quality system)	People department			100%		100%		100%		100%	
		A 2.4.2	Review annually the job evaluation.	People Department	✓	✓	✓	✓		3h	IOE 2.4.2	Number of revisions made to the system to incorporate improvements (Evidence - Minutes of meetings and improvement proposals filed in the quality system).	People department			1		1		1		1	

STRATEGIC OBJECTIVE 3: IMPROVE INTERNAL STRUCTURE & PROCESSES FOR KEEPING A SUSTAINABLE, FAIR AND VIBRANT WORKING SPACE

ID	Specific objectives	ID	Activities	Responsible (s)	2024	2025	2026	2027	2028	Resources	ID	Indicators	Responsible (s)	2025 Objective	2025 Result	2026 Objective	2026 Result	2027 Objective	2027 Result	2028 Objective	2028 Result
HR3.5	Strengthen effective gender mainstreaming in BC3 culture, policies and processes.	A.3.5.1	Review and update internal policies and organisational processes, proposing updates that incorporate a gender perspective where appropriate.	Operations Management Compliance Officer People department			✓	✓	✓	14h	IOE 3.5.1	Number of new policies/Organisational processes implemented with gender perspective (Evidence - Policies updated and approved by the MC	Operations Managemente Compliance Officer People Department			1		2		2	
		A.3.5.2	Promote campaigns (internal newsletters, educational videos, infographics and thematic events, etc.) to raise awareness of the importance of gender equality in the workplace	People department Communication Department		✓	✓	✓	✓	12h/year	IOE 3.5.2	Number of campaigns. (Evidence - Record of campaigns and distribution reports generated by the Communications Department).	Communication Department	3		3		3		3	
		A.3.5.3	Maintain and promote partnerships with institutions committed to equality.	People department		✓	✓	✓	✓	7h/alliance	IOE 3.5.3	Number of annual partnerships. (Evidence - Agreements/Registers formalised	People Department Equality Commission	8							
		A.3.5.4	Broadening the dichotomous female/male concept of forms and communications, extending it to different identity realities	Operations Management People department				✓	✓	2h/year person	IOE 3.5.4	Number of surveys collected with a gender perspective by broadening the dichotomous concept of woman/man.	People Department					2		4	
		A.3.5.5	Design and implement the LGTBI Plan during the life of the equality plan, promoting an inclusive work environment for people with diverse sexual orientations and gender identities.	Operations Management People department Equality Commission			✓	✓	✓	8h/year	IOE 3.6.6.1	Defined key milestones (design, validation, implementation) with annual progress rates. (Evidence: Plan documents in draft, validation and final version filed in the management system).	People Department			100%					
											IOE 3.6.6.2	Percentage of LGTBI Plan actions implemented. (Evidence: Final report of implemented actions)	People Department			50%		75%		100%	
											IOE 3.6.6.3	Percentage of staff satisfaction with the measures in the plan. (Evidence - Results of perception surveys archived in the internal evaluation platform).	People Department					75%		100%	
HR3.6	Reducing horizontal and vertical segregation by balancing gender representation at all levels and areas of BC3	A.3.6.2	Monitor the applications received for new recruits to ensure that there are no situations of overqualification and to study the reasons why female candidates are discarded from positions of responsibility.	People department				✓	✓	1h	IOE 3.6.1	Percentage of female applications received in selection processes for senior management positions (Evidence - Selection process analysis reports filed in the people department's management system, including reasons for rejection	People Department					100%		100%	
		A.3.6.3.	Promoting women's leadership in SMALL SHERPA proposals	Operations Management Small Sherpa Commission			✓		✓	1h	IOE 3.6.2	Number of female research fellows attaining Associate status or above (Evidence - Change of professional category - addendum to contract)	People Department					1		1	
											IOE 3.6.3	Number of Small Sherpa Projects proposals led or co-led by female researchers. (Evidence -List of Small Sherpa Projects proposals on file	Small Sherpa Commission	1				1			

STRATEGIC OBJECTIVE 4: CONTRIBUTE TO BOTH PERSONAL AND PROFESSIONAL DEVELOPMENT

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HR4.1	Promote a Professional Career Development plan linked to the new scenario of the centre	A.4.1.3	Review and update the evaluation criteria through the Professional Career Development plan to include gender-related indicators.	People Department	✓		✓		3h	IOE 3.5.3.1	Inclusion of gender equality mainstreaming indicators in 100% of performance evaluations. (Evidence - Updated appraisal forms filed in the management system)	People Department	100%							
										IOE 3.5.3.2	Number of people coordinating lines of research or research groups trained in gender equalit (Evidence - Training records in the people management system and certificates of participation)	People Department					100%			
HR4.5	Promote tools for creating connections within the center that promotes transdisciplinary	A 4.5.3	Track the implementation of BC3's mentoring program	People department - Research Staff	✓	✓	✓		14h/year	IOE 4.5.3.1-1	Mentored workers (Evidence - Promotion mentoring data on file in the personnel management system, disaggregated by gender and category).	People department Research Staff Technical Staff	6		8		10			
										IOE 4.5.3.2-1	Satisfaction rate of participants in professional development programmes (Evidence - Satisfaction surveys after mentoring sessions, available on the survey platform)	People department Research Staff Technical Staff	75%		80%		85%			
HR4.6	Transversalise the gender perspective in all BC3 training activities.	A 4.6.1	Annual equality training.	People Department Equality consultant	✓	✓	✓	✓	8h/year	IOE 4.6.1.1	Percentage of staff trained annually (Evidence - % participation per year)	People department	25%		50%		80%		100%	
										IOE 4.6.1.2	Number of trainings per year (Evidence - Calendar and minutes of training sessions filed in the training area of the Personnel Department)	People department	1		1		1		1	
										IOE 4.6.1.3	Post-training satisfaction survey (Evidence - Survey results available on the training survey platform)	People department	75%		75%		75%		75%	
										IOE 4.6.1.4	Número de espacios de reflexión habilitados en las jornadas formativas sobre igualdad	People department	1		1		1		1	
		A 4.6.2	To train annually in gender perspective in the context of scientific research.	People Department Equality Commission	✓	✓	✓	✓	8h/year	IOE 4.6.2.1	Number of training actions carried out annually. - experiential and strategic training sessions on how to include gender issues into the content of research and innovation projects. (Evidence - Record of training activities planned and carried out, archived in the training system).	People department	2		2		2		2	
										IOE 4.6.2.3	Percentage of research staff participating in training. (Evidence - Attendance lists).	People department			25%		50%		80%	
										IOE 4.6.2.4	Satisfaction of the participants with the training courses. (Evidence - Results of evaluation surveys)	People department			75%		75%		75%	