



BASQUE CENTRE  
FOR CLIMATE CHANGE  
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## **Gender Equality Plan for 2020-2023**

**Basque Centre for Climate Change (BC3)**



**External consultant:** UNA gestión y comunicación



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FOR CLIMATE CHANGE  
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EXCELENCIA  
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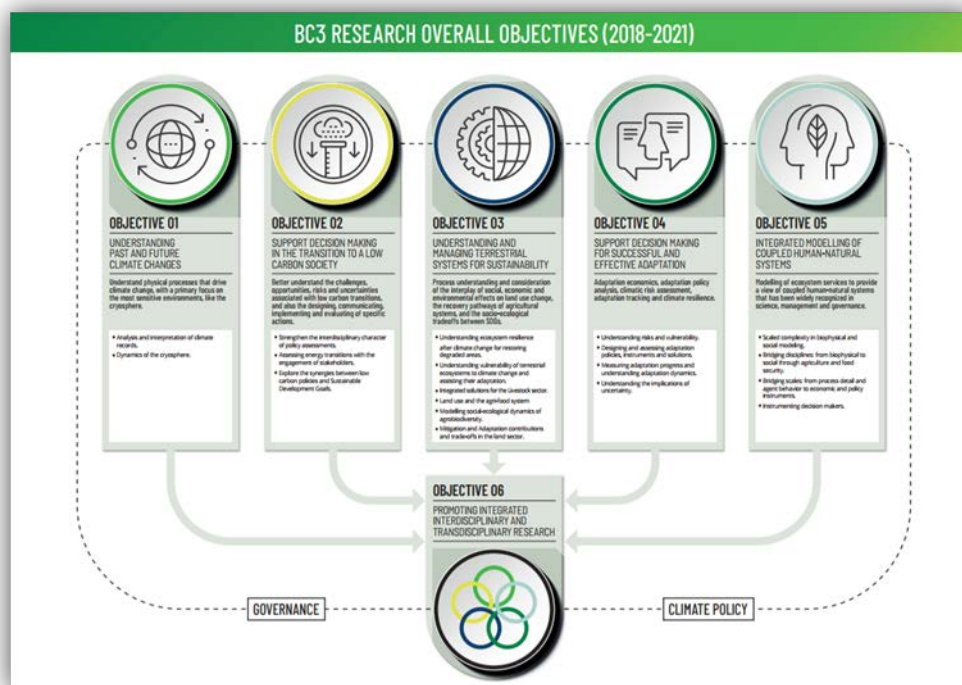
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## 1. Introduction

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 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 has 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 to 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 promoting 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.

The diagnostic analysis and the plan were drawn up by an Equality Committee (EC) made up of the following persons:

- Operations Manager
- Management Assistant
- 1 Research Professor
- 2 Research Fellows
- 2 Ikerbasque Research Fellows
- 2 Postdoctoral researchers
- 3 Predoctoral researchers
- 1 Research Assistant

The lines of action and activities set out in the Equality Plan were put together participatively by the EC. Once the plan is drawn up, the Committee will continue to sit at least throughout its four-year term. This ensures that there is a formal body to monitor implementation of actions and compliance with indicators. In short, it provides a body that can assure the sustainability of the process and help the whole team to take it on board.

## 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)** 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 taking into account the inequality in which women (who comprise half the population) live all around the world, including in our own society.

At 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, in 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". More specifically, Section 3 of the Act sets out a number of measures to promote actual,

effective equality between women and men in its various areas of application, including the **workplace**.

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.

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 the activities at the centre, in line with the management model in place.



### 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 "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.

➤ **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.

➤ **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 through 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.**

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