



**Barcelona
Supercomputing
Center**

Centro Nacional de Supercomputación

GENDER AND DIVERSITY EQUALITY PLAN



Index



Index

**EXCELENCIA
SEVERO
OCHOA**



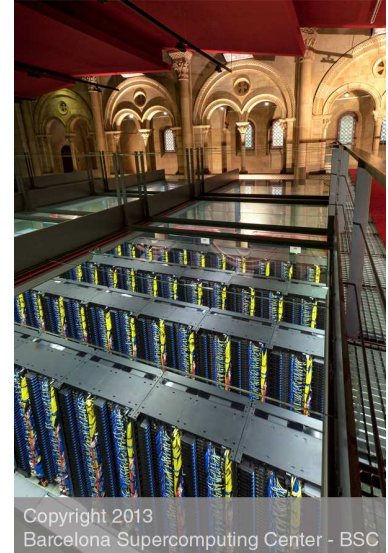
HR EXCELLENCE IN RESEARCH

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1. Presentation of Barcelona Supercomputing Center (BSC-CNS)

The Barcelona Supercomputing Centre (BSC-CNS), one of the most important scientific institutions with headquarters in Barcelona, is specialized in High-performance Computing and Big Data. The centre offers infrastructures and services of supercomputing simultaneously to local and European scientific personnel generating technology and knowledge in service of society. The BSC-CNS was constituted in 2005 and is a public consortium constituted by the Spanish Government, the Generalitat de Catalunya and the Universitat Politècnica de Catalunya-BarcelonaTech.

The Barcelona Supercomputing Center-Centro Nacional de Supercomputación is the pioneer centre of supercomputing in Spain. Our specialty is High Performance Computing (HPC) - and our mission is double: to develop our own research and offer infrastructures and knowledge in supercomputing to the scientific community and society.



We are a Severo Ochoa Centre of Excellency, we manage the *Red Española de Supercomputación (RES)* - Spanish Network of Supercomputing and we are members of the first level of infrastructure of European research PRACE (Partnership for Advanced Computing in Europe).

As a research centre, we have professionals of great talent, with a total of more than 400 experts and professionals in R&D from different countries and cultures developing their professional career in a multidisciplinary, competitive and international environment in four large areas: computational sciences, life sciences, earth sciences and computational applications in science and engineering.

These scientists, women and men, develop their own research and participate in projects in collaboration with other centres, facilitating the use of the HPC with their experience in the development of applications apt for this type of computer. Both basic and applied research are carried out in collaboration with important companies such as IBM, Microsoft, Intel, Nvidia, Repsol and Iberdrola.

As a centre of services, we have several supercomputers and data repositories of great capacity. The supercomputer MareNostrum, with a capacity of more than a Petaflop/s, is the emblem of the centre. MinoTauro is the second most potent supercomputer and has been recognized for its energetically efficient architecture. We also have Big Data infrastructures with a total storage capacity of 11 Petabytes.

2. The culture and corporate philosophy of the BSC-CNS

The mission of BSC-CNS is investigate, develop, negotiate, and transfer technology and knowledge in the setting of HPC with the purpose of facilitating progress in different scientific areas, with special emphasis on Computational, Life, Earth and Engineering Sciences.

The general objectives of the centre are:

Scientific and technical excellence.

- To be an excellence centre at international level.
- To encourage collaboration among interdisciplinary groups.
- To attract and retain national and international talent.
- To lead innovative application of computing in non conventional fields



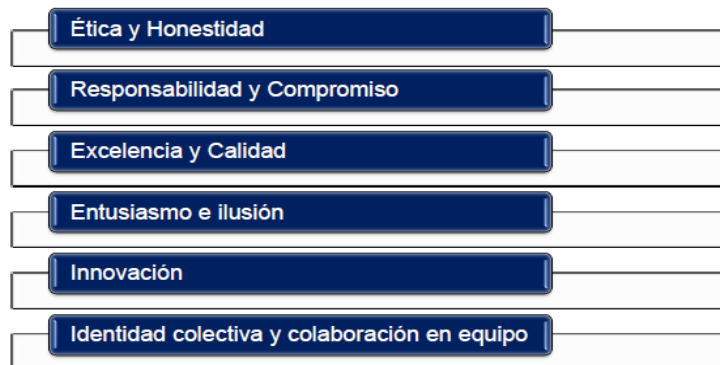
Support e-science in Spain.

- To provide resources from HPC competitive at European scale.
- To lead support capacity of access to supercomputing infrastructures at Spanish level.
- To actively participate in the scenario of supercomputing at international level.

Creation of wealth.

- Technological transfer.
- To promote the development of the society of knowledge.
- Efficient administration of resources.

The corporate values of BSC-CNS are:



Ethics and honesty

To work with integrity and rigour, trying at all times to do the correct thing, demanding the greatest honesty of ourselves and the people surrounding us. To respect people, the community and the environment. To offer the same opportunities within an environment whose diversity is a source of incalculable value.

Responsibility and commitment

Applying logic and common sense to look for, analyze and offer the best possible response in all that we do. To make every effort to contribute with the mission, objectives, high-performance and continuous learning. To be motivated to give the best of ourselves fulfilling the values of the centre. To aspire and achieve personal and professional leadership in our relationships.

Excellence and quality

To apply effective solutions to achieve optimum results transforms us into people and teams of great credibility. To be nonconformists and look for the highest quality in information and in the making of decisions with the aim of achieving maximum effectiveness.

Enthusiasm and Illusion

To understand challenges as opportunities, to apply passion and optimism in everything we do. To pay personal attention to all those people with whom we relate.

Innovation

The characteristic of our culture is to maintain a creative attitude in all our activities to achieve the greatest possible impact, as well as to support the development potential of our personnel. To show positivity and flexibility in face of changes, and to encourage a dynamic setting to overcome all challenges.

Collective identity and team work

To collaborate in building solid and loyal relationships among us, as well as to obtain synergies and alliances that generate multidisciplinary results. To listen, discuss and share the curiosity necessary for research and discovering new challenges in the BSC-CNS.

To highlight that the Barcelona Supercomputing Centre (BSC-CNS) was one of the first research centres to receive the hallmark of research excellence from the Severo Ochoa programme. The distinguishing characteristic Severo Ochoa Centre of Excellence and María of Maeztu Unit of Excellence, inside the subprogram of Institutional Strengthening of the National Plan of Technical Scientific Innovation Research has as its purpose the financing and accrediting of public centres and units of research, in any scientific area that demonstrates scientific impact and leadership at international level and that collaborates actively with its social and business setting.

Likewise, BSC-CNS is committed to the principles of the European Charter for Researchers and the Code of Behaviour for recruiting research personnel. BSC-CNS wants to continue shoring up the best references for research and excellence.

As an aspect of special relevance, BSC-CNS possesses the hallmark "HR EXCELLENCE" that includes principles like "Non discrimination": the employers and/or financers will not discriminate against researchers for reasons of gender, age, ethnic group, nationality or social origin, religion or beliefs, sexual orientation, language, disability, policy opinion and socio-economic condition or recruitment: the employers and/or financers should make sure of the existence of clearly specified standards for the admission of researchers, especially in the beginning of their careers. It should also facilitate access of disadvantaged groups of researchers or professors returning to the research career. Employers and/or financers should adhere to the principles announced in the Code of Behaviour for researchers when recruiting or hiring or welcoming researchers.

The BSC-CNS action plan was approved by consensus by the Executive Council in February 2015. It is a wide and ambitious project in which the following aspects stand out:

- § The creation of advisory committees made up of researchers who will help generate more effective strategies, policies and procedures closer to the needs of our research personnel.
- § To promote equality of opportunities and gender policies, providing effective measures.
- § To reinforce the activities of diffusion and public participation, since these activities are one of the main objectives of the centre and they give us the opportunity of showing society our work and attracting the non scientific public.
- § The maintenance and improvement of our system of career development.

Another example of the philosophy of the BSC-CNS and its corporate social responsibility brings us to emphasize that it has, from its beginning, encouraged solidarity with society, special help for exceptional situations that members of the institution or their families may have and the stimulus for activities promoting the interrelation and cohesion of the personnel of the centre. As a demonstration of this, every year a plan of social activities is presented and authorized, as long as funds are available and the current regulations permit.

Incentives can be directed towards:

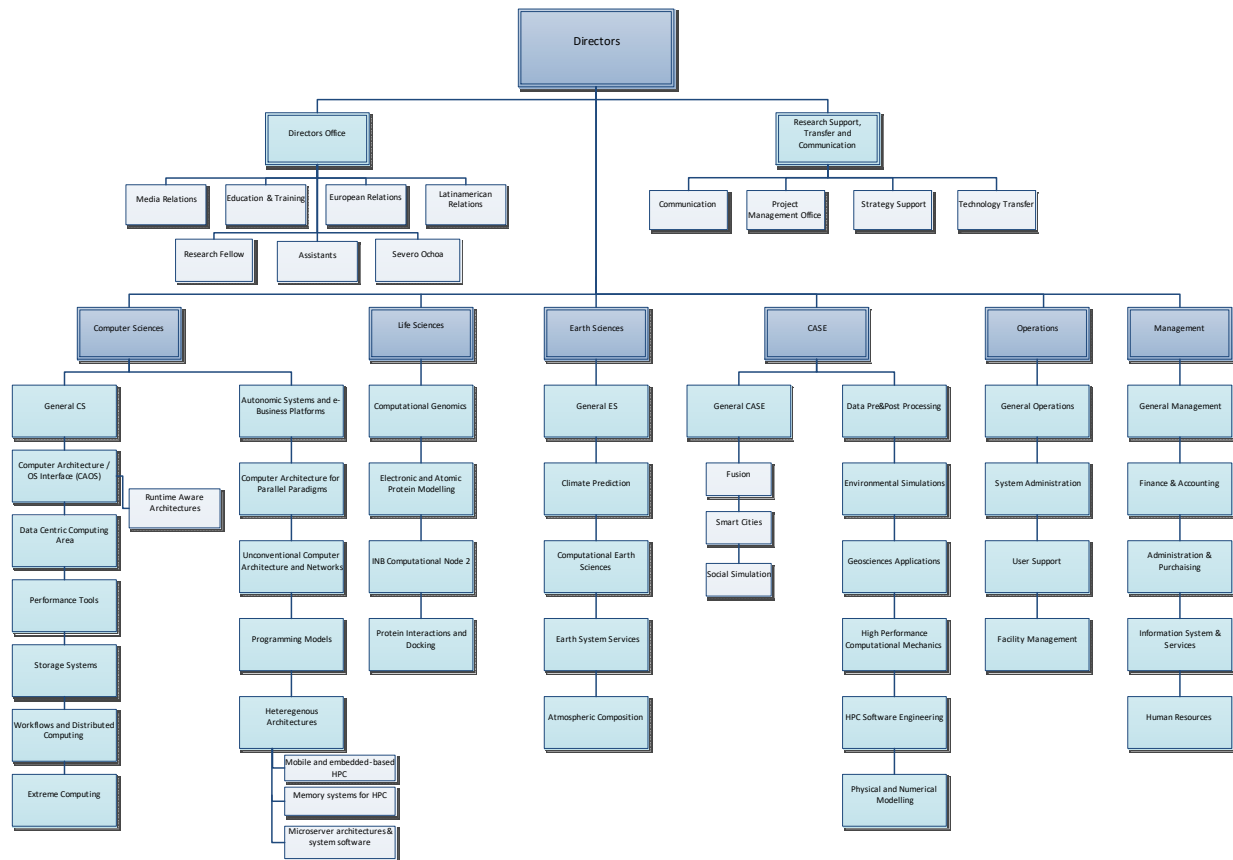
- § Activities encouraging mutual intercourse and cohesion among the BSC-CNS personnel, in order to increase collaboration among personnel of the centre, the creation of added value of the institution and the setting in motion of interdepartmental projects. For example, activities of a cultural, sport, social or supportive nature.

- § Initiatives contributing a social or supportive value and incorporating some type of cooperation in collaboration with ONGs or other humanitarian aid institutions. As, for example, solidarity markets to raise funds and earmark them for a specific project or ONG, or to collectively participate in sports activities such as trailwalkers with links to an ONG.

- § Momentary aid of an individual character. In case of singular events justifying the need for a special contribution aid may be awarded in extraordinary personal and unforeseen family circumstances which seriously and directly affect BSC-CNS personnel or a first level of consanguinity relative including sisters and brothers.

4. Organizational structure of the BSC-CNS

Organisation chart of the institution.



The organs of Government and Management of the BSC-CNS-CNS are:

- The **Rector's Council** constitutes the maximum organ of government and management of the Consortium and is made up of representatives from the Ministry of Economy and Competitiveness, the Departament d'Economia i Coneixement of the Generalitat de Catalunya, the Universitat Politècnica de Catalunya•BarcelonaTech and from the BSC-CNS-CNS. Among the functions of the Rector's Council, at the proposal of the Executive Commission, is the approval of the annual budget of the Consortium, the annual accounts and the settlement of the budget.
- The Executive Committee, also made up of members coming from the employers and from the centre was constituted with the objective of following up and executing the decisions of the Rector's Council and it acts as recruiting organ as stipulated in the Law of Contracts of the public sector.
- The Director of the BSC-CNS, Mateo Valero, and the Associate Director, Josep María Martorell, are responsible for the direction and management of the centre.

Furthermore, the consortium counts on the following organs of advice:

- The **Scientific Advisory Board** is comprised of experts of recognised international prestige in the fields related to the ends and activities of the centre. Their purpose is to advise the Rector's Council on the activities, programs and scientific plans of the centre and to propose future action that can improve the quality and reach of the works.
- The Committee of Access, comprising prestigious scientists external to the BSC-CNS who are experts in different areas of knowledge, has as its aim to give access to the scientific use of MareNostrum, evaluating the proposed improvements presented based on the scientific and technical quality of the projects.

4. The commitment of BSC-CNS to the Equality of Opportunities and Management of Diversity.



The equality of opportunities between women and men is one of the greatest changes that current society is experiencing. Gradually, in less than thirty years, women are being incorporated at all levels and working environments, including those sectors in which traditionally they had not been able to participate.

The relationship of women with the world of the science and innovation has not been easy, nor has the road undertaken by so many women that have gone into in those environments dominated by men. Although many of the obstacles which women pioneers found in science and the technology have

been overcome today, there is still a long road to travel.

Effective equality of women in all ambits of social life, and in the system of science and technology also, is a question of great importance. For years' society has not taken this reality into account, but if we really wish to advance, we cannot continue not taking advantage of 50% of the available talent (White Book. Situation of Women in Spanish Science).

The most recent research has demonstrated that in many fields of scientific knowledge, from the humanities, to medicine, including social sciences and engineering, the variables of sex and gender are still not sufficiently considered.

Stereotypes and biases persist in research and in technological developments that many times construct as universal norms what are realities, experiences and expectations of a group of people, mainly males, and it would also be necessary to say, of the white race and from a certain socioeconomic level, and they consider as deviations from the norm, the realities of other people.

Stereotypes of gender and lesser social valuation which women are subject to are often translated into stereotyped and smaller considerations of their specific realities, be they of social order or biological order, in research. Science, like any other field of human activity is not free from the cultural and social conditions of its time (Universidad de La Laguna. Interdisciplinary Studies of Gender).

To contribute to the real and effective equality of women and men and the respect for diversity with human teams in which professionals of other nationalities and cultures participate, the Direction of BSC-CNS has manifested their commitment and will to foment actions in this ambit as well as to promote new actions in those aspects in which some possibility of improvement is detected.

Besides achieving equality from a gender perspective, BSC-CNS seeks to consolidate a staff characterized by its multicultural reality and international nature. More than 30% of our personnel comes from other countries.

By Management of Diversity we understand not only the action of accepting, but also of appreciating, taking advantage of and promoting the multiple cultures bearing different aptitudes and knowledge that can be taken advantage of by the centre in order to reach our objectives. The benefits diversity contributes to development and advance of the BSC-CNS are numerous.



Discrimination based on the person's sex, their nationality, racial or ethnic origin undoubtedly causes a great risk of loss of talent.

The BSC-CNS reiterates therefore, its commitment to the establishment and development of policies that integrate the equality of treatment and opportunities between men and women, without direct or indirectly discriminating for reason of sex or other aspects (nationality, race, religion...), as well as in the impulse and development of measures to achieve real equality in the heart of our organization, establishing equality of opportunities as a strategic principle of our corporate policy and Human Resources, in accordance with the definition of this principle established by Organic law, of March 22, for effective equality.

In each and every one of the ambits in which the activity of this institution is developed, from the selection of new personnel to internal promotion, including training, working conditions and employment, working health, the regulation of working hours and conciliation or salary policy, we assume the principle of equality of opportunities between men and women and the principle of diversity, complying specially with indirect discrimination, understood as "the situation in which a seemingly neutral disposition, criteria or practice, places a person of one sex or another personal characteristic such as nationality or age in particular disadvantage regarding people of another sex, other nationalities or ages".

Regarding communication, both internal and external, all decisions adopted in this respect will be informed of, and an image of BSC-CNS in agreement with this principle of equality of opportunities will be projected.

The principles announced will be put into practice through the creation of a Committee of Equality and the development of new measures or positive actions, through the Plan of Equality and Management of Diversity that signify improvements regarding the current situation, arbitrating the corresponding systems of follow-up with the purpose of advancing in the attainment of real equality between women and men and from other nationalities and countries in the institution and by extension, in society as a whole.

5. Committee of Equality of the BSC-CNS

For the design, implementation and follow-up and evaluation of the Plan of Equality, a standing committee has been created in the BSC-CNS that will ensure:

- Gender equality, understood as the attainment of equality of opportunities between women and men, maintaining the recognition of difference.
- Equality of opportunities, understood as the identical option for the same opportunities and professional resources on the part of both sexes.
- Equality of opportunities for all people independently of their origin, culture, nationality, religion, sexual orientation, family situation, etc.
- Non-discrimination, direct or indirect, of the staff in function of their gender, as well as the elimination of barriers, visible or not, that suppose differences between women and men or for any other reason of a personal nature.
- Eradication in the working environment of any indication of sexual harassment or harassment for reason of sex, as well as of any other modality of moral harassment.
- The promotion and dissemination inside the company of the values and practices in which equality is based, as well as the promotion of the balanced representation of both sexes in all organs and positions of responsibility of the company.
- The follow-up and the updating of the Plan of Equality, elaborating proposals of future actions.

The BSC-CNS Committee of Equality is made up of six members, three women and three men, responding to criteria of representativeness and transversality. A representation of various positions (Group leader, doctoral student, Postdoc...) is reflected, and areas in the institution (Dept. Computer Applications, Computer Sciences, Operations, Earth Sciences HR), with the aim of gathering differential needs and facilitating maximum dissemination of the process and results. Three of the members of the Committee of Equality belong to the Works Committee.

The members of the Committee of Equality are:

Position	Name
Head of Team of the Dept. of Computer Applications	Mauricio Hanzich
Doctoral student of the Dept. Computer Sciences	Rizk Allah Touma
Postdoctorate of the Dept. of Computer Sciences	Claudia Rosas
Head of Team of the Dept. of Operations	David Vicente
Postdoctorate of the Dept. of Earth Sciences	Chloé Prodhomme
Technician of the Dept. of HR.	Anna Martín

The Committee of Equality has its own Regulations setting out its functions, principles and the methodology of its work. The Regulations are presented in the annex of the Plan.

6. Diagnosis.

The Organic law 3/2007, article 46, establishes the concept and contents of a plan of equality in organizations:

"1. Company plans of equality are an ordered collection of measures, adopted after carrying out a situation diagnosis, aimed at reaching in the company, equality of treatment and opportunities between women and men and eliminating discrimination for reasons of sex.

Plans of equality will fix the specific objectives of equality to be reached, the strategies and practices to adopt for their attainment, as well as the establishment of effective systems of follow-up and evaluation of the objectives fixed".

During the whole process workers will be guaranteed access to information on the project and attainment of its objectives, as established by article 47 of the LOIEMH, by means of the habitual communication channels: intranet, workshops, meetings, etc.

Likewise, the Plan of Equality has been supplemented with aspects linked to the Management of Diversity.

The project is carried out in four phases:

Phase 1: Commitment, planning, communication, diagnosis.

- § Commitment of the organization to the design and implementation of the Plan of Equality of Opportunities and Management of Diversity.
- § Appointment of persons responsible for promoting the project (Committee of Equality).

Elaboration of a Diagnosis with the collection of quantitative and qualitative information and the analysis from a perspective of gender of the data and multiculturalism. The quantitative information corresponds to the collection and analysis of statistical data of the staff that facilitate having a fixed image of the institution in relation to the situation of women and men, the different nationalities and the culture of the prevailing equality in the moment in which the diagnosis is elaborated. Analysis of the qualitative information (Regulations, internal protocols, procedures, etc.) explain, confirm and contrast the data, as well as deepening the common information of the organization.

Phase 2: Elaboration of the Plan of Equality and Management of Diversity.

- § Definition of objectives and goals to be reached.
- § Positive actions to achieve objectives. Positive actions are measured specific in favour of women to correct patent situations of de facto inequality regarding men. In this case, they would also be applied to inequalities identified by questions of nationality, culture, etc.
- § Indicators quantified for the evaluation of the process. Results foreseen.
- § Temporary planning.
- § Follow-up and evaluation.

