



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

DECEMBER 2024



# 1. INTRODUCTION

BC3, Basque Centre for Climate Change has reaffirmed its commitment to gender equality by drawing up the 3rd Equality Plan (2025-2028). This document follows Spanish legislation: Organic Law 3/2007, Royal Decree-Law 6/2019, of 1 March, and the two successive Regulations approved by Royal Decrees 901/2020 and 902/2020, of 13 October. It is also necessary to mention that it complies with the requirements of article 55.3 of Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGTBI people and is also aligned with the Sustainable Development Goals (SDGs), especially SDG 5 (Gender equality) and SDG 8 (Decent work and economic growth).

The 3rd Equality Plan seeks to consolidate the efforts made so far and establish a strategic framework that guarantees equal opportunities between women and men at all levels of the organisation. To this end, the diagnosis carried out offers a precise picture based on the Spanish legal requirements of BC3's current situation, making it possible to identify strengths and areas for improvement that will guide future actions.

This process not only responds to regulatory compliance, but also reinforces BC3's commitment to organisational excellence and sustainability, understanding that equality is a key element in achieving an inclusive and equitable working environment.

With this diagnosis, BC3 reaffirms its leadership in integrating gender equality in its policies and practices, promoting an environment that values diversity and contributes to consolidating its position as a benchmark in the field of climate research. The detailed analysis is presented below.

# 2. DESCRIPTION OF THE WORKFORCE

- Gender composition: 58% of the workers are women and 42% are men, reflecting a slight feminisation within the balanced presence defined by Spanish regulations.
- Age and seniority: Women are represented in all age groups and levels of seniority, which shows that these variables do not penalise their presence.
- Distribution by department and role: Women predominate in administrative and health care research roles, while men stand out in senior research and technical management positions. This is evidence of horizontal segregation.
- Type of contracts: Full-time permanent contracts are in the majority and show a balanced distribution between the sexes. However, temporary, and part-time contracts affect women to a greater extent, which may indicate job insecurity.
- Educational level: The entire workforce has higher education, with the level of master's and doctorate degrees being mostly balanced between the sexes.

### 3. HUMAN RESOURCES MANAGEMENT

- Selection and recruitment:
  - Selection processes are open and transparent, although there are opportunities to implement measures that favour greater equity in historically male-dominated roles.
  - Although women represent most recent hires, they reinforce horizontal segregation, as they are concentrated in administrative and research support positions.
- Training and career development:
  - The training offer is varied, including technical, transversal, and soft skills courses.
  - Training is mostly accessible during working hours, but an equal distribution of training hours between men and women is not ensured.
  - There is a lack of a strategy to promote specific gender equality training.
- Professional promotion:
  - Procedures for career development are well defined, although opportunities are identified to encourage balanced representation in promotions and ensure participation of diverse teams in appraisal processes.

### 4. WORKING CONDITIONS

- Flexibility and work-life balance:
  - BC3 offers measures such as flexible working hours, split working hours and one telework day per week, which facilitate work-life balance.
  - There is scope to monitor the use of these measures in more detail and to adjust policies to the needs of the workforce.
- Prevention of occupational risks:
  - Although robust safety protocols are in place, there is an opportunity to incorporate a gender perspective and specific measures related to maternity.

### 5. PROFESSIONAL CLASSIFICATION AND REMUNERATION

- Pay audit: Remuneration is in line with Spanish regulations and no significant pay gaps have been identified. The differences detected in non-wage supplements are related to sick leave and end of contract and are not an indicator of structural inequality.
- Salary structure: The valuation of positions and groupings of equal value is clear and contributes to mitigating possible inequalities.

## 6. PREVENTION OF SEXUAL AND GENDER-BASED HARASSMENT

- Harassment protocol:
  - BC3 has a protocol updated in 2024, which includes preventive measures, complaint channels and formal and informal procedures for dealing with harassment situations.
  - It includes a counselling and support service for those who do not wish to formalise a complaint.
  - Annual monitoring reports are carried out, although prevention actions, such as training, need to be fully documented

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## 7. COMMUNICATION AND USE OF LANGUAGE

- Use of inclusive language:
  - Neutral and inclusive language is used in English communications. However, in Spanish, the use of the generic masculine persists in certain documents and on the website.
  - It is recommended that a specific guide to inclusive language be drawn up and staff trained to apply it in all areas.
- Corporate image:
  - Images used in social networks and internal communication reflect diversity and avoid stereotypes.

## 8. CONCLUSIONS AND PRIORITY AREAS FOR ACTION

- Key strengths:
  - The workforce reflects an inclusive composition with women occupying managerial roles.
  - There is a clear commitment to equality, reflected in harassment protocols, varied training and equitable working conditions.
- Main areas for improvement:
  - Reduce horizontal and vertical segregation through recruitment and promotion strategies that favour equality in research leadership positions.
  - Implement mandatory equality training for all staff and ensure an equitable distribution of training hours.
  - Review communications in Spanish to eliminate the generic masculine and reinforce the use of inclusive language.
  - Incorporate the gender perspective in occupational risk protocols and monitoring of reconciliation measures.
  - Expand preventive actions within the framework of the harassment protocol, including ongoing training and awareness-raising.

Next steps: BC3's 3rd Equality Plan (2025-2028) should consolidate these recommendations into concrete actions to ensure effective equality between women and men, promoting an inclusive and sustainable working environment aligned with the organisation's values and objectives.