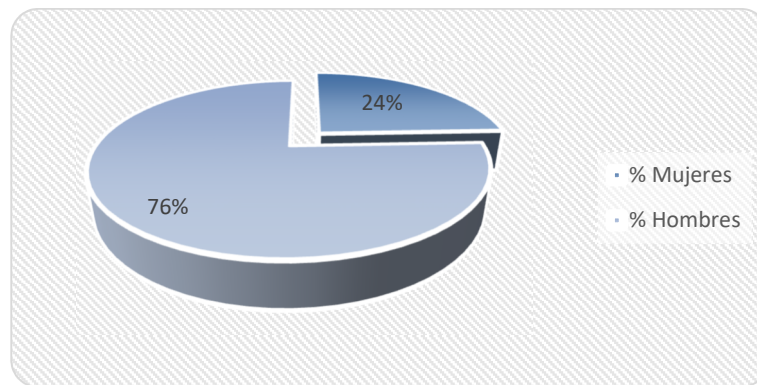
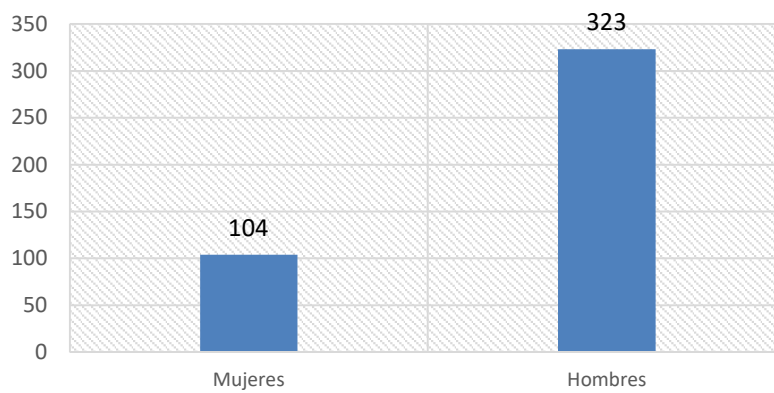
Phase 3: Supposes the implementation and development of specific positive actions defined in the Plan of Equality and Management of Diversity.

Phase 4: Follow-up of the process directed at safeguarding the execution of the actions defined, and guaranteeing both the execution of them, and the establishment of measures when the objectives have not been reached or when new necessities arise for which it will be necessary to articulate new actions.

Analysis of quantitative and qualitative data.

Total staff classified by sex.

Women	%	Men	%	Total
104	24,36%	323	75,64%	427



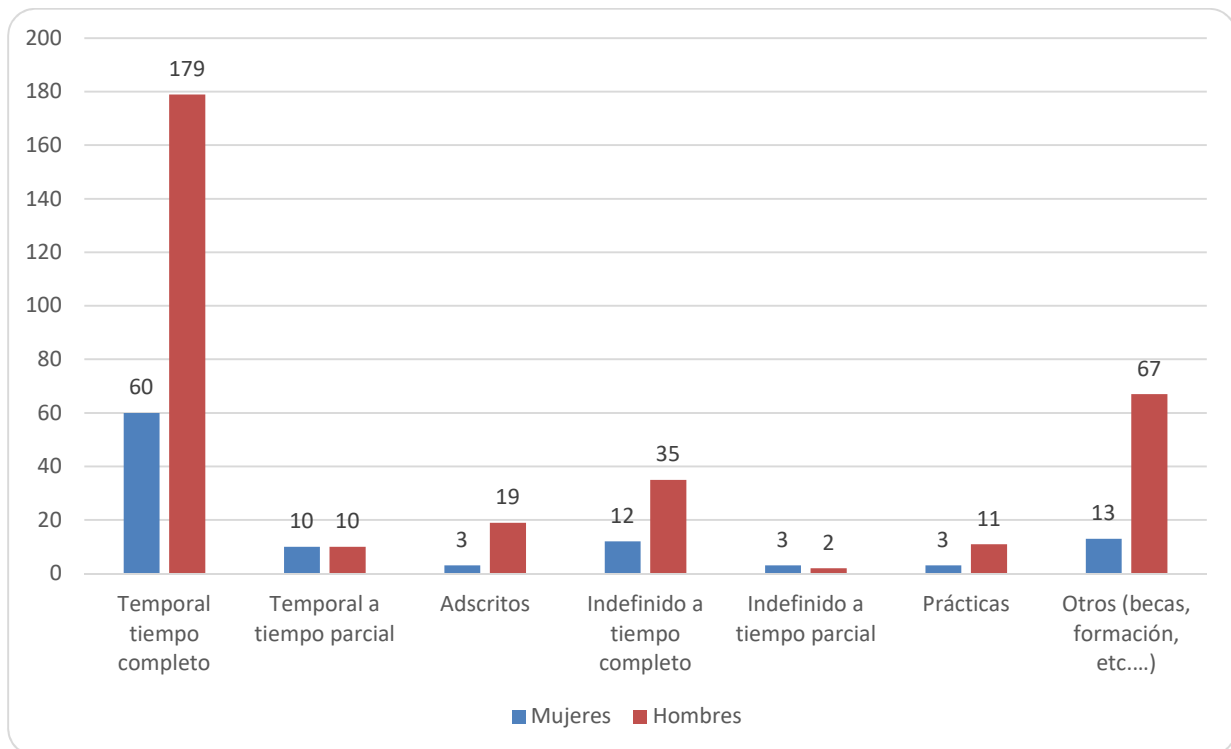
* Data obtained 30/04/2016 including assigned staff.

According to the global data analyzed, the staff of the BSC-CNS is for the most part masculine with a presence of 76% of men (323) and 24% of women (104).

We consider the distribution by sexes a situation of parity on moving in intervals of percentages of 60-40%.

Total staff classified by contract type.

Contract type	Women	%	Men	%	Total
Temporary full time	60	57,69%	179	55,42%	239
Temporary part time	10	9,62%	10	3,10%	20
Attached	3	2,88%	19	5,88%	22
Indefinite on full time	12	11,54%	35	10,84%	47
Indefinite on part time	3	2,88%	2	0,62%	5
Practice	3	2,88%	11	3,41%	14
Others (grants, training, etc....)	13	12,50%	67	20,74%	80
TOTAL	104	100,00%	323	100,00%	427

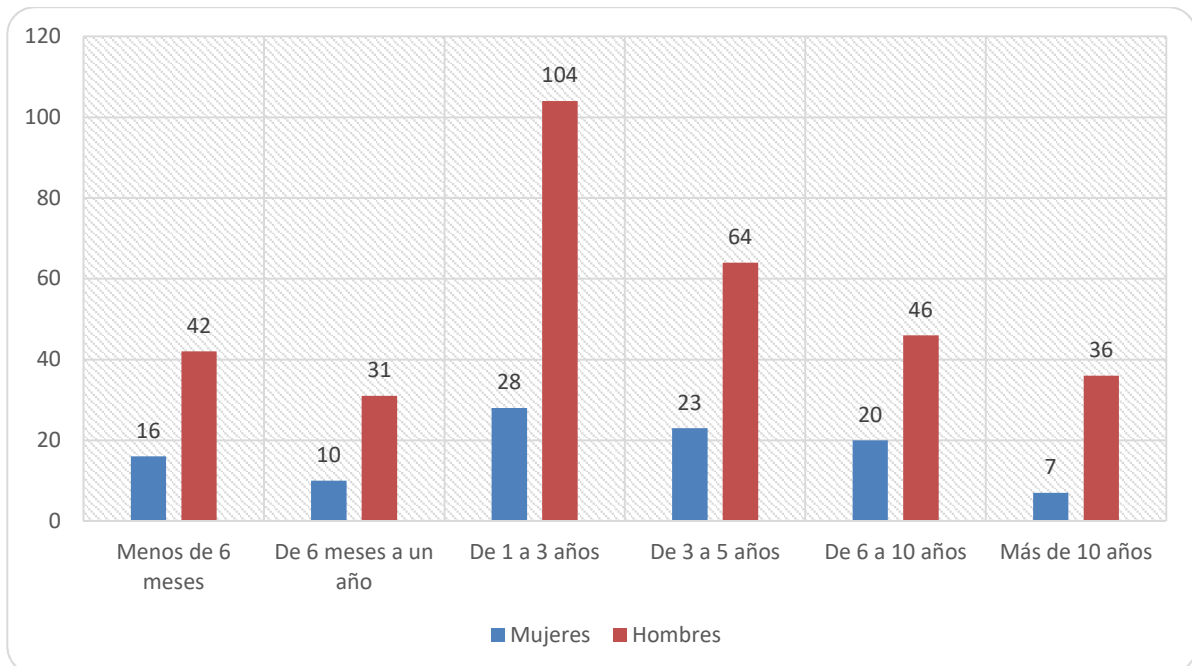


* Data obtained 30/04/2016 including assigned staff.

In the typology of contracts, the statistics show parity since similar percentages are observed for example among personnel of both sexes 57% of women, and 55% of men possess a temporary contract on full time, or 11% of the women have an indefinite full time contract and 10% of the men.

Total staff classified by seniority.

Seniority	Women	%	Men	%	Total
Less than 6 months	16	15,38%	42	13,00%	58
From 6 months to one year	10	9,62%	31	9,60%	41
From 1 to 3 years	28	26,92%	104	32,20%	132
From 3 to 5 years	23	22,12%	64	19,81%	87
From 6 to 10 years	20	19,23%	46	14,24%	66
More than 10 years	7	6,73%	36	11,15%	43
TOTAL	104	100,00%	323	100,00%	427



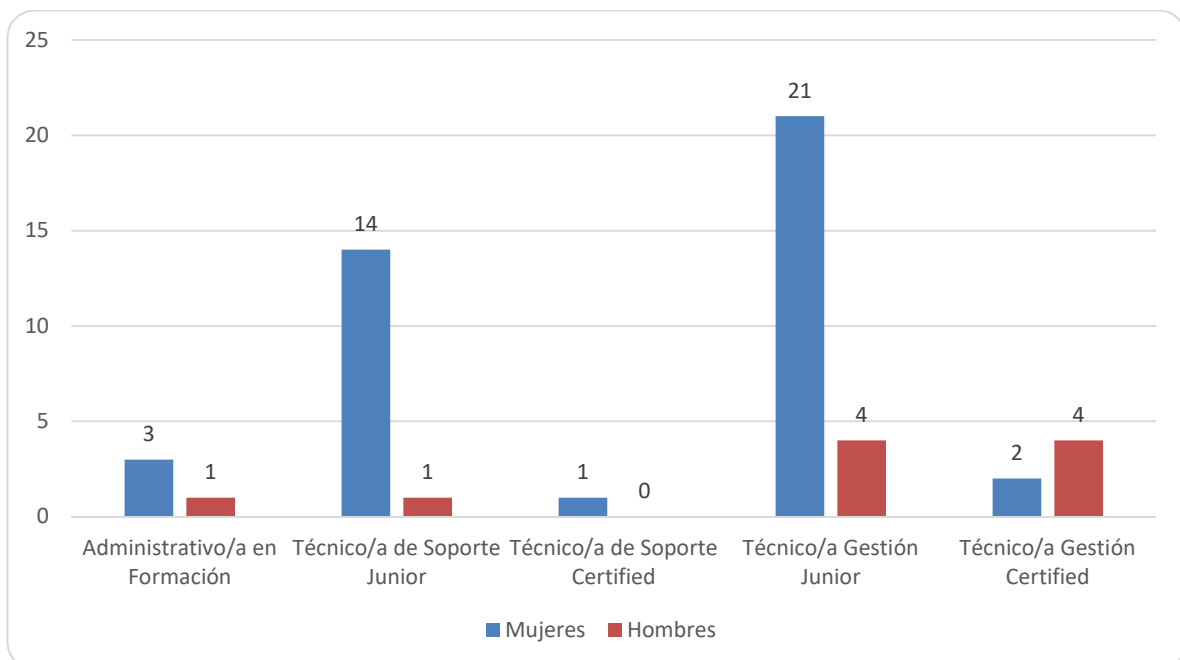
* Data obtained 30/04/2016 including assigned staff

The data show us that especially significant differences do not exist regarding seniority of the staff, the percentages are similar except for personnel with more than ten years which is slightly superior in the case of the men.

Distribution of the staff by professional categories

MANAGEMENT

Denomination Categories	Women	%	Men	%	Total
Administrative in Training	3	7,30%	1	10,00%	4
Support Technician Junior	14	34,14%	1	10,00%	15
Support Technician Certified	1	2,43%	0	0,00%	1
Administrative Technician Junior	21	51,21%	4	40,00%	25
Administrative Technician Certified	2	4,8%	4	40,00%	6
TOTAL	41	100,00%	10	100,00%	51



* Data obtained 30/04/2016 including assigned staff.

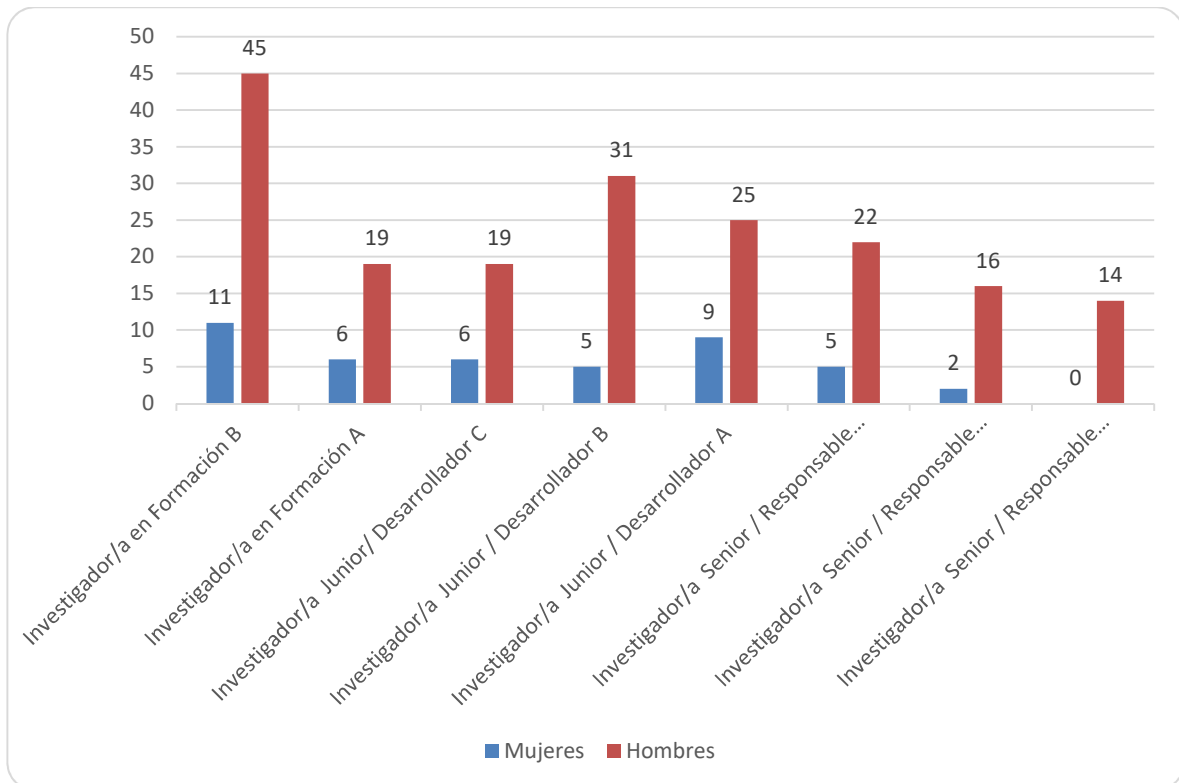
In the department of Management, the global presence of women (41) is far superior to that of men (10) in spite of being an organization with a greater number of males (75,6%). Women appear in all categories.

The posts of this type of department, with administrative work, have traditionally been occupied by women. We observe a case of horizontal segregation (difficulty to occupy certain posts or professions in function of the person's gender) with a smaller male representativity in this department of the institution.

Although the data show us a larger number of women, the posts of Certified Administrative Technician (higher level and wage), is carried out by the double of men.

RESEARCH

Denomination Categories	Women	%	Men	%	Total
Researcher in Training B	11	25%	45	23,56%	56
Researcher in Training A	6	13,63%	19	9,94%	25
Researcher Junior / Developer C	6	13,63%	19	9,94%	25
Researcher Junior / Developer B	5	11,36%	31	16,23%	36
Researcher Junior / Developer A	9	20,45%	25	13,08%	34
Researcher Senior / Responsible development C	5	11,36%	22	11,51%	27
Researcher Senior / Responsible development B	2	4,50%	16	8,37%	18
Researcher Senior / Responsible development A	0	0,00%	14	7,32%	14
TOTAL	44	100,00%	191	100,00%	235



* Data obtained 30/04/2016 including assigned staff.

The data shows us that in the area of Research, posts are occupied very significantly by men (191) compared to women (44) meaning 81,2% of male presence. This information may reflect a habitual fact in the world of science and technology; lesser female presence which although increasing, we still cannot speak of real equality.

OPERATIONS

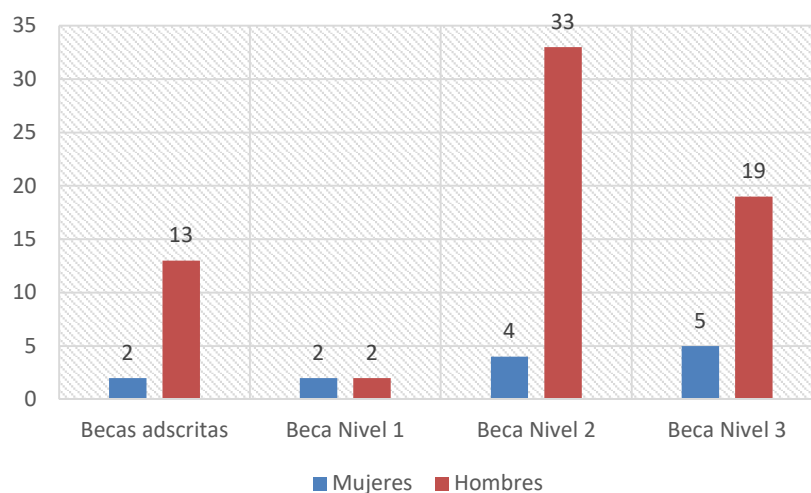
Denomination Categories	Women	%	Men	%	Total
Junior Operations Technician	0	0,00%	13	59,09%	13
Certified Operations Technician	0	0,00%	2	9,09%	2
Junior Operations Engineer	0	0,00%	5	22,72%	5
Certified Operations Engineer	0	0,00%	2	9,09%	2
TOTAL	0	0,00%	22	100,00%	22

* Data obtained 30/04/2016 including attached personnel

The data analyzed show that this department is only occupied by men, what would show a clear case of horizontal segregation from a gender perspective. In many cases, the cause is due to the absence of female candidacies to occupy the vacancies.

SCHOLARSHIPS

Denomination Categories	Women	%	Men	%	Total
Grants attached	2	15,38%	13	19,40%	15
Grants Level	2	15,38%	2	2,98%	4
Grants Level 2	4	30,76%	33	49,25%	37
Grants Level 3	5	38,46%	19	28,35%	24
TOTAL	13	100,00%	67	100,00%	80

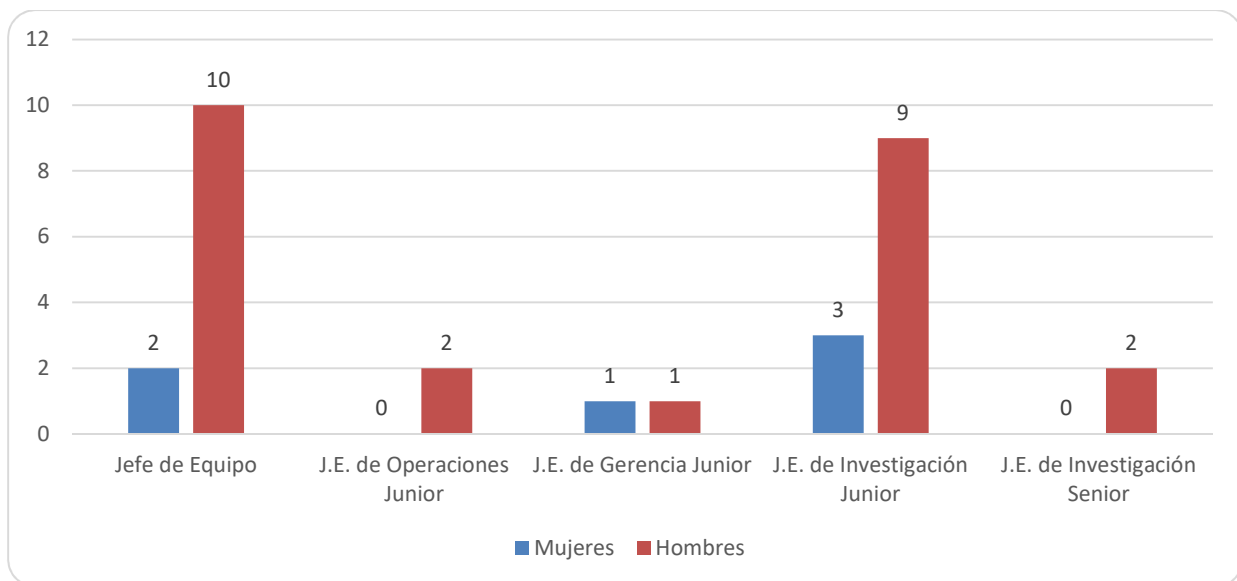


* Data obtained 30/04/2016 including assigned staff.

In the category of Scholarships, the proportion of men is 83,7% and of women only 16,25%. Therefore, there a clear male prevalence carrying out this position is observed.

GROUP LEADER

Denomination Categories	WOMEN	%	MEN	%	Total
Group leader	2	33,33%	10	41,66%	12
Junior Operations Group Leader	0	0,00%	2	8,33%	2
Junior Management Group Leader	1	16,60%	1	4,10%	2
Junior Research Geoup Leader	3	50,00%	9	37,50%	12
Senior research Group Leader	0	0,00%	2	8,33%	2
TOTAL	6	100,00%	24	100,00%	30



* Data obtained 30/04/2016 including assigned staff.

Women appear represented in all categories with the exception of Junior Group Leader Junior and Senior Research Group Leader.

The proportion of these posts occupied by males is slightly superior to the representation of the male sex in the organization. Of 30 posts of Group leader, 80% are men when their total presence is around 75% of staff.

DIRECTORS

Denomination Categories	Women	%	Men	%	Total
Director	0	0,00%	9	100,00%	9
TOTAL	0	0,00%	9	100,00%	9

* Data obtained 30/04/2016 including assigned staff.

Management positions are only occupied by men showing us an outstanding case of vertical segregation (difficulties to gain access to posts of greater responsibility and power in the organizations).

Distribution of staff by category and level of studies.

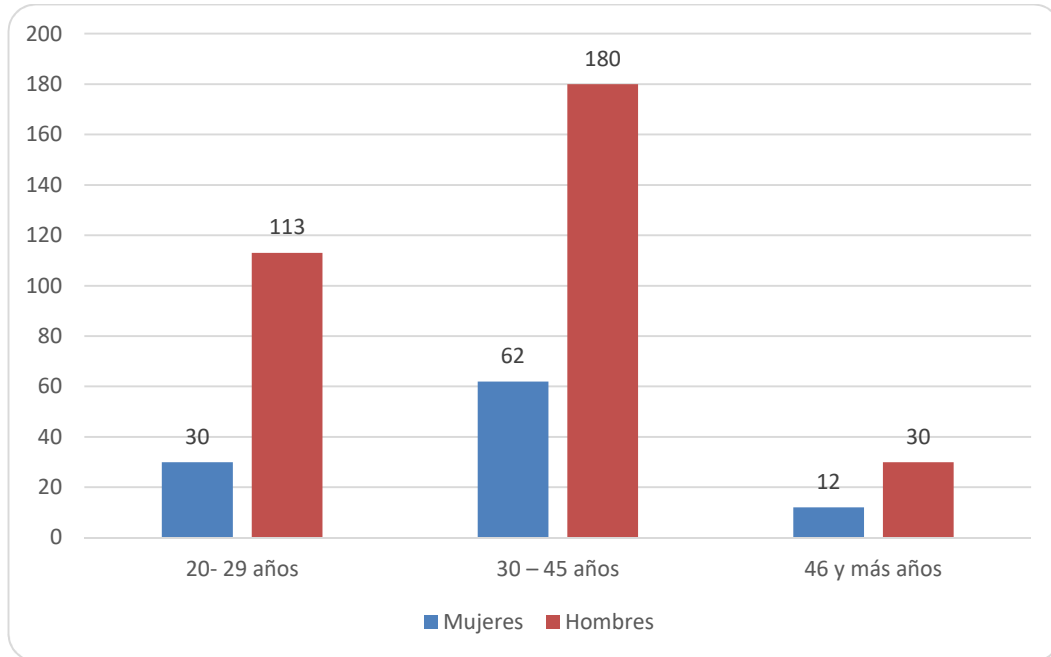
Professional category	Level of studies	Women	%	Men	%	Total
Administrative in training	University studies	3	2,88%	1	0,30%	4
Support Technician	University studies	14	13,46%	1	0,30%	15
Certified Support Technician	University studies	1	0,96%	0	0,00%	1
Junior Administrative Technician	University studies	21	20,19%	4	1,23%	25
Certified Administrative Technician	University studies	2	1,92%	4	1,23%	6
Junior Operations Technician	University studies	0	0,00%	13	4,02%	13
Certified Operations Technician	University studies	0	0,00%	2	0,61%	2
Junior Operations Engineer	University studies	0	0,00%	5	1,54%	5
Certified Operations Engineer	University studies	0	0,00%	2	0,61%	2
Researcher in Training B	University studies	11	10,57%	45	13,9%	56
Researcher in Training A	University studies	6	5,76%	19	5,88%	25
Junior Research Personnel / Developer C	University studies	6	5,76%	19	5,88%	25
Junior Research Personnel / Developer B	University studies	5	4,80%	31	9,59%	36
Junior Research Personnel / Developer A	University studies	9	8,65%	25	7,73%	34
Senior Research personnel / Development Responsible C	University studies	5	4,80%	22	6,8%	27
Senior Research / Development Responsible B	University studies	2	1,92%	16	4,95%	18
Senior Research personnel / Development Responsible A	University studies	0	0,00%	14	4,33%	14
Assigned Scholarships	University studies	2	1,92%	13	4,02%	15
Scholarships Level 1	Secondary studies	2	1,92%	2	0,61%	4
Scholarships Level 2	University studies	4	3,84%	33	10,2%	37
Scholarships Level 3	University studies	5	4,80%	19	5,88%	24
Group leader	University studies	2	1,92%	10	3,09%	12
Junior Operations Group Leader	University studies	0	0,00%	2	0,61%	2
Junior Management Group Leader	University studies	1	0,96%	1	0,30%	2
Junior Research Group Leader	University studies	3	2,8%	9	2,78%	12
Senior Research Group Leader	University studies	0	0,00%	2	0,61%	2
Director	University studies	0	0,00%	9	2,78%	9
TOTAL		104	100%	323	100%	427

No differences are observed in this ambit since all personnel of the entity possess university studies.

* Data obtained 30/04/2016 including assigned staff.

Distribution of the staff by age.

Ages	Women	%	Men	%	Total
20- 29 years	30	28,85%	113	34,98%	143
30 – 45 years	62	59,62%	180	55,73%	242
46 years and more	12	11,54%	30	9,29%	42
TOTAL	104	100,00%	323	100,00%	427



* Data obtained 30/04/2016 including assigned staff.

The data drawn by ages, show us that 90% of staff is located in the fringes inferior to 46 years (88,4% of the women being potentially in reproductive age) and where both, women and men, may have needs related to maternity and paternity.

In any event, conciliation policies are important measures to keep in mind to improve staff conditions.

Distribution of staff by nationality.

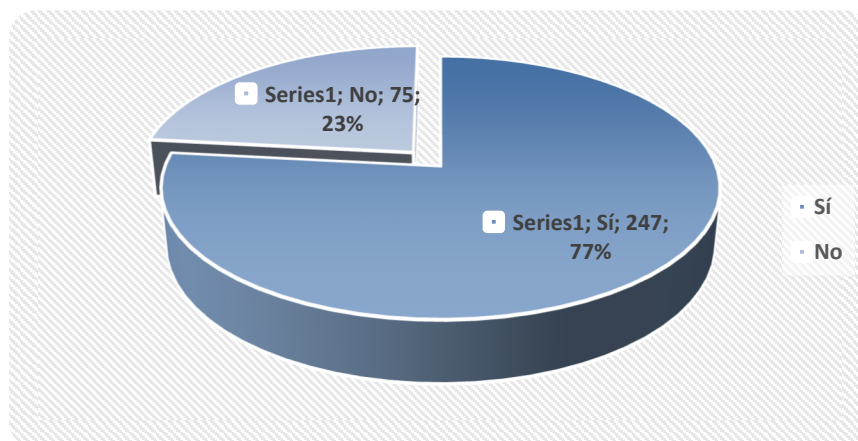
Country	People
Argentina	10
Austria	1
Bangladesh	1
Belgium	1
Brazil	4
Bulgaria	2
Canada	1
Chile	1
China	3
Croatia	1
Denmark	1
Ecuador	1
Spain	281
Finland	1
France	11
Germany	5
Greece	8
Hungary	1
India	4
Iran	3
Ireland	4
Italy	19
Japan	1
Mexico	16
Montenegro	1
Nepal	1
Nicaragua	1
Pakistan	3
Panama	1
Peru	1
Poland	1
Portugal	1
Republic of Korea	1
Romania	2
Russian Fed.	2
Serbia	12
Switzerland (Schweiz)	1
Syria	1
Taiwan	1
Turkey	4
Ukraine	2
United Kingdom	5
USA	1
Venezuela	4
General total	427

* Data obtained 30/04/2016 including assigned staff.



The BSC-CNS is made up of personnel of different nationalities, from 42 different countries and from different continents showing the diversity of nationalities, ethnic groups, races, cultures and religions that contribute with their talent to the numerous projects of the centre. 68% are made up of national personnel, the rest are foreigners (32%).

The perception of the staff on being asked: *do you believe that the centre safeguards equality of opportunities and non discrimination by reason of gender, religion, cultural diversity, etc.?* 76,7% respond "Yes" and 23.2% respond "No."



Selection of personnel.

The BSC-CNS has a Human resources department that among other things, guarantees the equality of treatment of opportunities in the processes of selection and access of new personnel, avoiding possible cases of horizontal and vertical segregation and establishing the same contractual provisions for men and women or people of other nationalities and origins.

The BSC-CNS adheres to the *Code Of Conduct For Recruitment Of Researchers*, sponsored by the European Commission and which is part of the *European Charter* for research personnel. The *Code Of Conduct For Recruitment Of Researchers* consists of a series of principles and general demands that employers and/or financers should follow when designating or hiring scientific personnel.

These principles and demands should guarantee the observance of principles like transparency in the recruiting processes and treatment equality among all the candidacies, especially in relation to the development of an attractive, open and sustainable European labour market for research personnel, and they complement those described in the *Researcher's European Charter* for research personnel. Among the counselling precepts of this code is that of gender balance and equanimity from the moment of selection, and throughout the development of the professional career and working conditions.

Another aspect to highlight is the possession of the hallmark of quality in the management of human resources within the framework of the *European Human Research Strategy For Researchers, HRS4R* whose purpose is to generate a mechanism to improve transparency and safety for the sake of achieving excellence. The process evaluates different aspects, among those standing out:

- Ethical and professional aspects.
- Selection / recruiting aspects.
- Working conditions and covers (according to each juridical classification).
- Training.

In the processes of selection of research personnel, a formalised procedure is followed: the description of the vacancy or job on the part of the Person Responsible or Team leader is received in the department of HR. A job offer is generated which is published both in the Web of the centre and in other distribution portals both national and international.

The CVs received are sent to those responsible for the vacancy who technically evaluate the adaptation to the offered profile and technical interviews are carried out with the candidacies fulfilling the requirements of the position. The candidacy finalists can be from one to three and in HR a new interview is carried out with the application of aptitude tests. A report is written with each candidacy and finally the Person Responsible communicates which person has been selected.

Offers are written in the English language and clear references to the commitment of the centre with the equality of opportunities appear.



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— Job Offers List

Job Offers List

FILTERING OPTIONS 

Showing 1 - 19 results of 19

Jr. Software Engineer

Closing Date: Thursday, 17 November, 2016

[Read More](#)

Postdoc on vector processors

Closing Date: Friday, 18 November, 2016

[Read More](#)

HPC Software Engineer

Closing Date: Sunday, 20 November, 2016

Sample offers of the corporate Web

Job Reference: 175_CASE_HPCSE_Postdoc_R2
Position: Postdoctoral Researcher - R2
Job Description:

About BSC

BSC-CNS (Barcelona Supercomputing Centre-I Centre National of Supercomputing) is the National Supercomputing Facility in Spain and manages MareNostrum, one of the most powerful supercomputers in Europe. The mission of BSC-CNS is to investigate, develop and manage information technology in order to facilitate scientific progress. With this aim, special dedication has been given to areas such as Computer Sciences, Life Sciences, Earth Sciences and Computational Applications in Science and Engineering.

Context and Mission of the role

The Geophysical Group of the Computer Applications in Science and Engineering (CASE) Department at the Barcelona Supercomputing Centre is offering a HPC software researcher (post-doc) position to work on an interdisciplinary project on leading edge geophysical imaging tools for HPC environments. The candidate should work in close cooperation with other people already working in the subject. The contract will be temporary.

Responsibilities

- Develop HPC systems for the industry.
- Pursuit new research lines on HPC development and optimization.
- Actively participate in national and international project calls.

Requirements

Education

- PhD Degree in Informatics or Engineering
- Fluent English, both written and spoken

Knowledge and professional experience

- Knowledge, to some extent, of some HPC programming models such as: MPI, OpenMP, OpenCL, CUDA.
- Extensive experience with tools for measuring HPC applications performance is required
- Proven experience in publishing research work on relevant conferences and journals.

Competences

In order to be successful in this role the candidate should have:

- Great ability for team work
- Natural proactive character

Conditions

- A competitive salary will be provided, matching the cost of living in Barcelona, depending on the value of the candidate
-

Applications Procedure

All applications must be made through the BSC website: <http://www.bsc.es/about-bsc/employment/vacancies>
Including:

1. Motivation letter and a statement of interest, including two recommendation letters or contacts.
2. A full CV including contact details.

Diversity and Equal Opportunity Employment

BSC-CNS is an equal opportunity employer committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, colour, religion, sex, sexual orientation, gender identity, national origin, age, disability or any other basis protected by applicable state or local law.

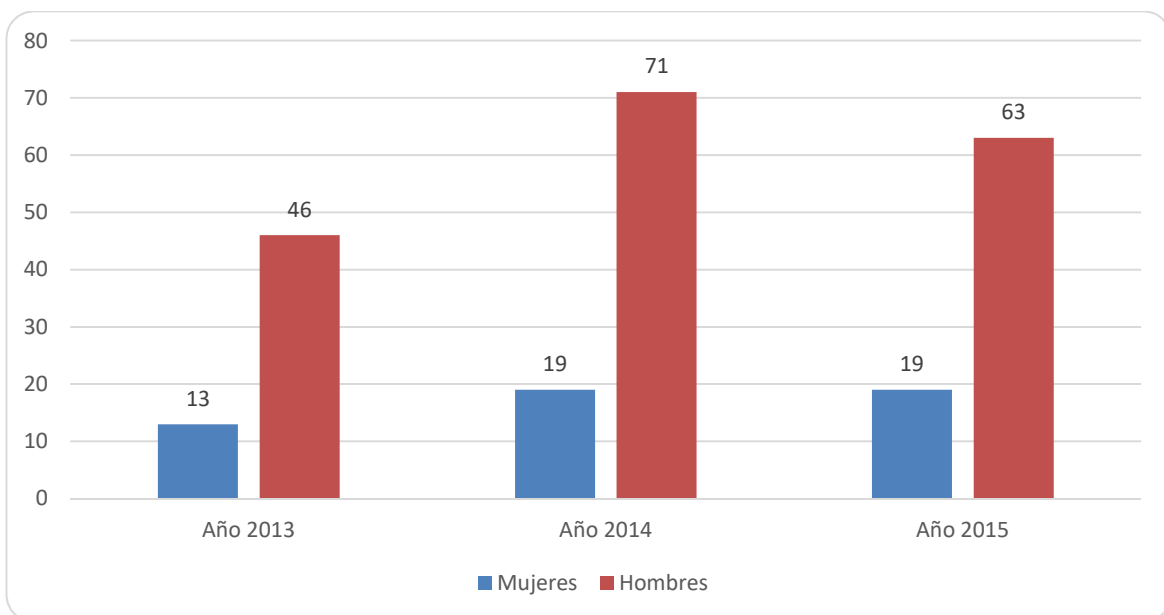
Since 32% of the staff comes from other countries and cultures, the needs and problems that may be encountered in the new incorporations must be kept in mind.

To the characteristic difficulties of gaining access to a new position and new organization, must be added accommodation scarcity, lack of knowledge of the language, lack of networks and social contacts, etc. The design and implementation of a welcoming and integrative process that facilitates the person's quick adaptation thus becomes indispensable.

BSC-CNS has designed a complete *Welcome Manual* including all aspects to be kept in mind for the personnel displaced (visas, health system, taxes, accommodation, public transport, etc.) at the disposal of all new personnel.

Incorporations of the last three years.

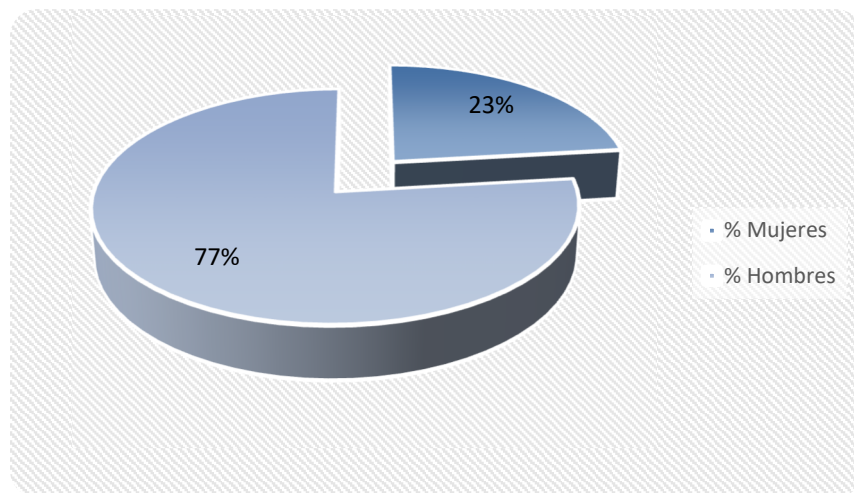
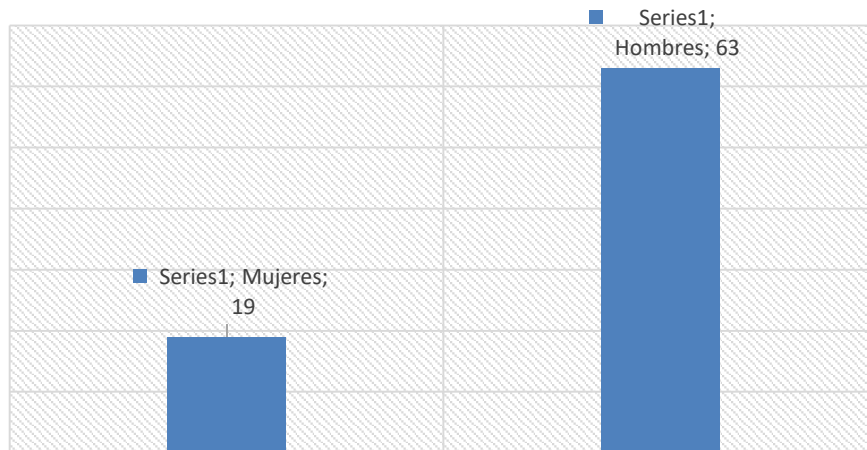
Year	Women	%	Men	%	Total
Year 2013	13	25,49%	46	25,56%	59
Year 2014	19	37,25%	71	39,44%	90
Year 2015	19	37,25%	63	35,00%	82
TOTAL	51	100,00%	180	100,00%	231



The data shows the increasing tendency of male incorporations in spite of less female representation. We observe that women have gained access to the organization in the last three years, thus demonstrating the absence of barriers in the selection processes. Nevertheless, female access is strikingly less than male which may perpetuate the lack of parity in the organization from a gender perspective.

Incorporation of new personnel in the last year.

Women	Men	Total
19	63	82

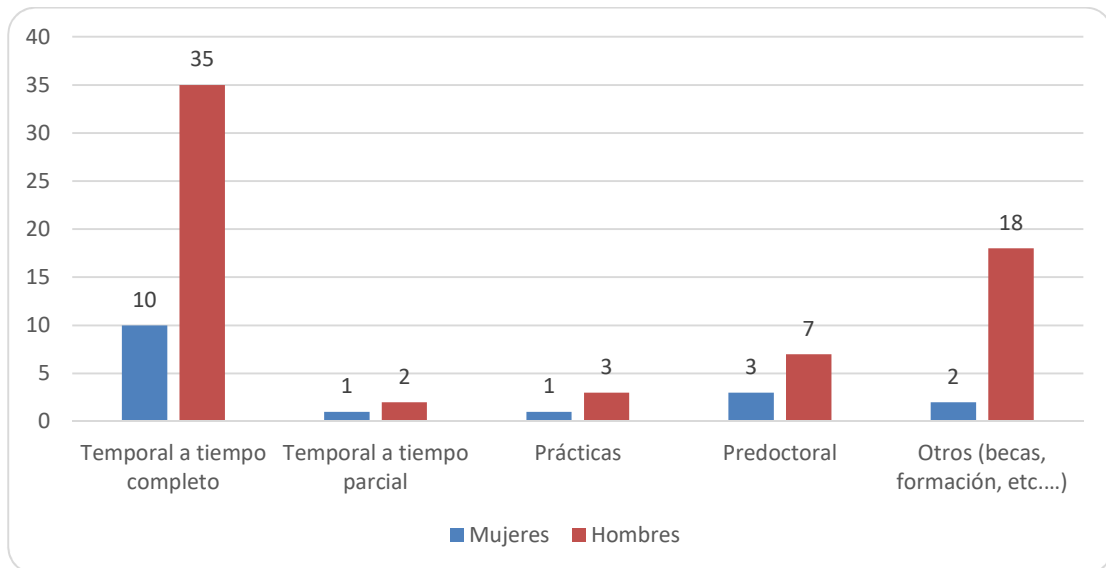


Female incorporation in the year 2015 was slightly inferior (23%) to male (77%).

It would be of interest to analyze the causes of lesser access of women since in the ambit of the NT, female presence is much more reduced than in other research environments like the health sciences, which leads to male candidacies being presented in greater proportion than female in spite of the application of the neutral selection procedures and objectives practised by the BSC-CNS.

Contract type in incorporations of the last year

Contract type	Women	%	Men	%	Total
Temporary full time	10	58,82%	35	53,85%	45
Temporary part time	1	5,88%	2	3,08%	3
Practice	1	5,88%	3	4,62%	4
Pre-doctoral	3	17,65%	7	10,77%	10
Other (scholarships, training, etc....)	2	11,76%	18	27,69%	20
TOTAL	17	100,00%	65	100,00%	82



The contract type is similar and no outstanding differences are observed from a gender perspective.

Training of personnel.

Personnel training in BSC-CNS is considered a fundamental tool for both appropriate adjustments to the position and professional and personal development. The BSC-CNS is strongly committed to establishing and maintaining the appropriate conditions to guarantee permanent access to the knowledge people need for their professional growth. The values representing corporate competences have been defined within this framework.

For this reason, the equality of opportunities in the training ambit is guaranteed by the BSC-CNS through the Training Plan. The training activities to be developed are determined in function of the needs detected in each area and/or job and not in function of the gender or any other discriminatory aspect.

The BSC-CNS Training Plan includes various types of actions for the development of its own personnel and improvement of:

- Abilities and necessary personal competencies for the job (leadership, attitude of service, team work, communication abilities,...).
- Knowledge of languages and communication to facilitate the integration of personnel and to facilitate the participation in programs of personnel mobility (languages, writing and presentation of works, etc.).
- Specific scientific-technical knowledge, leaders in science and technology.

In this sense the BSC-CNS also offers a program of grants to encourage and facilitate professional progress in the research career for student personnel and young researchers, through academic-educational actions in collaboration with universities and other centres of research at international level. Some of these programs are: Master in supercomputing (High Performance Computing), doctoral studies in the different areas of knowledge of the centre (PhDs) or specialized courses or seminars of Advanced Training.

Training needs are detected:

- Through the Professional Development Plan where the employee and person responsible meet twice a year for the attainment and monitoring of objectives.
- The manager/person responsible indicates to us a specific necessity on the part of somebody on their team.
- The worker's own application with authorization from the person responsible for them.
- There is also a Training Plan that annually and regularly offers office automation courses or languages.

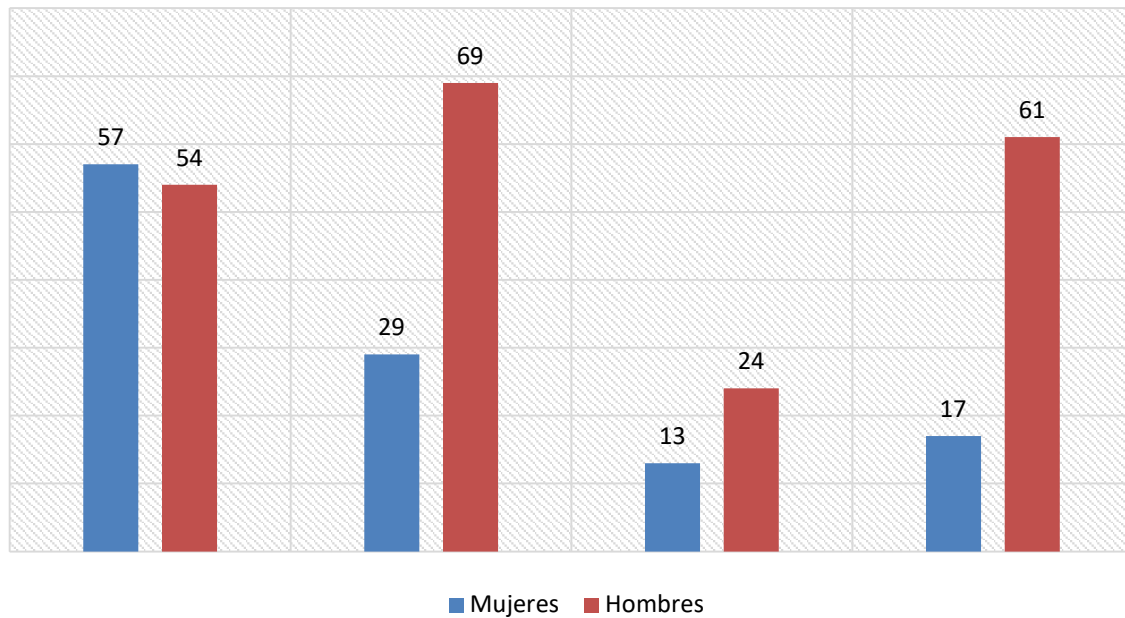
Training in the last year (2015)

Name of courses	Women	%	Men	%	Total
Analysis of data. Analysis of data with R	0	0%	1	100%	1
Financial aspects in Horizon	1	100%	0	0%	1
BeeGFS	0	0%	1	100%	1
Cancer Genomics Workshop	0	0%	1	100%	1
Spanish	9	26%	26	74%	35
CFD for Dispersed Multi-Phase Flows V	0	0%	1	100%	1
Communicating BSC-CNScience: Presenting results to an audience	0	0%	9	100%	9
How to write clearly	0	0%	1	100%	1
How to evaluate Quality in Customer Service	1	100%	0	0%	1
Competitive Intelligence & Effective Exploitation of Patents	1	100%	0	0%	1
Communication	4	44%	5	56%	9
HPCKP Congress	1	25%	3	75%	4
Fundraising	1	100%	0	0%	1
Project Management	7	78%	2	22%	9
Project Management Prince	9	69%	4	31%	13
Stress Management	2	25%	6	75%	8
Time Management	6	67%	3	33%	9
Impact & Innovation in Horizon 2020	19	54%	16	46%	35
English	14	27%	37	73%	51
Internal Communications Europe 2015 (Conference Only)	1	100%	0	0%	1
Introduction to Scientific Based. Approach to Market Concepts	10	50%	10	50%	20
Free Workshop Cret@	2	100%	0	0%	2
Microsoft Visio	6	50%	6	50%	12
Node-Level Performance Engineering@ HLRS	0	0%	1	100%	1
Prevention of Occupational Risks	13	31%	29	69%	42
Reinventing Purchase management	1	100%	0	0%	1
Scientific Writing	3	21%	11	79%	14
Technical session for Management Discountable Credit in Companies	0	0%	1	100%	1
Training Workshop Cret@ System	1	100%	0	0%	1
Tax Seminar	4	11%	32	89%	36
Slurm Training	0	0%	2	100%	2
Total	116	36%	208	64%	324

In the training of 2015, women participated in a total of 22 training activities of the 31 proposed. 36% of pupils of the Plan were women, which shows that neither barriers nor obstacles exist for their access to training projects and therefore to their professional development within the organization.

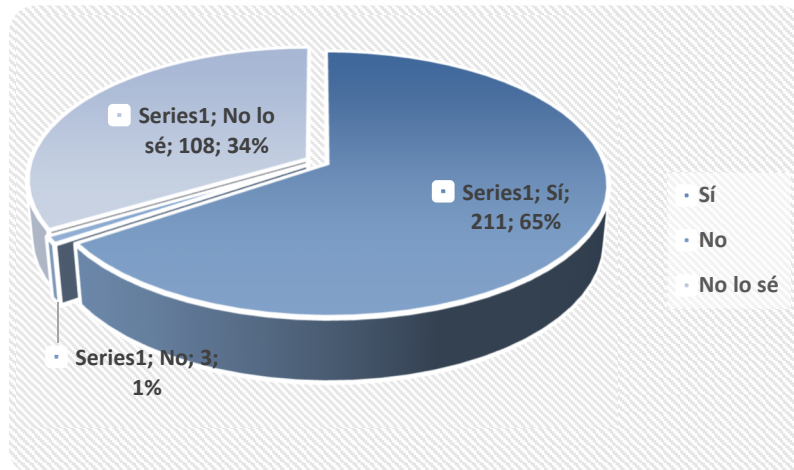
Distribution by sex regarding type of training activity.

Type of Training	Women	%	Men	%	Total
Technical Themes	57	51%	54	49%	111
Languages, computer science	29	30%	69	70%	98
Interpersonal skills	13	35%	24	65%	37
Others	17	22%	61	78%	78
TOTAL	116	36%	208	64%	324

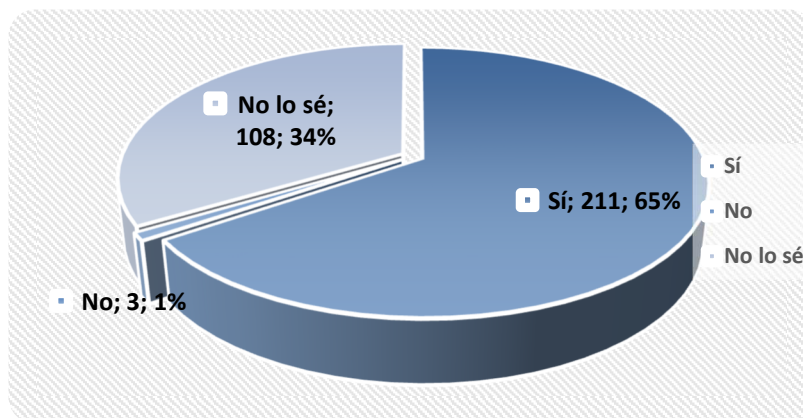


The training received by women included all areas, from technical themes to interpersonal skills or languages. Equality of conditions of access to BSC-CNS training plans is verified independently of the person's gender.

To know the opinions of staff, the answer given by personnel interviewed to the question "Do women and men have equal access to the training courses?", shows the following: 65 % replied "Yes", 34% "don't know" and 1% No



In reference to the question: "Do all staff have equal access regardless of age, culture, sexual orientation, etc. to the training courses?" 65% of the participants respond that "Yes", 34% manifests that "they don't know it" and 1% that "No." The same results before the question outlined from a gender perspective.



From the point of view of the implementation of the Equal Opportunities Plan and Management of Diversity, no specific actions focused on the staff were carried out in order to make them aware and sensitize them to values of equality. The need to incorporate training aimed at positions of responsibility over people, content involving leading and negotiating teams composed of personnel of different sexes, nationalities, races, etc. is likewise being considered.

Promotion of personnel.

The sphere of promotion and professional advancement is another of the outstanding areas of the focus on equality and management of diversity. Promoting and improving the possibilities of access of women to positions of responsibility, contributing to reducing inequalities and imbalances that, independently of their origin, could occur in the centre, is part of the ambits of study in the organization from a gender perspective.



The White Book. Situation of Women in Spanish Science states that “although nowadays women are the majority among university students and they finish their studies on average with better academic records than their fellow male students, certain branches of knowledge still resist feminine participation. This is the case of engineering and some experimental sciences where feminine presence is less than 30% (*).”

In the upper echelons of the scientific and business career, the number of women is practically stagnant and it does not in any way reflect the availability of prepared women on the payroll with enough seniority and merits to accede to these posts.”

The development of a professional career and being able to accede to certain posts at a senior level is, in many cases, a very complicated situation for women, especially in the sphere of science. We come up against what is known as “glass ceiling”, that is to say, a veiled limitation to the professional advance of women in organizations.

According to Mabel Burín, this term refers to an invisible upper surface in the working career of women, difficult to pierce, that prevents continued advancement. Its invisible character comes from the fact that laws do not exist, nor established social devices nor visible codes that impose such limitations on women, but rather it is built in the base of other features that are for their invisibility are difficult to detect.

In this aspect, the BSC-CNS maintains a strong commitment with the personnel of the centre so that they can develop their professional career without barriers owing to questions of gender or nationality.

The professionals incorporated in the centre make a strong commitment to pursue an upward professional career that must be maintained over time. The policy of equality of opportunities of the BSC-CNS, guarantees egalitarian treatment in promotion and the access of women or people of other nationalities, races or cultures to other positions within the organization.

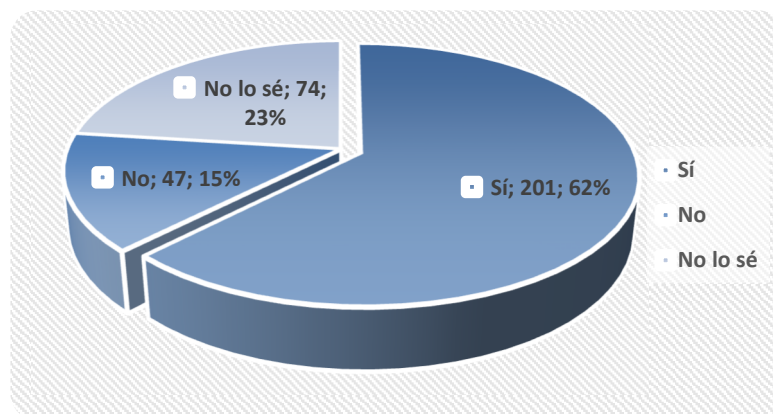
The established system of management of people, includes a system of objectives and annual evaluation of performance, in which the level of evolution in the role and in the centre will be periodically fixed, to continue linked to the training plan which must answer the needs of the professionals and those of the BSC-CNS.

6 different roles have been defined with the characteristics that the Professionals, Group leaders and Management should contribute to the BSC-CNS to establish themselves in the different levels making up their career and professional development.

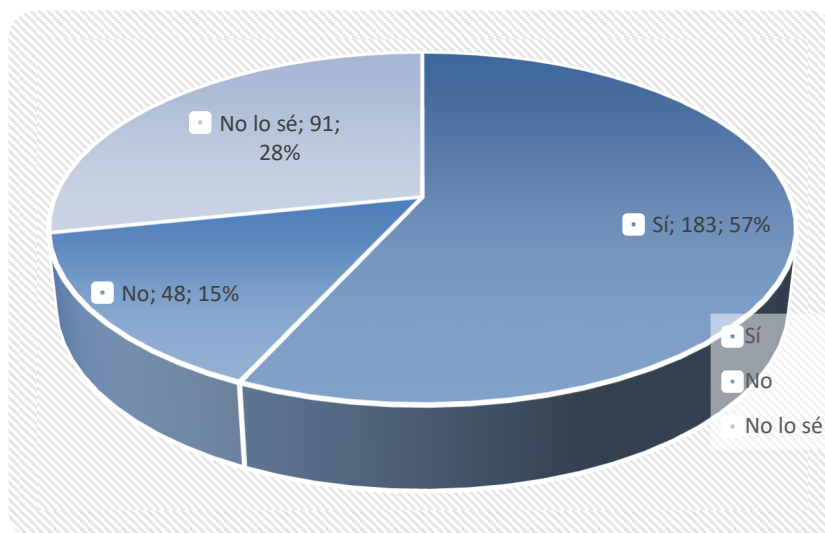
In this context the Career Plan that is being developed seeks to harmonize the aspirations of each collaborator's professional growth with the objectives of the centre, facilitating the detection of the training needs of personnel that will contribute to the development of the annual Training Plan of the centre.

In 2015 no type of promotion or advance in the BSC-CNS was carried out due to freezing of salaries for which there is no recent data to contrast possible feminine promotions.

In this ambit, when the staff were asked, the following results were obtained: 62% considered the BSC-CNS gives the same opportunity of access to new positions to women and men, 23% responded "I don't know" and the remaining 15% answered "No".



The reply to the question "Do you think the BSC-CNS gives all staff the same opportunity of access to new positions to without regard to age, culture, sexual orientation, etc.?" 57% responded "Yes", 28% "I don't know" and 15% answered "No."



Although equality of opportunities and diversity in the processes of internal promotion are guaranteed by the formal procedures implanted in the BSC-CNS, no mention or specific measure aimed at increasing feminine presence in positions of more responsibility is included.

The perception of doubt or a negative answer is at 38% of staff. In the case of access possibilities for people of other nationalities, 43% respond with doubts or negation, for which measures to promote neutrality and transparency in the processes of internal promotion of the BSC-CNS are recommended.

Currently, the holding of high posts by women is significantly reduced in spite of having a presence of 25% in the staff, which would imply that one out of each four posts of responsibility should be occupied by a woman for us to speak of a real parity of presence.

Salary policy

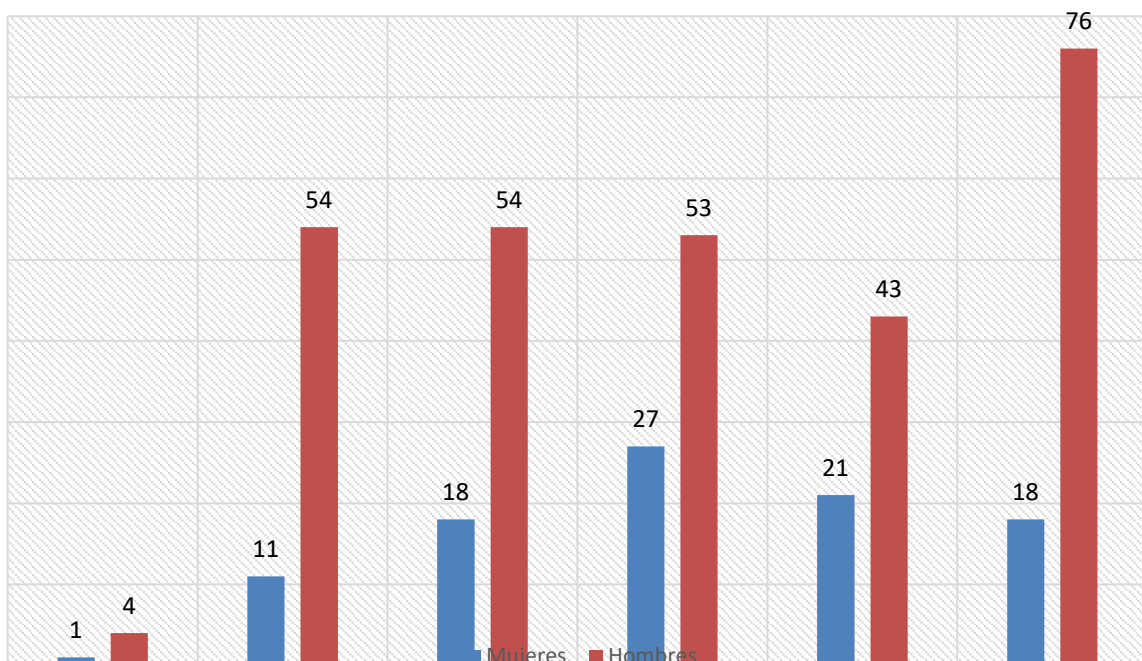
Salary is equal in the BSC-CNS according to job type and being man or woman or from another country of origin does not determine the type of wage the person receives.

The centre rewards personnel according to category, functions and responsibilities they perform; differences for reasons of gender in this ambit do not exist.

The data classified by sex relating to salary are the following:

Distribution of staff by salary scale

Salary scale	Women	%	Men	%	Total
Between 12.000 € y 14.000 €	1	1,04%	4	1,41%	5
Between 14.001 € y 18.000 €	11	11,46%	54	19,01%	65
Between 18.001 € y 24.000 €	18	18,75%	54	19,01%	72
Between 24.001 € y 30.000 €	27	28,13%	53	18,66%	80
Between 30.001 € y 36.000 €	21	21,88%	43	15,14%	64
More than 36.000 €	18	18,75%	76	26,76%	94
TOTAL	96	100,00%	284	100,00%	380



* Data obtained 30/04/2016 without including assigned staff.

The data show us that 26% of men receive more than 36.000€ gross annual income while the percentage lowers to 18% in women, a situation highlighting weaker feminine presence in positions of responsibility and management.

In the scale 24.000€ to 36.000€ women show a higher percentage and the equality in the scales 18.000 to 24.000€, and 12.000 to 14.000€ stands out.

These data can be interpreted as showing the existence of equality in the ambit of salary, with the need to promote the presence of women in senior levels of the institution.

AREA MANAGEMENT/OPERACIONES

Salary scales	Women	%	Men	%	Total
Between 18.001 € y 24.000 €	7	17.5%	5	13.2%	12
Between 24.001€ y 30.000 €	15	37.5%	15	39.5%	30
Between 30.001 € y 36.000 €	11	27.5%	5	13.2%	16
More than 36.000 €	7	17.5%	13	34.2%	20
TOTAL	40	100%	38	100%	78

* Data obtained 30/04/2016 without including assigned staff and ICREA personnel.

In Management area the data show that men appear in a higher percentage vis-à-vis salary retributions with regard to their global presence in the department, since 58% of men receive more than 36.000€. while only 17% of the women do.

In the area of Operations, No woman appears for which no comparison from a gender perspective can carried out.

RESEARCHERS

Salary scales	Women	%	Men	%	Total
Between 12.000 € y 14.000 €	1	2.17%	4	2.25%	5
Between 14.001 € y 18.000 €	11	23.91%	54	30.5%	65
Between 18.001 € y 24.000 €	8	17.3%	32	18.07%	40
Between 24.001€ y 30.000 €	8	17.3%	13	7.34%	21
Between 30.001 € y 36.000 €	8	17.3%	22	12.4%	30
More than 36.000 €	10	21.7%	52	29.3%	62
TOTAL	46	100%	177	100%	223

* Data obtained 30/04/2016 without including assigned staff and ICREA personnel.

The salary scales do not offer significant differences in the percentages between men and women with the exception of the scale 24.001 to 30.000€ where the number of women is 10 % higher than that of their male partners or in the salary scale of more than 36.000€ in the contrary sense (7.6%).

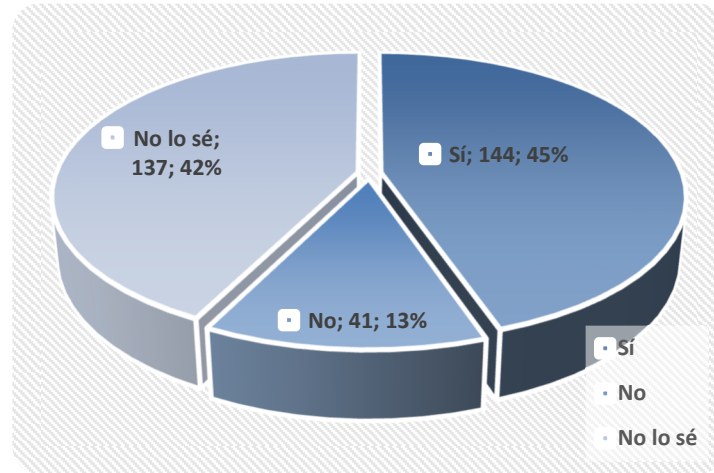
RESEARCH ENGINEERS

Salary scales	Women	%	Men	%	Total
Between 18.001 € y 24.000 €	4	36.36%	18	25.71%	22
Between 24.001€ y 30.000 €	4	36.36%	25	35.71%	29
Between 30.001 € y 36.000 €	2	18.18%	16	22.8%	18
More than 36.000 €	1	9.09%	11	15.71%	12
TOTAL	11	100%	70	100%	81

* Data obtained 30/04/2016 without including assigned staff and ICREA personnel.

Highlights some slight differences in the lowest salary scale received by 10% more female researchers and in the highest salary scale received by 6.6% of male researchers.

The staff when asked about this aspect of equality, the perception was the following: when asked if they consider that salary is equal between men and women in function of job position, 45% replied they do not know, 42% considered that it is equal and 13% that it is not.



Regulation of time and conciliation.

Questions related to the conciliation of personal, family and working life are one of the most outstanding aspects when we speak of the difficulties confronted by the personnel of organizations.

One of the causes that explain lesser participation in work by women compared to men is associated with the greater difficulty in achieving conciliation between personal, family and working life, since most domestic responsibilities, and those of care, fall on them. These facts can be accentuated by difficulties of access on occasions to child care services and services of attention to other dependent people, which influences the decision on the choice of professional career, in a greater use of part time contracts and more frequent interruptions of the professional career (*Institute of Women and Equality of Opportunities*).



Using information derived from surveys on the use of the time in various European countries, the evidence shows that men dedicate more time on average to employment outside the home than women, especially in the case of the Mediterranean countries with low feminine working participation. The time the care of a family demands, that professional women continue for the most part to take on, is without a doubt another key factor to take into account when explaining the difficulties that women face in their scientific careers. However, gender stereotypes also seem to be working here: women with higher salaries than their couples do not only dedicate relatively more time to the home than their husbands, but rather in many cases they also dedicate more time to those tasks than other women whose wages are inferior to those of their husband.

In this ambit, therefore, we find ourselves before one of the main barriers to the professional development of women, above all those belonging to the scientific area, since in many cases their possibilities for promotion and professional advance, training, displacements to workshops and congresses, etc. can be diminished, on not being able to dedicate more time in their schedules to research topics and generate publications which can suppose not taking advantage of their talent due to the urgent need of the incorporation of more measures in matters of conciliation.

The empirical evidence also indicates to us that the unequal attention to the family certainly still represents an added difficulty for women in their careers in the world of science. We should therefore continue to design measures of conciliation and co-responsibility, to make scientific organizations workplaces where all people, women and men, are in equal conditions to be able to form a family and develop a full professional career (White Book. Situation of Women in Spanish Science).

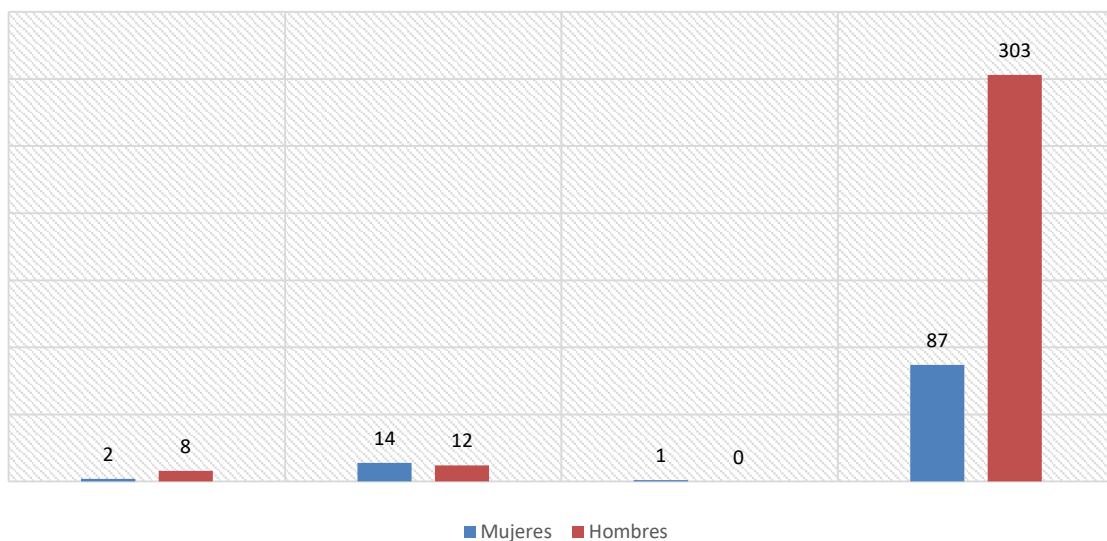
Conciliation of personal, family and working life is a real concern in the BSC-CNS which seeks staff loyalty and maximum personal and family comfort. Questions relating to conciliation of personal, family and working life are one of the most outstanding aspects when we speak of the difficulties which the staff face, especially, the researcher.

In connection with this ambit of equality, we show the following data which show measures already taken by the institution to favour conciliation:

- § The working week of the centre is 40 hours weekly, distributed in five working days, from Monday to Friday, 8 hours daily.
- § The management of each department is able to individually authorize workers of its department so that the fixed hours of Fridays may be worked continuously from 8:00h. to 15:00h., as long as the 40 established weekly hours are completed and covering the service is guaranteed.
- § The possibility exists of opting for the special summer working day (7 hours daily) established to facilitate conciliation of family, personal and working life in the support departments (Operations and Management), extendable to other departments at the discretion of the management of each.
- § The centre also has specified another series of permits for situations of a personal and exceptional character such as marriage, surgical intervention of a relative, etc.
- § Possibility of a month off without salary which those workers can take with a minimum seniority of one year in the centre as established by the collective agreement.
- § Paternity leave has a duration of 28 days to which 3 off are added by the BSC-CNS by way of retribution.

Distribution of staff by weekly working hours.

Numbers of hours	Women	%	Men	%	Total
Less than 20 hours	2	1,92%	8	2,48%	10
From 20 a 35 hours	14	13,46%	12	3,72%	26
From 36 a 39 hours	1	0,96%	0	0,00%	1
40 hours	87	83,65%	303	93,81%	390
TOTAL	104	100,00%	323	100,00%	427

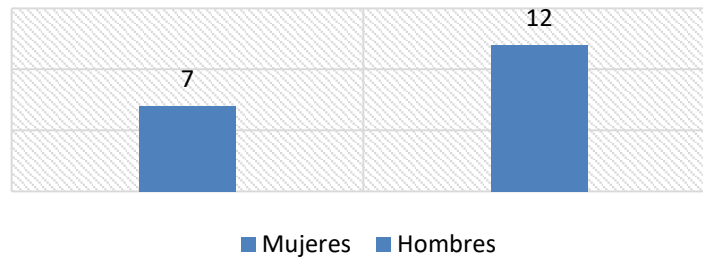


* Data obtained 30/04/2016 including assigned staff.

The data are similar between both sexes in contrast to the time band between 20 and 35 hours that 13% of women use as against 3% of men which can suppose a certain flexibility in the schedules that can favour conciliation.

Workers who have been mothers/fathers in the last year.

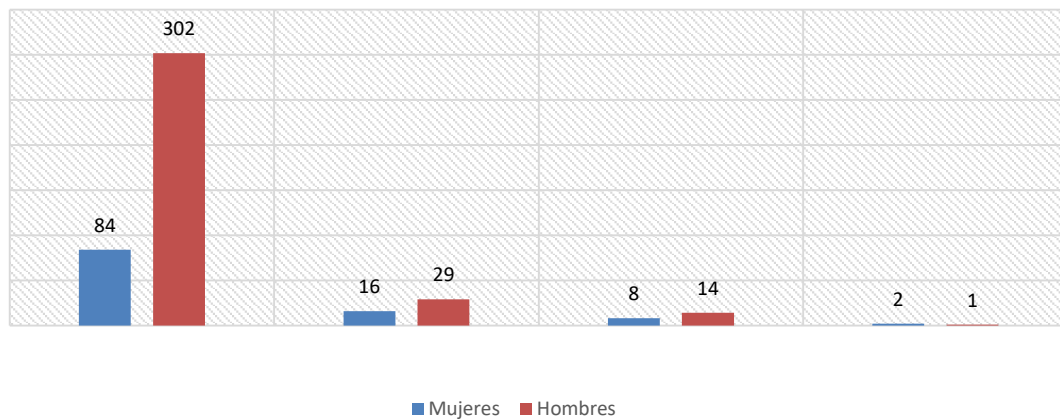
Mothers	Parents	Total
7	12	19



A total of 19 people of the staff have become parents in the last year, highlighting that both women (4) and men (7) have requested maternity and paternity leave.

Family responsibilities: age of sons and daughters.

Number of children	Women	%	Men	%	Total
0	84	76,36%	302	87,28%	386
1	16	14,55%	29	8,38%	45
2	8	7,27%	14	4,05%	22
3 o más	2	1,82%	1	0,29%	3
TOTAL	110	100,00%	346	100,00%	456

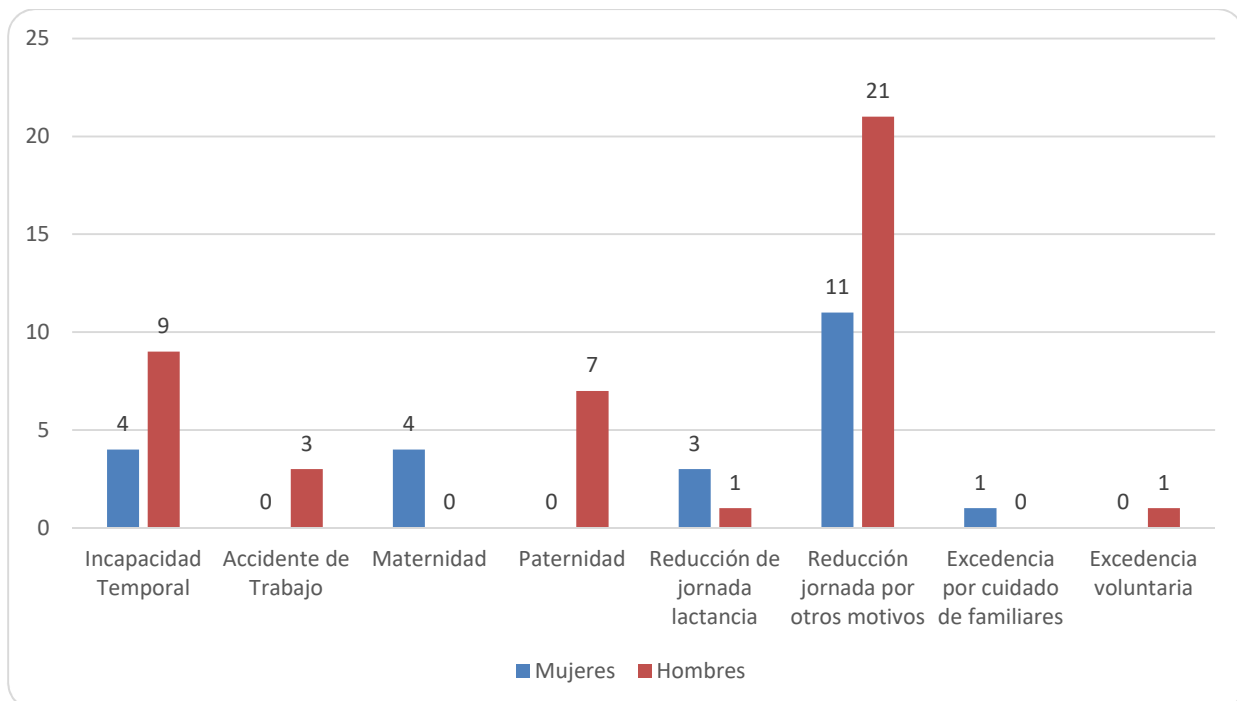


* Data obtained 2/06/2016 without including assignes staff.

A 15% of staff have minors in their care.

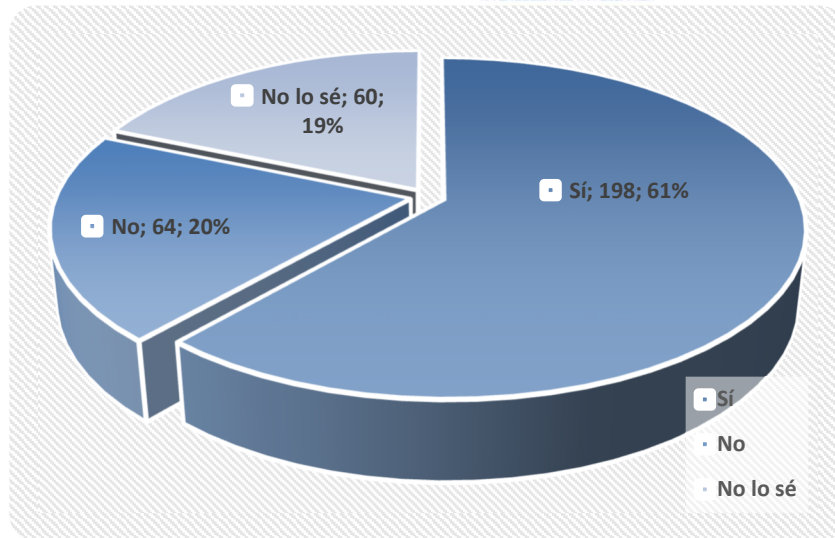
Temporary leave, extended leave and permission this year.

Type of Temporary Leave	Women	%	Men	%	Total
Temporary inability	4	17,39%	9	21,43%	13
Working accident	0	0,00%	3	7,14%	3
Maternity	4	17,39%	0	0,00%	4
Paternity	0	0,00%	7	16,67%	7
Reduction of day breastfeeding	3	13,04%	1	2,38%	4
Reduction day for other reasons	11	47,83%	21	50,00%	32
Extended leave for family care	1	4,35%	0	0,00%	1
Voluntary leave	0	0,00%	1	2,38%	1
TOTAL	23	100,00%	42	100,00%	65



A total of 65 people has had some kind of leave, reduction or extended leave in 2015. Four women have requested maternity leave and seven men. To emphasize, three women and a man have requested reduction of day for breastfeeding. 49% have requested reduction for other reasons.

From the point of view of staff perception, the results when asking the following: "Is conciliation of family, personal and working life favoured keeping in mind the working environment?" 61% answered "Yes", 19% "I don't know" and 20% "No."



The use of language and communication channels

The use of non sexist language is a crucial element when we analyze the reality of organizations from a gender perspective. Sexism in the language is one of the clearest manifestations of non-egalitarian treatment between women and men in our environment. It is said that *what is not named does not exist*; for this reason, an organization reflecting this sensitivity and promoting equality in the use of language both orally and written and in internal and external communications, promotion and iconography, makes women visible.



The objective is for the language used in internal and external communications of the BSC-CNS to act in consonance with the policies of equal opportunities that are developing in the organization. The non-sexist use of the language is one of the instruments of positive action that those of us who want to promote real equality of women in our institution effectively can and should use.

Several languages are used in the BSC-CNS, a great part of external and internal documentation appear in the English language (characteristic of the world of research). The rest in Catalan and Spanish.

No specific protocol or manual for the use of non sexist language exists, and neither has internal and external documentation been revised by specific audits to detect it.

To analyze this aspect we have taken a series of fragments from different documentation of the centre in which one can observe the use of the generic masculine:

Se han definido 6 roles distintos con las características que los **Profesionales, Jefes de Equipo y Directores** deben aportar al BSC para situarse en los diferentes niveles que constituyen su carrera y desarrollo profesional. Dicha información se encuentra accesible en la intranet del centro.

Extract from Welcome Manual

2. Solicitudes

- Podrán presentar propuestas todos los **investigadores** del sistema público de investigación científica y desarrollo tecnológico español.
- Los **solicitantes** deberán presentar una memoria de la actividad, que incluya título, organizadores, lugar de realización, fechas preferentes, propuesta de programa, número previsto de participantes, plan de difusión y presupuesto, según el formulario de solicitud.
- Las solicitudes deberán contar con el aval **del director** (o cargo responsable) de uno de los centros de la RES.
- Las jornadas deberán celebrarse entre el 1 de enero y el 31 de diciembre de 2017.
- Las propuestas deberán ser enviadas **antes del día 18 de noviembre de 2016** a applications@bsc.es

Extract from corporate Web

-Excedencia:

Se puede solicitar la excedencia en el trabajo como máximo hasta que el niño cumpla 3 años, siempre y cuando **el trabajador tenga una antigüedad de un año en la empresa.**

El tiempo que dure la excedencia se computa a efectos de antigüedad y durante el primer año la madre tiene derecho a la reserva del puesto de trabajo.

-Reducción de jornada:

Si el niño es menor de 12 años se puede solicitar la reducción de la jornada laboral que lleva aparejada una reducción proporcional en el salario.

Internal note on maternity leave

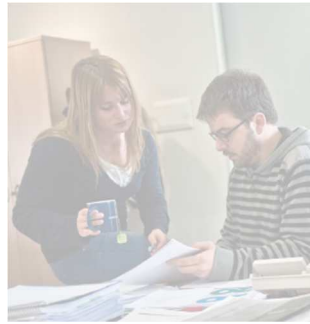
With respect to images and pictures, the appearance of both men and women is observed with a greater proportion of men given their greater overall presence on the staff (75,65%).



Photographs of the Welcome Manual 1

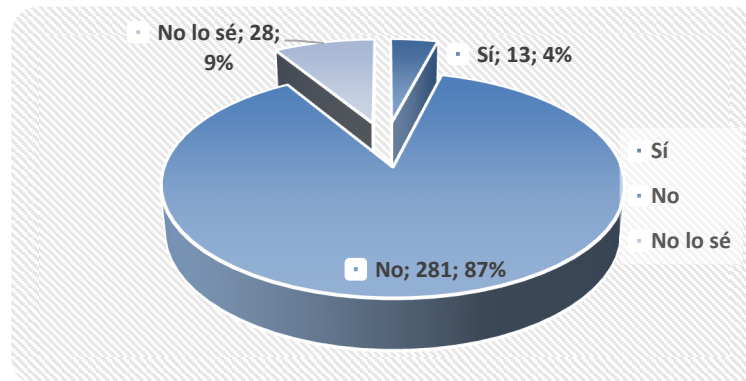
 <p>Protein Interaction and Docking (PID) Group The Group's main research focus is the study of protein interactions at the molecular level. Proteins do not act alone but through the formation of specific complexes with other proteins and biomolecules. Understanding the process of protein association is important not only to increase basic knowledge of essential life processes at molecular and cellular level, but also for biomedical and therapeutic applications. The key challenge undertaken by the Group is the development of new computer tools for the modelling of protein interactions, and the large-scale applica-</p>	 <p>Molecular Modelling and Bioinformatics (MMB) Group The group's long term objective is to understand the behaviour of living organisms by means of theoretical models, whose roots are anchored in the basic principles of physics and chemistry. With this general aim the Group works with different methodologies, from mining of biological databases to classical dynamics and quantum chemistry calculations. The use of this wide range of methodologies allows the exploration of a wide range of problems, from drug design to genome analysis. Special emphasis is placed on connecting basic interactions with global properties of biological systems.</p>	 <p>INB-BSC-CNS The National Institute of Bioinformatics is a research platform funded by the Instituto de Salud Carlos III with the aim of giving support to Bioinformatics groups related to Spanish Genomic and Proteomic projects. The Institute has a node structure distributed among the most important bioinformatics research groups in Spain. BSC-CNS Life Sciences program hosts the Computational Bioinformatics node of INB (INB-CNS). The special purpose of the computational node, with the help of BSC-CNS computational resources and expertise, is to provide access to biological databases, both generic and related to supported projects, and to develop web services and applications covering a broad range of analysis software.</p>	 <p>Computational Genomics (CG) Group The aim of the Computational Genomics Group is to investigate different processes of the biology of genomes and to contribute to the understanding of how the sequence and the structure of these macromolecules determine their basic functions. The research lines focus on deciphering the code and the mechanisms that control when and where genes are expressing their function in the cell. The Group has developed tools and strategies for the identification and classification of gene regulatory regions to study their function, their evolution and their role in the adaptation of organisms to their environment. The Group is also interested in determining how modifications and alterations of the sequence are directly responsible or confer susceptibility to certain diseases. This is done through the application of systems biology approaches and sequence analysis strategies involving large DNA sequencing efforts to understand the causes and the evolution of complex pathological processes, such as type 2 diabetes, anaemia, and even the immunological rejection of transplanted liver. Simultaneously, the Group is developing tools for the analysis of the cancer genome in the context of the Cancer Genome Project to identify somatic mutations, with particular interest in those affecting regulatory regions. The Group also engages in collaborative efforts within high impact projects related to the assembly and the primary analysis of genomes and metagenomes.</p>
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Photographs of the Annual Report 2014



Photographs of the *Internal Training Protocol*

From the point of view of the staff interviewed, when asked: "Do you consider the language and images the BSC-CNS uses in its external and internal communications may be discriminatory regarding gender, religion, cultural diversity, etc.?" An overwhelming 87% responded "No", 9% "I do not know" and 4% "Yes."



Internal and external communication.

To guarantee the information, commitment, internalising of corporate values or the possibility of participation in diverse actions on equality of opportunities for the whole staff, it is necessary to have resources and an internal communication plan focused on the sensitization of all the staff on matters of equality and information campaigns.

The BSC-CNS has different channels of internal communication that allow us to guarantee fluent and agile internal communication in its different modalities (horizontal, upward and downward) and which will help raise awareness and participation of staff in the policies of equal opportunities they will go developing.

There are various tools which allow us to access information about procedures and internal issues of the centre and the latest scientific developments:

- § Intranet.
- § Corporate WEB.
- § Social networks (Facebook, Twitter, YouTube or LinkedIn).
- § Electronic mail: electronic mail is sent periodically from different departments with information that can be of interest or use (congresses, training courses, social benefits, conferences, etc.). They are named "BSC-CNS." This information is later registered in the intranet.
- § Newsletter: an electronic bulletin is elaborated periodically with outstanding news, calendar of events and training, articles in depth and internal information of the centre. The Newsletter is sent by electronic mail and it can also be found on the web and in social networks.
- § Internal meetings and Presentations.



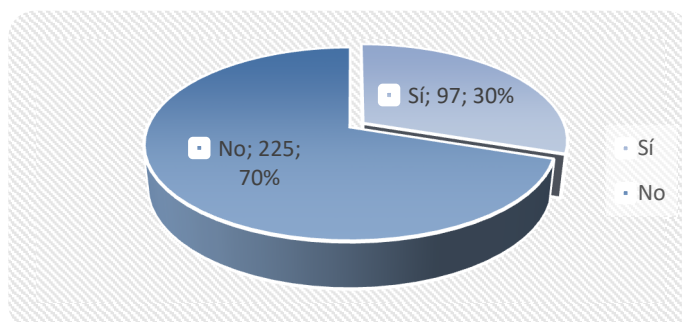
Extract of Newsletter March 2016

From the point of view of external communications, publicity etc. organizations also offer an image and commitment to equality by revising the type of language used, promoting acts and specific workshops, generating collaborations with other institutions or paying attention to the type of image and/or making the contribution from women to the world of research and science visible.

To encourage participation and contribution of ideas from all the staff of the centre, they have had an anonymous questionnaire on line at their service, which 322 workers responded to, representing 75,4% of participation.

The results of all the questions asked are presented in the annex of the Plan.

The staff when asked about their awareness of the implications of incorporating a plan of equal opportunities and Management of diversity in the centre, a significant 70% responded "I don't know" and only the remaining 30% "Yes."



Working risks and Health.

In connection with occupational health and safety, the BSC-CNS has completely updated the Plan of Prevention of Occupational Risks complying with all current legislation.

The BSC-CN has a plan of emergencies and various voluntary staff, distributed throughout the buildings and plants who would coordinate the staff in the event of emergency. Likewise, each building has first-aid kits.

At the moment of signing contractual documentation, the personnel of Human resources facilitate the description of risks that may exist in the workplace. As an act of prevention of occupational risks, collaborators are also offered the possibility of a free medical examination consisting of a general revision and blood and urine test. These tests can be carried out following incorporation to the centre once a year. Medical examination is voluntary.

The centre, through an agreement with the company Adeslas, offers private health coverage for workers and their families. The BSC-CNS-CNS covers 80% of the worker's quota and the remaining 20% will be discounted from the salary.

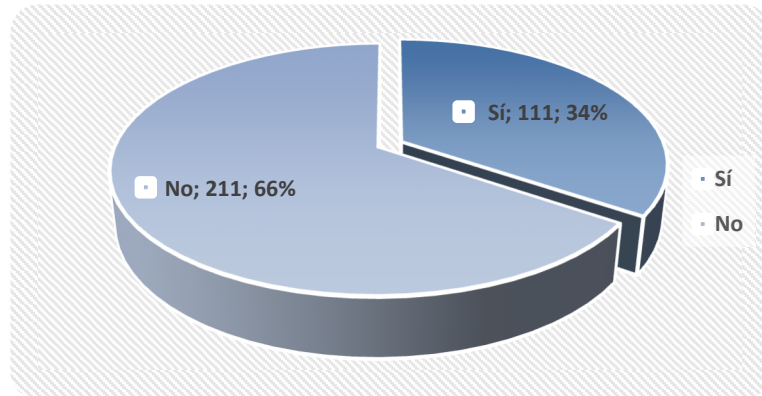
Twice a year training sessions of occupational health and safety are organized directed especially to newly incorporated workers. These sessions are obligatory and non-attendance must be justified.

During the year 2015, 17 people participated in training linked to the control of occupational stress and optimum management of working time. Eight women and nine men attended these training actions linked to topics of working health and conciliation.

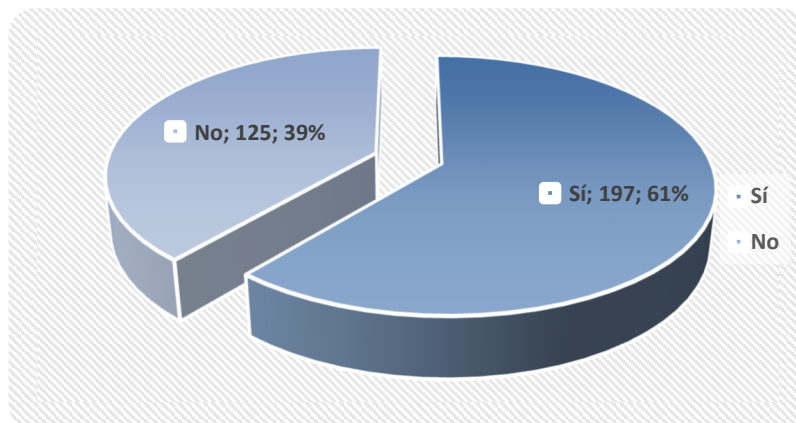
Studies have been carried out to detect possible situations of harassment and measures of prevention are available. BSC-CNS has a specific procedure for the prevention of moral and sexual harassment at work.

BARCELONA SUPERCOMPUTING CENTER		PLAN DE PREVENCIÓN		
		MANUAL DE PROCEDIMIENTOS PREVENTIVOS		
Fecha emisión: 9.03.2011	Fecha revisión:	Ref.:	Núm. Rev: 0	Página 1 de 4
<p>PROCEDIMIENTO PARA LA PREVENCIÓN DEL ACOSO MORAL Y ACOSO SEXUAL EN EL TRABAJO</p>				
Elaborado por: Servicio de Prevención	Aprobado por: Dirección	VºBº:		
Fecha y firma: 9.03.2011	Fecha y firma:	Fecha y firma:		

The results of the survey completed by the staff of the company show 66% do not know the Protocol for Harassment published in the Intranet of the institution.



In answer to the question if they would know what to do or whom to go to in case of suffering sexual harassment or for reason of sex, 61% replied "Yes" and the remaining 39% "No."



From the point of view of the pregnancy woman, if working conditions imply a risk for the mother's health or for the foetus, the worker can ask the institution to locate her in another more appropriate location. If this were not possible, the expectant mother is entitled to the suspension of the contract for risk during the pregnancy.

In connection with this aspect of women's health, 29% affirm they know of the existence of specific measures, while 33% respond "I don't know" and the remaining 38% "No."

Aid, allowances and social policy.

In their effort to contribute maximum help and support, BSC-CNS offers its employees different types of aid:

- "Dining room allowance". For every working day worked by means of the delivery of a card with the aggregate amount of the period, this card can be used in the establishments that accept *Tickets Restaurant* cards. Also, the employees of the BSC-CNS have access to university dining rooms on the campus with a service of microwaves.
- The BSC-CNS offers all workers of the centre facilities for the learning and perfection of the different official languages (Catalan, Spanish and English).
- The personnel of the BSC-CNS have access to a policy of health benefits. The BSC-CNS covers 80% of the worker's quota.
- In the framework of the plan of integration of research centres linked to the UPC, the university offers all workers of the BSC-CNS who want it, the possibility of having the UPC Card. This document provides various benefits, such as access to the university libraries, discounts on services offered to the campus community like use of the car parks, etc.
- As we already mentioned in previous pages, the BSC-CNS presents and authorizes a plan of social activities at the suggestion of staff which the centre co-finances each year. The objective is to encourage relations among collaborators from different departments with the practice of leisure activities outside the work schedule fomenting cohesion between the staff and the promotion of the centre's values. This plan of activities is made up of voluntary initiatives from members of the BSC-CNS who can propose cultural, sport activities or those of a solidarity or social character such as collaborations with ONGs meeting the established requirements.
- The BSC-CNS-CNS has an agreement with the Service of International Relationships of the UPC, expert counsellors who help displaced workers with the legal steps to obtain resident permits in Barcelona.

The BSC-CNS satisfies the legal requirements of the LISMI

To know the perception of the staff in this ambit, they were asked: "*Do you work in your centre with people who are disabled or in a situation of risk or exclusion?*" 16% answered "Yes", 71% "I don't know" and the remaining 13% "No."

It is unknown if some person on the staff is in a situation of risk of social exclusion (gender violence, single parent family, etc.)

Representativity.

According to the data gathered in 2015, the staff with a total of 427 people, shows a significantly larger masculine presence, 75%, as against 25% of feminine presence.

Analyzing data by departments, in the area of Management, feminine presence is very high, 80%, in spite of its lesser presence in the workforce (25%). This department develops administrative tasks traditionally assigned to women.

In the area of Researchers masculine presence (79.3%) is far superior to feminine (20.6%) which demonstrates to us a case of horizontal segregation from a gender perspective.

We find a similar situation in the area of Research Engineers with 70 men as opposed to 11 women, that is to say a presence of 86% of men as opposed to 14% of women.

In the department of Operations no woman occupies any of the twenty-two current positions which shows us another case of horizontal segregation within the organization, in this case in favour of men.

Management positions are only carried out by men which shows us a case of vertical segregation toward women.

The Works Council of the BSC-CNS is composed of thirteen people, five being women (38% of the members of the Council) and 8 men (the remaining 62 %).

As for representativity from other nationalities and cultures, 32% of the personnel of the centre is foreign. The personnel is composed of professionals from 42 different countries, which demonstrates the cultural and ethnic diversity of the BSC-CNS and the absence of barriers or obstacles to people coming from other places.

All staff of the BSC-CNS hold university qualifications, without distinction by sex or nationality.

Mobility.

The BSC-CNS is located in the Campus Nord of the UPC of Barcelona with easy access by public transport like urban buses, metro, *bicing* service, local trains or tram, which facilitates displacement of staff to their centre.

The Welcome Manual of the BSC-CNS offers facilitates access of staff to the centre and lodging and other information for workers and displaced workers.

The Barcelona BSC guide for foreigners has information on registration certificates, transport, health, education, etc.

The BSC-CNS has the collaboration of the Barcelona Housing Service to help those who have recently arrived to find lodgings.



Extract of Welcome Manual

7. Conclusions drawn from the Diagnosis.

In compliance with Articles 45 to 49 of Organic law 3/2007, of March 22 for effective equal opportunities of women and men, the Plan of Equal Opportunities of Opportunities in the BSC-CNS has been developed as a previous step to a diagnosis of the current situation of the entity as regards equality and management of diversity.

The diagnosis is a useful and functional instrument that allows us to know in what situation the organization is in, regarding equality of opportunity. By means of a qualitative and quantitative study, up-to-date information is obtained that allows us to identify those aspects of the institution that it would be advisable to improve to reach effective and real equality of opportunity between women and men and other factors like nationality.

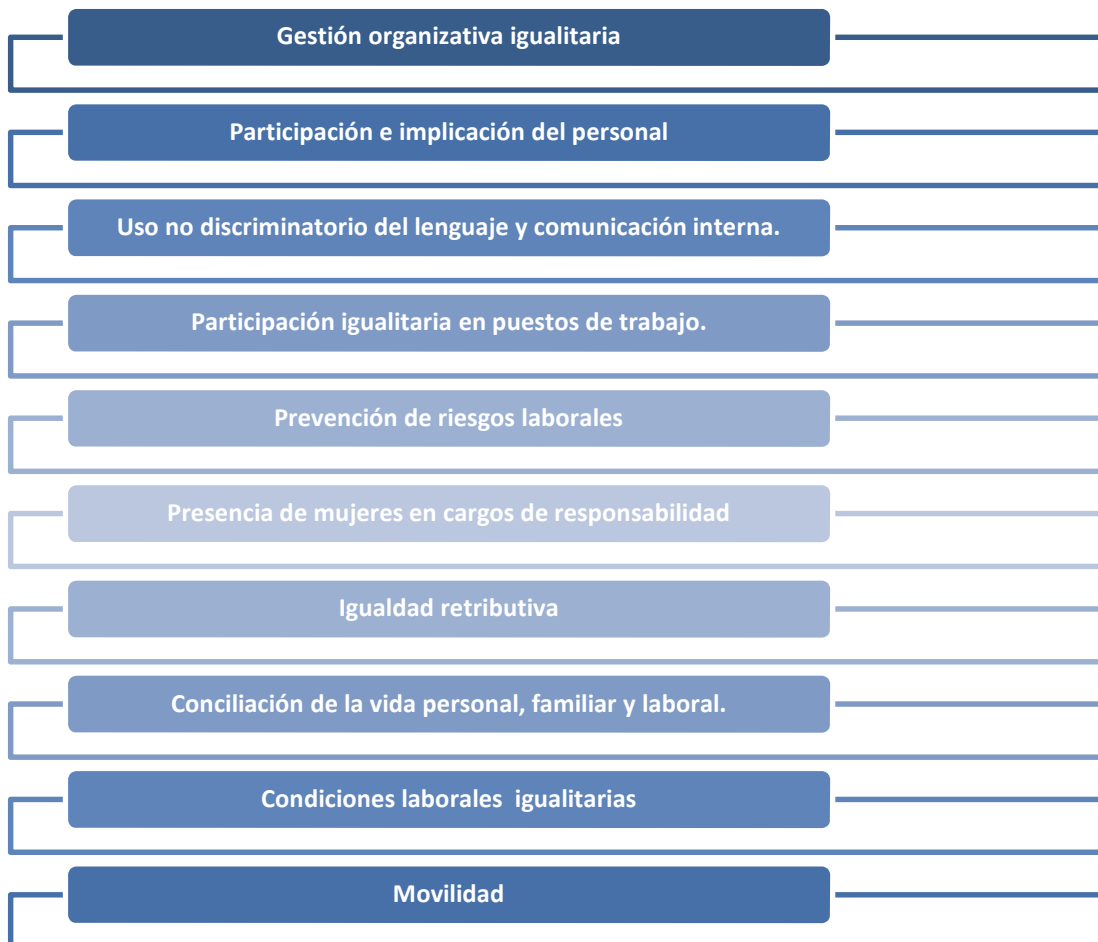
This diagnosis has to be transversal throughout the BSC-CNS, in all its internal processes, policies of human resources management, internal and external communications, working conditions, proportion of women and men in the different workplaces, professional categories and levels of responsibility, in foreign staff presence, etc. The diagnosis must serve as a base to establish the priorities and actions that will form part of the Plan of Equal Opportunities and management of diversity.

This is why we present the different ambits studied and their conclusions to establish the positive actions that make up the Plan of Equal Opportunities.

The staff is for the most part masculine (75.64%) as against feminine (24,36%) although no type of discrimination exists for reasons of sex, age, nationality, race, family conditions, disability, sexual orientation, etc.

Although until now this is no Plan of Equal Opportunities as such, the BSC-CNS possesses the hallmark HR EXCELLENCE IN RESEARCH and has started a group of actions favouring equality of access, conciliation, development of professional career, etc. for all the workers of its staff, independently of being a man or a woman or of different nationalities.

The ambits of works for carrying out the diagnosis are the following:



Egalitarian organizational management

This ambit makes reference to raising awareness, sensitization and commitment of the management of the organization with the equality of opportunities. It evaluates the level of commitment in function of the grade of establishment of policies and actions related with the equality of opportunities.

The BSC-CNS shows a clear and permanent commitment to promoting the equality of opportunities for questions of gender and diversity as a corporate value. The organization possesses the HR hallmark of institution adhering to the CODE OF CONDUCT FOR RECRUITMENT OF RESEARCHERS.

The BSC-CNS has an administrative structure made up of highly qualified workers in different ambits with ample capacity and interest for participating in the development of the Plan of Equal Opportunities. It has the external support of the consultancy specialized in equality and Management of diversity in the ambit of research: Grup-Pitagora.

Further to the data gathered in the Diagnosis, on one hand, a real concern is observed for questions of values and principles based on equality and Management of diversity treated in management meetings although it has not been formalized so far in any document such as a Plan of Equal Opportunities.

Previous to the design of the Plan, in the BSC-CNS various measures had already been implemented to favour personal and professional development of women and men making up its staff such as training plans, promotion plans, reduced summer schedules, shorter working day on Fridays, etc.

In BSC-CNS we have our own Committee of Equality composed of six members (three men and three women) who occupy different positions and departments inside the institution thus guaranteeing the transversality and representativity of the staff.

Likewise, this Committee has received specific training on the implementation and methodology of the Plan of Equal Opportunities and Management of diversity.

The perception of the staff in reference to the necessity of implementing a Plan of Equal Opportunities and Management of diversity in the centre, shows that 48% is in favour, 36% respond "I don't know" and the remaining 16 % "No".

As possible actions to be implemented the following are proposed:

- § To explicitly incorporate the term "equality" and its definition in the list of corporate values of BSC-CNS.
- § To incorporate, a specific space with specific information about equality of opportunities (actions of improvement, results, news, agenda, etc.) in the corporate Web and Intranet of the centre.
- § To establish a specific annual budget allocated to the development of measures promoting equality of opportunities and the management of diversity.
- § To participate or to promote workshops or forums of equality to exchange experiences with other organizations and share good practices.
- § To promote the carrying out of external acts linked to the equality of opportunities and diversity in the world of science, making the role of the woman researcher visible and fostering it, exposing their achievements, that the presenters be women, etc.

Participation and implication of personnel

The policy of equality of opportunities is valued if its objectives, principles and values have been communicated to all the people of the organization and if all the staff are correctly informed of the actions carried out in this ambit.

The staff has been informed of the commitment, design and implementation of the Plan by electronic mail, and to foment their participation and involvement, a confidential online survey in three languages (Catalan, Spanish and English) has been designed and put at their disposal, with the aim of knowing their observations, opinions and suggestions as regards equality of opportunities. 75% of the staff has responded to both open and closed questions contributing a list of suggestions and ideas.

In this ambit of equality, the application of a variety of positive measures is proposed:

- § Until now, campaigns and chats of internal sensitization have not been carried out to make staff aware of the equality of opportunities and management of diversity as a fundamental corporate value. A high percentage, 70% of the workforce interviewed, stated they do not know the implications implementing a Plan of Equal Opportunities of Opportunities and Management of diversity in the BSC-CNS has.
- § To establish a direct channel of internal communication (electronic mail, mailbox of suggestions, etc.) that permanently allows the personnel of the BSC-CNS to maintain easy and continuous contact with the Committee of Equality for the contribution of ideas, opinions, suggestions, etc.

Non-discriminatory use of the language and corporate communication

This ambit studies and evaluates the internal and external communication of the institution as regards equality of opportunities, as well as the use of non-discriminatory language in written documentation and in oral communication.

The institution takes care in its use of language. Nevertheless, examples have been observed of masculine generics in the description of workplaces or in documents like the *Welcome Manual* which must be revised for its correction in case it is necessary.

The organization has a network of channels of internal communication in all senses that favour the communication of topics related to equality and management of diversity.

Positive actions in this area of equality that stand out:

- § The appearance of sexist language in internal and external documentation has been observed. Realization of an audit (denomination of posts, revision of manuals, procedures, minutes, etc.) for the correction of any aspect related to sexist language.
- § To elaborate and diffuse to all staff a Manual of Style of Use of Non Sexist language.
- § To incorporate images and pictures of women carrying out research tasks in internal and external communications, to promote the role of the woman in this ambit.
- § Carrying out of awareness campaigns recognizing the value of feminine contributions or teams made up of people of different nationalities in the scientific ambit.
- § To incorporate information about the development of the Plan of Equal Opportunities and Management of diversity, implemented actions, access to the Committee of Equality, etc. in the Welcome Manual.
- § To elaborate specific articles on the role of the woman researcher for the centre Newsletter.

Egalitarian participation in the workplace

The indicators that are included in this ambit seek, on one hand, to analyze in what measure women and men participate equally in all job positions and levels of BSC-CNS, considering balance is reached when the two sexes have a representation of between 40 and 60 percent of the total of the workers. On the other hand, the processes the organization applies at the moment of covering a job position are analysed to see if they guarantee the equality of opportunities between women and men and people of other nationalities.

In the BSC-CNS masculine presence is significantly higher to feminine with 75,64% of men and 24.36% of women.

In the analysis of the data from a gender perspective, diverse cases of horizontal segregation are observed since the feminine presence is very high in the department of Management while no woman carries out any position in the department of Operations.

Men occupy the categories of Grants in 83%, 8% more than their global presence in the organization for which their partners only develop 16% of this category.

No woman holds the position of Senior Researcher Responsible Development A in spite of there existing 14 positions in this category.

The Works Council is composed of thirteen members; five women and eight men.

Diversity and multiculturalism is guaranteed since 32% of the workers of BSC-CNS come from other countries, from a total of 42 and from different continents.

In the last three years, the selection processes show access chiefly of men. Women also gain access but in much smaller proportion. In 2015 77% of workers incorporated were masculine as opposed to 23% of feminine workers.

The level of studies of the personnel of the BSC-CNS is to all effects egalitarian (university educated) and the data show real equality in access to training plans of the institution.

As possible actions of improvement, the following can be evaluated:

- § To progressively incorporate feminine professionals in the department of Operations.
- § To increase the presence of men in the department of Management.
- § To promote or select women for positions of responsibility.
- § To incorporate measures in the selection processes that includes the gender perspective and the management of diversity to guarantee non discrimination by type, sex, race, nationality, disability, family situation, etc.

- § Specific training in equality of opportunities for members of the Selection Panels to guarantee that they act with neutrality in the selection processes avoiding prejudices, stereotypes, mental clichés for gender reasons, race, nationality, religion, etc.
- § To establish alliances in favour of equality with entities with which the BSC-CNS collaborates in the recruitment of new personnel.
- § To locate new recruitment sources that favour the presentation of feminine candidacies.
- § To design competence profiles by means of detailed analysis of the positions using non-sexist language and in accordance with the respect for diversity.
- § To carry out chats in schools or social entities directed at the youngest to normalize and to contribute to the visualization of women in the world of research and New Technologies.
- § To revise the current system and protocol of Welcome for displaced workers and for other nationalities to incorporate new aspects that facilitate their rapid integration and adaptation.
- § To introduce the figure of “mentor” who facilitates the integration of recently incorporated employees.

Presence of women in positions of responsibility.

This ambit analyzes the position women occupy in the organization and the distribution of personnel at the different levels of responsibility. It is to evaluate if the information of the personnel by sexes and hierarchical levels is classified systematically, and also to check that women are represented in all the levels and professional categories of the organization.

Feminine presence does not appear in the nine positions of Management in spite of making up 25% of the staff. In the categories of Group leaders, they occupy 20%.

In the survey given to the staff, 145 people have pointed out this aspect as high-priority in the development of the Plan of Equal Opportunities (larger representativity of women in positions of Management and other positions of responsibility).

38% of people interviewed answered "I don't know" (23%) and "No" (15%) to the question on whether men and women have the same possibilities for promotion. Similar percentages are obtained when one makes reference to the possibility of promoting people of other nationalities.

Since we are in an ambit of traditionally masculinised science, the possibility of the existence of the "glass ceiling" for women researchers may be a reality. In the BSC-CNS a protocolised Plan of Professional Development exists that guarantees neutrality in processes of internal promotion. Nevertheless, we propose a series of measures to increase feminine representativity in positions of responsibility:

- § Increase feminine representativity in positions of responsibility.
- § Include in processes of development professional, a specific section focused from the perspective of gender and management of diversity with objective and neutral elements and to train the personnel that intervenes in this promotion processes.
- § Implement a system of detection of potential for women that can occupy positions of greater responsibility in the future.

Conciliation of working, family and personal life.

In the Diagnosis, conciliation is a high-priority issue since different actions have been developed in its favour, incorporating conciliation with part of the organizational culture and looking for balance of the use of these measures between men and women.

This ambit of equality is considered the most important of those indicated by the people interviewed (169 people chose it). The perception of the staff is the following: 61% consider conciliation is favoured, 20% "No" and the remaining 19 % state "I don't know".

90% of staff is located at levels lower than 46 years (88,4%, being women in potentially reproductive age) and where both women and men may have needs related to maternity and paternity.

The organization has measures that increase aspects established by Law and has internal informative notes directed at personnel to indicate the existence of these measures.

The personnel can (when authorized), do a shorter working day on Fridays, special working day of summer, have leave of an exceptional character, free month without salary, etc.

As positive actions in this ambit, we highlight:

- § The development of an Account of Contributions, that is to say, a formalised system for gathering suggestions, contributions and ideas to analyze viability in conciliation topics involving all the staff in establishing new measures that can be applied without harming the scope of the objectives of the institution or the creation of multidisciplinary groups of specific improvements that contribute suggestions to the Committee of Equality.
- § Improve already existing flexibility with new measures.
- § Incorporate measures to establish telework in specific positions.
- § Foment the use of videoconferences that avoid displacements and trips with more technological resources for the positions that allow it
- § Know information about family responsibilities of the staff with dependent people and/or daughters or sons with disability and provide alternative help.
- § Reduction of two hours daily of the working day for those pregnant in the last month of pregnancy, without a decrease in salary.

Prevention of Health and Working Risks.

The objective in this area is to evaluate the grade in which the organization has incorporated the gender perspective in the surveillance and promotion of its personnel's health.

The BSC-CNS fulfils all legal requirements at the level prevention of health and working risks and carries out periodic trainings of personnel although specific studies of prevention have not been carried out from a gender perspective.

The organization also has a protocol and circuit of prevention, detection, performance and resolution of situations of sexual harassment and for reason of sex. No workshop of awareness and information has been carried out with staff on this topic (66% of people interviewed affirm they ignore its existence). It also has a protocol for situations of pregnancy (71% of the staff do not know it) and it provides training in abilities like control of stress or time management.

Actions of improvement proposed:

- § Carry out specific studies of safety and occupational health that bear in mind the specificity of the women and men in the definition, the prevention and evaluation of occupational risks.
- § Campaign of awareness and information for the staff on what harassment is, typology and mechanisms of denouncement and sanction.
- § Action of diffusion of the pregnancy protocol.
- § Promote aspects related to the comprehensive health of the people of the centre offering trainings that encourage the development of healthy habits and lifestyles such as nutrition workshops, mindfulness, emotional intelligence, postural education, relaxation, etc.

Equal remuneration

This ambit evaluates the remuneration policy of the organization and if the principle of remuneration equality is complied with, which establishes that in the same job position or of the same value the same remuneration corresponds.

In the BSC-CNS the remuneration policies follow the principle of equality, the centre rewards personnel according to category, functions and responsibilities performed.

Since the occupy positions of greater responsibility, the data show that they receive the highest remuneration.

Nevertheless, and since before the question: "do you believe that in your centre the salary is egalitarian between men and women in function of the job position and the professional category?" 42% of people interviewed state "they don't know" and 13% "No." That is to say, 55% of the staff, do not know or believe that remuneration equality exists.

Positive actions are recommended like:

- § Carrying out a study on remuneration, breaking down the data by sexes to correct possible deviations.

Egalitarian working conditions.

This ambit makes reference to the personnel's working conditions and tries to detect if there is discrimination by reason of sex in the type of contract and working day of the personnel. It also checks if there is discrimination in the assignment of schedules, and if the approaches used are neutral and do not produce a negative effect on some groups of the organization.

In the type of contracts made for the staff, parity is observed both in temporary recruiting and indefinite full time. Equally no outstanding differences are observed in the seniority of staff from a gender perspective, and as for age, most of the personnel is located in the scale from 30 to 45 years.

The level of studies (university students) is the same for all personnel of the centre.

The 40 hour working day is predominant for the personnel, independently of sex and both women and men use reduced working days.

As action to highlight:

Necessity of greater support to women in situation of risk or social exclusion, expatriated, gender violence, single parent families, etc. Establishment of a system of cover from a legal, psychological, medical or economic point of view.

Mobility

The location of the research centre can be considered ideal for its accessibility, the large amount of public transport which the area has available and its privileged enclave in the city of Barcelona.

Some measures that favour displacement and mobility of research personnel to other research centres can be implanted, together with the use of videoconferences to reduce the number of displacements.

8. PLAN OF EQUAL OPPORTUNITIES

REGULATIONS

Article 14 of the Spanish Constitution proclaims the right to equality and non discrimination by reason of sex. On the other hand, article 9.2 consecrates the obligation of the public authorities to promote the conditions for the equality of the individual and of the groups in which she/he is integrated to be real and effective.

Equality between women and men is a universal legal principle recognized in different international texts on human rights, among which the Convention on the elimination of all manners of discrimination against women, approved by the General Assembly of the United Nations in December 1979 and ratified by Spain in 1983. In this same ambit it is appropriate to recall the advances introduced by monographic world conferences, like that of Nairobi 1985 and Beijing 1995.

Equality is, likewise, a fundamental principle in the European Union. From the coming into effect of the Treaty of Amsterdam, May 1 1999, equality between women and men and the elimination of inequalities between them is an objective that should be integrated in all the policies and actions of the Union and its members.

The incorporation of women into work has motivated one of the deepest social changes in the last decades. This fact makes it necessary to configure a system that contemplates the newly arisen social relationships and a new way of cooperation and commitment between women and men that allows a balanced allocation of responsibilities in professional and private life.

Organic law 3/2007, of March 22, for effective equality of women and men, establishes the regulatory framework to put an end to the existent gender inequalities in all ambits of life, to prevent discriminatory behaviours and to achieve real equality between men and women. It is a law of horizontal application to all public policies whether they be national, autonomous or local. Thus, in its article 1, it states that the public authorities will adopt specific measures in favour of women to fight against patent situations of inequality regarding men, with the purpose of making the constitutional right of equality effective.

The carrying out of the Plan of Equal Opportunities on the part of the BSC has as its purpose, as well as the implementation of the current legislation as regards equality, established after the coming into effect of the LOIEMH in 2007, the interest of the organization in articulating actions that guarantee equality of opportunities between men and women and the management of diversity in a real and effective way and, above all, the integration of equality in the system of management of the institution itself.

Objectives

By means of the incorporation of the Plan of Equal Opportunities, the BSC seeks to investigate in depth what the internal real situation is in terms of Equality of Opportunities of Gender and Diversity and to dedicate efforts to define, structure and implement actions as regards equality, with the general objectives of:

- Incorporating equality as a value that impregnates the whole philosophy of the BSC.
- Encouraging the transversality with other organizations in the ambit of science, to enlarge the model of research and innovation through the integration of the dimension of gender in the content of research and innovation.
- Offering women equality of opportunities of representativity to promote a structural and cultural change in scientific institutions and in society in general.
- Disclosing and giving visibility to the talent women are contributing in the scientific sphere in general, and in the area of health in particular.
- Achieving real equality where barriers do not exist for aspects like nationality, culture, ethnic group, disability, sexual orientation, etc.

Positive performances as regards equality and management of diversity.

Action 1

CONCILIATION OF PERSONAL, FAMILY AND WORKING LIFE

NEED DETECTED	Increase the number of measures already existent as regards conciliation of personal, family and working life.
OBJECTIVES	Provide new positive actions that increase the advantages as regards flexibility in the centre.
ACTION	Incorporate new measures that improve flexibility in the BSC-CNS.
PEOPLE ADDRESSED	All personnel of the BSC-CNS.
RESPONSIBLE FOR THE EXECUTION	HR DEPARTMENT/ Equality Commission
TIMING EXECUTION	2017- Q2
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Analyze the schedules, calendars and current requirements and propose new formulas of schedule deregulation. - Consult staff about their necessities in this matter.
INDICATORS	<ul style="list-style-type: none"> - Number of new measures incorporated. - Communication to the staff.

Action 2

CONCILIATION OF PERSONAL, FAMILY AND WORKING LIFE

DETECTED NEED	Incorporate measures to establish telework in certain positions of the BSC-CNS.
OBJECTIVES	Increase the number of people that use telework in the organization.
ACTION	Incorporate the modality of telework in certain positions in the organization.
PEOPLE ADDRESSED	Personnel that occupies certain positions susceptible to the use of telework.
RESPONSIBLE FOR EXECUTION	HR DEPARTMENT
TIMING EXECUTION	2017-Q3
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Identify those workplaces that can be carried out through telework. - Endow users of this working modality with the necessary technological resources
INDICATORS	<ul style="list-style-type: none"> -Number of positions that can use this modality. -Number of people that accede to and opt for it. -Support in technological resources for their use.

Action 3

CONCILIATION OF PERSONAL, FAMILY AND WORKING LIFE

NEED DETECTED	Outline improvements in working conditions of women in the state of pregnancy.
OBJECTIVES	<ul style="list-style-type: none"> - Improve conditions in the finalization of the pregnancy process. - To reduce two hours daily the working day for pregnant women in the last month of pregnancy, without salary decrease.
ACTION	Reduction of the working day for pregnant women in the last month of pregnancy without salary reduction.
PEOPLE ADDRESSED	Women of BSC-CNS in state of pregnancy
RESPONSIBLE FOR EXECUTION	HR DEPARTMENT /Comission of Equality
TIMING EXECUTION	2017 - Q2
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Meeting for adoption of the improvement. - Incorporation in the internal regulatory scheme. - Communication to staff, especially to the community of women.
INDICATORS	<ul style="list-style-type: none"> - Establishment of the measure in the internal regulatory scheme. - Dissemination to staff. - Number of pregnant women opting for the measure annually.

CONCILIATION OF PERSONAL, FAMILY AND WORKING LIFE

NEED DETECTED	Increase personal and professional conciliation avoiding unnecessary displacements.
OBJECTIVES	<ul style="list-style-type: none"> -Foment and promote the use of videoconferences. -Reduce the number of displacements outside the geographical location of the centre. -Provide more technological resources.
ACTION	Foment the use of videoconferences that avoid displacements and trips with more technological resources for the positions that allow it.
PEOPLE ADDRESSED	Personnel that must carry out displacements outside their habitual working location for reasons of work.
RESPONSIBLE FOR EXECUTION	HR DEPARTMENT/Commission of Equality
TIMING EXECUTION	2018-Q2
TASKS TO CARRY OUT	<ul style="list-style-type: none"> -Meeting for adoption of the improvement. -Analyze and improve available technological equipment. -Communication of the new measures.
INDICATORS	<ul style="list-style-type: none"> - Number of videoconferences made. Comparison with previous periods. -Number of people benefitted each semester. -Report on the amplification of use of this technology and facilities provided by the centre (technology, publicity...).

Action 5

CONCILIATION OF PERSONAL, FAMILY AND WORKING LIFE

NEED DETECTED	To provide support to the personnel of the BSC-CNS with certain family responsibilities: dependent relatives and/or daughters/sons with disability.
OBJECTIVES	<ul style="list-style-type: none"> - To gather information about the family responsibilities of the staff with dependent people and/or daughters/sons with disability. - To provide alternative aid.
ACTION	Facilitate aid to the personnel of the workforce with dependent relatives or minors with disability.
PEOPLE ADDRESSED	All the staff of the BSC-CNS
RESPONSIBLE FOR THE EXECUTION	HR DEPARTMENT
TIMING EXECUTION	2019-Q1
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Obtaining of data of personnel with these responsibilities. - Choice of type of aid. - Diffusion to staff.
INDICATORS	<ul style="list-style-type: none"> -Design of aid protocol. -Number of people benefitted. -Resources and aid contributed annually by the institution.

Action 6

CONCILIATION OF PERSONAL, FAMILY AND WORKING LIFE

NEED DETECTED	Availability of a permanent specific channel for the collection of suggestions, ideas, resolution of doubts, etc. of the staff as regards conciliation.
OBJECTIVES	<ul style="list-style-type: none"> - Establish a formalised system that allows collection of suggestions, contributions and ideas involving all the staff to analyze viability in questions of conciliation. - Implement new measures that can be applied without harming the scope of the objectives of the institution or the creation of multidisciplinary specific improvement groups that contribute suggestions to the Committee of Equality.
ACTION	Creation of the Contributions Account for the collection of suggestions and ideas and resolution of doubts as regards conciliation.
PEOPLE ADDRESSED	All the personnel of the BSC-CNS
RESPONSIBLE FOR IMPLEMENTATION	HR DEPARTMENT / Commission of Equality
TIMING IMPLEMENTATION	2019-Q2
TASKS TO CARRY OUT	<ul style="list-style-type: none"> -Creation of an electronic mail account. -Inform the staff of its existence so as to be able to carry out proposals, suggestions or questions relative to equality of opportunities between women and men and diversity in the BSC-CNS. - Gather and answer e-mails received
INDICATORS	<ul style="list-style-type: none"> -Availability of suggestions mailbox for all the staff. -Percentage of e-mails answered. -Number of actions carried out starting from proposals made by the staff.

Action 7

EGALITARIAN ORGANIZATIONAL MANAGEMENT

NEED DETECTED	The organization does not have a Code of Good Practice.
OBJECTIVES	Create own Code of Good Practices of the institution with the inclusion of the equality of opportunities as transversal axis
ACTION	Preparation and diffusion of a Code of Good Practice
PEOPLE ADDRESSED	All the personnel of the BSC-CNS
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT
TIMING IMPLEMENTATION	2017- Q4
TASKS TO CARRY OUT	Choice of contents. Elaboration of Code of Good Practise. Communication Plan for its diffusion.
INDICATORS	Definitive copy of the Code of Good Practise. Number of communicative actions and channels of diffusion of the Code.

Action 8

EGALITARIAN ORGANIZATIONAL MANAGEMENT

NEED DETECTED	To make explicit the commitment of the BSC-CNS to the incorporation of the equality of opportunities as a corporate value from a perspective of gender and diversity.
OBJECTIVES	Incorporate the term "equality" explicitly and its definition in the list of corporate values of BSC-CNS.
ACTION	Increase the commitment to equality including it in the corporate values of the entity
PEOPLE ADDRESSED	All the staff of the BSC-CNS.
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT
TIMING IMPLEMENTATION	2018-Q4
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Inclusion of equality and diversity between men and women as a value expressed in the documents of personnel policy and the remaining documentation of the institution. - Incorporate in corporate values. - Definition. - Actions of internal communication.
INDICATORS	<ul style="list-style-type: none"> - Definition of the term "equality." - Incorporate it in the list of corporate values. - Diffusion mechanisms for its internalisation. - Number of corporate documents in which it appears.

Action 9

EGALITARIAN ORGANIZATIONAL MANAGEMENT

NEED DETECTED	Necessity to emphasize the role and contributions of women in the world of science and NT.
OBJECTIVES	<ul style="list-style-type: none"> -Promote the carrying out of external acts linked to equality of opportunities and diversity in the world of science making visible and potentializing the research woman's role showing their achievements, -Increase women's projection highlighting the role of women in all stages of the scientific career. -Remove the gender and diversity stereotypes present in the scientific sphere.
ACTION	Make the research woman's role visible.
PEOPLE ADDRESSED	All the staff of the BSC-CNS
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT
TIMING IMPLEMENTATION	2019-Q2
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Increase the presence of women scientists of the BSC-CNS in the different activities or external events. - Develop themes related with women, diversity and NT. - Implement a program of seminars that have women scientists as presenters. - Publish achievements made by research women internally and externally.
INDICATORS	<ul style="list-style-type: none"> - Number of events women scientists of the BSC-CNS go to. - Typology of events that women scientists go to. - Number of events related with equality and diversity. - Number of seminars with presence of women of recognised scientific prestige. Their names. - Number of synergies with other entities to promote activities of diffusion by women scientists. - Comparative data with previous years. - Actions of communication of the achievements of the women researchers

Action 10

PARTICIPATION AND IMPLICATION OF PERSONNEL

NEED DETECTED	Make staff aware and inform them of matters of equality of opportunities.
OBJECTIVES	Regularly Inform and make available all updated elements linked to equality
ACTION	Incorporate, a specific space with specific information about equality of opportunities (actions of improvement, results, news, agenda, etc.) in the corporate Web and Intranet of the centre.
PEOPLE ADDRESSED	All the staff of the centre.
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT/ Equality Commission
TIMING IMPLEMENTATION	2017-Q4
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Availability of the space dedicated specifically to equality. - Selection and incorporation of the contents gathered in it. - Incorporate the documentation. Permanent updating of contents.
INDICATORS	<ul style="list-style-type: none"> - Incorporation of the section in the intranet and web. - Number of documents/information it gathers. - Number of updates

Action 11

EGALITARIAN ORGANIZATIONAL MANAGEMENT

NEED DETECTED	Incorporate a system that allows prevention and effective management of conflictive situations between manager and employees, among fellow workers, etc.
OBJECTIVES	Implement a procedure to negotiate possible conflicts that may occur in the organization.
ACTION	Procedure of conflict management
PEOPLE ADDRESSED	All the staff of the BSC-CNS
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT
TIMING IMPLEMENTATION	2017-Q4
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Design of the Procedure. - Diffusion and training.
INDICATORS	<ul style="list-style-type: none"> - Procedure. - Number of actions of diffusion. - Personnel trained in this ambit.

Action 12

PARTICIPATION AND IMPLICATION OF THE PERSONNEL

NEED DETECTED	Improve channels of internal communication of personnel of the institution with the Committee of Equality to foment participation of staff in this ambit.
OBJETIVES	<ul style="list-style-type: none"> - Facilitate communication of staff with the Committee of Equality. - Continuously gather perceptions, suggestions and ideas from personnel as regards equality.
ACTION	Establish a direct channel of internal communication (electronic mail, suggestions mailbox, etc.) that permanently allows personnel of the BSC-CNS to maintain easy and continuous contact with the Committee of Equality for the contribution of ideas, opinions, suggestions, etc.
PEOPLE ADDRESSED	All the personnel of the BSC-CNS.
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT/Commission of Equality
TIMING IMPLEMENTATION	2017 – Q2
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Establish the channels to use. - Information to staff of its availability.
INDICATORS	<ul style="list-style-type: none"> - Number of communication channels. - Number of contributions and suggestions received from the personnel biannually

Action 13

EGALITARIAN PARTICIPATION IN JOB POSITIONS

PRESENCE OF WOMEN IN POSITIONS OF RESPONSIBILITY

NEED DETECTED	Facilitate the development of the professional career of the women of the BSC-CNS to positions of more responsibility in the organization.
OBJECTIVES	<ul style="list-style-type: none"> - Promote feminine representativity in senior positions in the organization through training in leadership and team management. - Provide support tools in the professional career of the women.
ACTION	Carry out a session of Leadership for the women of the centre.
PEOPLE ADDRESSED	Feminine Personnel of the centre
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT
TIMING IMPLEMENTATION	2017- Q3
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Preparation and logistics of the training action. - Development of training action
INDICATORS	<ul style="list-style-type: none"> - Number of women attending and categories. - Annual increase of the number of women promoted to positions of greater responsibility that have attended this training.

Action 14

EGALITARIAN PARTICIPATION IN JOB POSITIONS

NEED DETECTED	Specific training for members of the Selection Panels in equality of opportunities to guarantee that they act with neutrality in the selection processes avoiding prejudices, stereotypes and mental clichés for reasons of gender, race, nationality, religion, etc.
OBJECTIVES	Train people participating in the selection processes in techniques that favour neutrality and avoid discriminations and stereotypes.
ACTION	Training of members of Selection Panels with responsibility in the selection processes
PEOPLE ADDRESSED	Members of the Selection Panels
RESPONSIBLE FOR THE IMPLEMENTATION	PERSON /HR DEPARTMENT
TIMING IMPLEMENTATION	2018-Q3
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Preparation and logistics of the training action. - Development of the training action
INDICATORS	<ul style="list-style-type: none"> - Number of people attending and categories. - Report of evaluation of training staff on the attitude of those attending the training. - Comparing of data on new personnel selected classified by sex, nationality, etc. before and after the selectors received the training.

Action 15

EGALITARIAN PARTICIPATION IN JOB POSITIONS

NEED DETECTED	Favour feminine presence in the world of science
OBJECTIVES	To carry out a "career day".
ACTION	During the "career day" there will be chats about different themes such as: obtaining aid/grants, scientific chats, working orientation, etc. where it will be promoted that the presenters be women
PEOPLE ADDRESSED	Society.
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT
TIMING IMPLEMENTATION	2017 – Q3
TASKS TO CARRY OUT	- Choice of type of actions to develop. - Implementation
INDICATORS	- Number of actions carried out. - Number of Women that act as presenters

Action 16

EGALITARIAN PARTICIPATION IN JOB POSITIONS

NEED DETECTED	Favour the incorporation of displaced personnel and of other nationalities.
OBJECTIVES	To revise the protocol of welcoming personnel incorporating the necessary improvements so that they facilitate the person's quick adaptation and integration.
ACTION	Improvement of welcome system of displaced personnel and of other nationalities.
PEOPLE ADDRESSED	Personnel newly incorporated in the BSC-CNS
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT/Commission of Equality/ PERSON
TIMING IMPLEMENTATION	2018 – Q3
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Revision of current system. - Incorporation of new information/measures. Choice of contents - Delivery channels and diffusion to the personnel management.
INDICATORS	<ul style="list-style-type: none"> - Number of improvements made. - Number of copies given in annually.

Action 17

EGALITARIAN PARTICIPATION IN JOB POSITIONS

NEED DETECTED	Until now, campaigns and chats of internal sensitization to make staff aware of the equality of opportunities and management of diversity as a fundamental corporate value have not been carried out. A high percentage, 70% of personnel interviewed, state they do not know the implications that implementing a Plan of Equal Opportunities of Opportunities and Management of diversity in the BSC-CNS-CNS has.
OBJECTIVES	<ul style="list-style-type: none"> - Sensitize the staff of BSC-CNS to gender equality and diversity. - Inform personnel of the benefits of the implementation of the Plan of Equal Opportunities in the organization.
ACTION	Training in sensitization and awareness as regards equality of opportunities of gender and diversity aimed at all the staff.
PEOPLE ADDRESSED	All the staff of the BSC-CNS
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT / PERSON
TIMING IMPLEMENTATION	2019-Q1
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Selection of contents. - Support and tutorship of expert personnel
INDICATORS	<ul style="list-style-type: none"> - Number of people who receive the training in sensitization. - Satisfaction with the training received.

Action 18

EGALITARIAN PARTICIPATION IN JOB POSITIONS

NEED DETECTED	Facilitate the incorporation of new personnel and transmit the value of gender and diversity equality.
OBJECTIVES	Incorporate specific information about the development of the Plan of Equal Opportunities and Management of Diversity, actions implemented, access to the Committee of Equality, etc in the Welcome Manual
ACTION	Incorporate specific information about the development of the Plan of Equal Opportunities and Management of Diversity, actions implemented, access to the Committee of Equality, etc in the Welcome Manual.
PEOPLE ADDRESSED	New incorporations in the entity
RESPONSIBLE FOR THE IMPLEMENTATION	HR DEPARTMENT / PERSON
TIMING IMPLEMENTATION	2019-Q3
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Choice of contents. - Incorporate specific information on the implementation of the Plan in the document.
INDICATORS	Incorporation of a specific section on the Plan of Equal Opportunities in the Manual.

Action 19

EGALITARIAN PARTICIPATION IN JOB POSITIONS

NEED DETECTED	Facilitate the participation of women in selection processes urging other entities to use recruitment sources that favour the presentation of feminine candidacies and of other nationalities, religions, etc.
OBJECTIVES	Transmit to the entities that collaborate with the BSC-CNS the importance of non discrimination for gender reasons and diversity and their commitment in the recruitment processes.
ACTION	Establish alliances in favour of equality with entities with which the BSC-CNS collaborate in the recruitment of new personnel.
PEOPLE ADDRESSED	Entities that collaborate with the centre in this phase of the selection process.
RESPONSIBLE FOR IMPLEMENTATION	HR DEPARTMENT / PERSON / Commission of Equality
TIMING IMPLEMENTATION	2019-Q4
TASKS TO CARRY OUT	Information for entities of the value of equality from the BSC-CNS.
INDICATORS	-Number of entities informed. -Greater presence of candidates from external entities in the selection processes

Action 20

EGALITARIAN PARTICIPATION IN JOB POSITIONS

NEED DETECTED	To avoid any type of discrimination from a gender and diversity perspective in the competences profiles both in the use of the language and in the demands and requirements.
OBJECTIVES	Design the competences profiles using detailed analysis of the positions using a non sexist language and respecting diversity
ACTION	Analysis and redesign of the competences profiles avoiding any type of discrimination
PEOPLE ADDRESSED	Department of HR
RESPONSIBLE FOR THE IMPLEMENTATION	PERSON / HR DEPARTMENT
TIMING IMPLEMENTATION	2019-Q2
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Revision of current profiles. - Carrying out of modifications. - Gathering of new profiles in internal documentation.
INDICATORS	<ul style="list-style-type: none"> - Number of profiles revised. - Number of modifications carried out.

Action 21

EGALITARIAN PARTICIPATION IN JOB POSITIONS

NEED DETECTED	Promote the visibility of women in the world of science and NT in children and in social entities.
OBJECTIVES	<ul style="list-style-type: none"> - Favour the visibility of contributions from women to NT in society. - Establish synergies with other entities/schools, etc. to carry out activities of awareness enhancing the role of women as scientists. - Break stereotypes of gender.
ACTION	Carry out chats in schools and social entities to normalize and contribute to the visibility of women inside the world of research and NT
PEOPLE ADDRESSED	The citizenship.
RESPONSIBLE FOR THE IMPLEMENTATION	PERSON / HR DEPARTMENT / Commission of Equality
TIMING IMPLEMENTATION	2019-Q3
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Contact schools and social entities to design workshops and chats highlighting the role of women and their relationship to research and NT. - Prepare the necessary material. - Development of chats. - Select women scientists as presenters.
INDICATORS	<ul style="list-style-type: none"> - Number of chats carried out - Groups addressed.

Action 22

PREVENTION OF WORKING RISKS

NEED DETECTED	Develop a plan of communication that facilitates staff knowledge of the specific protocol for pregnancy
OBJECTIVES	Diffuse the pregnancy protocol to staff of the BSC-CNS.
ACTION	Implement a plan of internal communication to personnel of the centre to advise them of the specific protocol for the pregnant.
PEOPLE ADDRESSED	All the staff, especially women in a state of pregnancy
RESPONSIBLE FOR THE IMPLEMENTATION	PERSON / HR DEPARTMENT
TIMING IMPLEMENTATION	2017-Q3
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Mark the objectives and choice of internal channels of communication. - Diffuse action.
INDICATORS	<ul style="list-style-type: none"> - Number of channels used. - Ease of access to information. - Percentage of personnel to which information arrives.

Action 23

PREVENTION OF WORKING RISKS

NEED DETECTED	Provide tools to improve the health of staff beyond the habitual recommendations in questions of prevention of working risks.
OBJECTIVES	Promote aspects related with the integral health of people of the centre offering trainings promoting the development of healthy habits and lifestyles such as nutrition workshops, mindfulness, emotional intelligence, postural education, relaxation, etc.
ACTION	Promote the health and well-being of the staff with the implementation of workshops that favour the development of healthy habits.
PEOPLE ADDRESSED	All the staff of the BSC-CNS
RESPONSIBLE FOR THE IMPLEMENTATION	PERSON / HR DEPARTMENT
TIMING IMPLEMENTATION	2018- Q1
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Selection of workshops and contents. - Calendering. - Diffusion to the staff - Implementation of these actions.
INDICATORS	<ul style="list-style-type: none"> - Number of workshops offered. - Content of the workshops. - Number of people participating. - Satisfaction with the training received

Action 24

REMUNERATION EQUALITY

NEED DETECTED	Since 55% of the staff affirm they <i>do not know or believe that equal pay exists</i> the revision of the remuneration policy is considered a necessity.
OBJECTIVES	<ul style="list-style-type: none"> - Detect the existence of possible inequalities of remuneration between men and women and personal of other nationalities. - Transmit transparency and objectivity in salaries.
ACTION	Carry out a study on remuneration, classifying the data by sexes to correct possible deviations
PEOPLE ADDRESSED	All the personnel of the BSC-CNS.
RESPONSIBLE FOR THE IMPLEMENTATION	PERSON / HR DEPARTMENT
TIMING IMPLEMENTATION	2018-Q4
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Meeting and planning of tasks. - Analysis of remuneration from a perspective of gender and diversity. - Correction of deviation of remuneration. - Present a draft in meeting together with the Commission of Equality and Management for their approval. - Publication of the results.
INDICATORS	<ul style="list-style-type: none"> - Number of revisions and adjustments of salary by sexes and diversity. - Diffusion to the staff of the results of the study

Action 25

COMMUNICATION

NEED DETECTED	Promote awareness of the importance of highlighting the role of women researchers.
OBJECTIVES	Publish articles at internal level with themes linked to the role of women in the ambit of the research and NT.
ACTION	Elaborate specific articles on the role of women researchers for the Newsletter of the centre
PEOPLE ADDRESSED	All personnel of the BSC-CNS.
RESPONSIBLE FOR THE IMPLEMENTATION	PERSON / HR DEPARTMENT
TIMING IMPLEMENTATION	2018 – Q1
TASKS TO CARRY OUT	<ul style="list-style-type: none"> - Objectives, themes, feature writers and calendering of articles. - Incorporation in the magazine of the centre
INDICATORS	- Number of articles published annually.

To carry out the follow-up and evaluation of positive actions implemented through the Plan of Equal Opportunities, we will use the follow-up record that we include next:

This tool consists of three parts:

The first part will gather the basic data, the name of the Action, the objective to which it responds, the date in which the information is gathered, the person responsible and the period of follow-up to which it belongs. This part is what will allow us to structure the records afterwards with different criteria according to the report type we wish to elaborate: by dates, areas, actions, person responsible, etc.

In the second part, we will gather from each Action, its degree of implementation, i.e., the moment in which it is for the period of follow-up selected, the people who have participated, by sex and the actions carried out to develop it. This part provides us with information on the process, the degree of participation and/or implication of the staff or specific people according to the Action concerned.

In the third part, we will measure the immediate results through indicators associated with each one of the actions, indicating with regard to the previous value of the indicator, if there has been an improvement, if the same value remains, or if on the contrary any setback has been detected. This form allows us to gather information of both the qualitative and quantitative indicators.

RECORD OF FOLLOW-UP

AREA:

Implementation date:

Period of follow-up: Semester 1st_ /2nd_ / 3rd_ / 4th _

Person responsible:

Action nº:

Objective to which it responds:

Implementation level Not started Low Medium High Finished

Performances carried out in period 1.

2.

Participants Women Men

Indicator 1: Previous Value Current Value

Indicator 2: Previous Value Current Value

Indicator 3: Previous Value Current Value

Budget/resources Implemented:
 Insufficient Appropriate Excessive

Observations Obstacles:

Needs generated/derived:

Proposal for correction/adjustment

Date submitted: Signature person responsible:

--/--/--

Once the actions of improvement implemented are evaluated, we will proceed to evaluate the impact that the Plan of Equal Opportunities has had. For this we can carry out:

- Meetings with different speakers: management, personnel of the centre...
- Completion of questionnaires and surveys with the aforementioned groups.
- Analysis of the implementation of the Plan of Equal Opportunities.
- Indicators that we have shown in the actions defined.

After having carried out the evaluation of the Plan of Equal Opportunities implemented, other actions can be incorporated to correct and improve the results obtained through the implementation of a PLAN OF IMPROVEMENT. It can be structured with the following elements:

1. Identification of problems

Enumerate the problems detected during the introduction of the Plan of Equal Opportunities, as well as other needs related to the equality of opportunities that have appeared as a result of the continuous changes in the organizations.

2. Definition of objectives

Define objectives (at operative level) we consider to correct problems that appeared or newly arisen needs.

3. Definition of actions of improvement

Define actions of improvement to achieve the specified objectives specifying:

- Description.
- Necessary human resources.
- Material resources.
- Implementation term.
- Time.

4. Introduction of actions of improvement

Implement the defined actions of improvement

5. Implementation of the follow-up and evaluation of the actions

Carry out the follow-up of the actions and evaluate the degree of accomplishment of objectives.

9. ANNEX

GLOSSARY

Positive action. Measure of a temporary character that tries to correct, prevent or eradicate situations of inequality that women suffer with regard to men and that are usually anchored in beliefs, customs or social roles.

Organic law 3/2007, of March 22, for effective equality of women and men states:

“Article 11. Positive actions.

1. *With the purpose of putting into effect the constitutional law of equality, the Public Authorities will adopt specific measures in favour of women to correct patent situations of de facto inequality as regards men. Such measures, which will be applicable as long as these situations subsist, will have to be reasonable and proportionate in connection with the objective pursued in each case.*

Harassment on account of sex. Any behaviour carried out in function of the sex of a person, with the purpose or the effect of threatening their dignity, and of creating an intimidating, degrading or offensive environment. (LOIEMH, art. 7.2)

Androcentricity. Social model that situates the masculine element as prototype, referent for imitating. The experience of men is interpreted as universal, rejecting and hiding the learning and experiences of women. History and daily reality is recounted from the masculine perspective.

Gender breach. Difference between masculine and feminine rates in the category of a variable; it is calculated subtracting Feminine Rate - Masculine rate. The smaller the "breach", the nearer we will be to equality. It refers to the different positions of men and women and the unequal distribution of resources, access and power in a given context. To verify a gender breach in a context usually means that an unequal distribution exists where the group that belongs to the feminine gender form the group that has less resources, power, etc.

Salary breach: refers to the salary differences between women and men, both in the performance of equal jobs and those produced in “feminized” jobs.

Technological breach: it is used to designate the inequalities between women and men in training and in the use of new technologies.

Direct discrimination. To unfavourably treat a group of people for reasons specifically forbidden in national and international juridical classification.

Indirect discrimination. Criteria, measures, norms and social interventions or formally neutral policies unfavourable for a group, since it does not keep in mind the unequal starting position from which that group begins.

Positive discrimination. Modality of positive action that privileges the disadvantaged group. It affects mainly the point of arrival. It guarantees the result.

Gender Stereotypes. Gender stereotypes refer to the ideas and commonly accepted beliefs in society on how men and women must be and behave. They determine social expectations.

Gender. 1. Grammatical category that serves to classify nouns into masculine and feminine and, in the case of adjectives and determiners, to establish their agreement. 2. Concept that makes reference to social differences (as opposed to biological) between men and women, which have been learned, change with time and present large variations both among different cultures and within the same one.

Equal or formal rights. Comparison of men and women by means of legislative measures that, moreover, prohibit discrimination. However social inertias continue maintaining the structural barriers that hinder the achievement of equality.

De facto or real equality. It designates the social, economic and political situation in which inequalities built between women and men have disappeared, the biological and individual differences remaining among the people.

Equality of opportunities between men and women. Principle that refers to the necessity of guaranteeing that women and men access resources equally, compensating for the different starting point of women. It constitutes the guarantee that women and men can participate in different spheres (economic, political, social participation, making of decisions) and activities (education, training, employment) based on equality.

Language. Exclusively linguistic system of signs; code that we have internalised in our memory; social convention, abstraction.

Language. System of signs and means of communication either pictorial, gestural or linguistic among others.

Machismo. Attitude, ways of thinking or belief that considers males superior to women.

Mainstreaming. Anglo-Saxon term used to designate the integration of the gender dimension in general policies, in such a way that the principle of equality is constituted as their vertebral axis. It implies that the questions relative to the equality of opportunities between men and women should be kept in mind transversally in all policies and actions, and not only to approach this topic under a focus of direct and specific actions in favour of women.

Patriarchal. A patriarchal society or culture is that in which authority and power is recognized as corresponding to the patriarch and it is transmitted from male to male. It has supposed the mode of demonstrating the different social position of men and women, evidencing the "power" of the masculine sex (*patrimony, patria potestad...*) and the subordination of the feminine.

Policies of Equality of Opportunities. These are the instrumentalization of the equality of opportunities. The interventions starting from which this principle is put into the practice.

Principle of Equality. Juridical principle that protects equality between the sexes and condemns discrimination. It recalls that all people are the same before the law. It is synonymous with the non-discrimination principle.

Sexism. It is the behaviour that leads to acting detracting or rejecting value, or not taking into consideration the woman's role. Sexism implies the assignment of values, capacities and roles of inferior order to the woman by reason of her sex.

Sex. Organic condition, biologically identifiable that differentiates live beings in females and males.

RESULTS OF THE SURVEY COMPLETED BY THE STAFF OF THE BSC

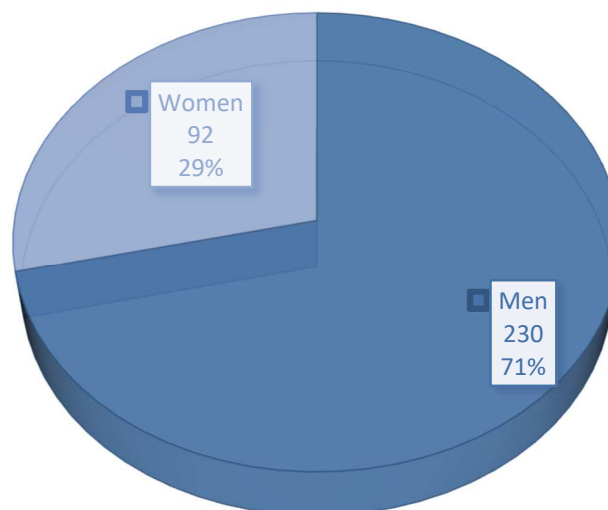
Number of people interviewed: 322

Participation by language

Catalan	Spanish	English
147 (45.6%)	127 (39.4%)	48 (14,9%)

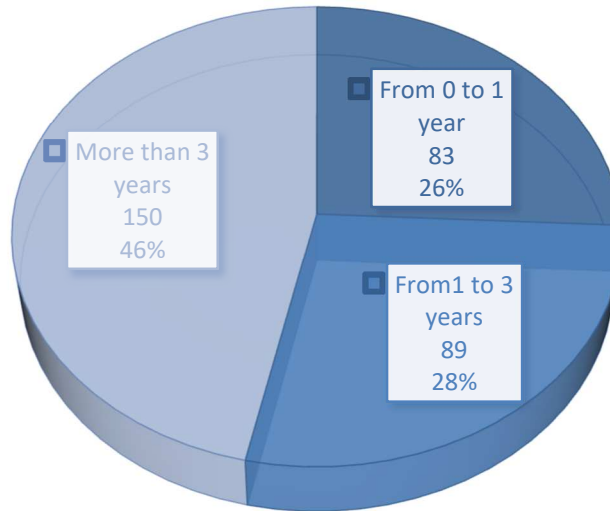
Participation by sex

Men	Women
230	92



Participation by seniority in the BSC

From 0 to 1 year	From 1 to 3 years	More than 3 years
83	89	150



Participation by nationalities

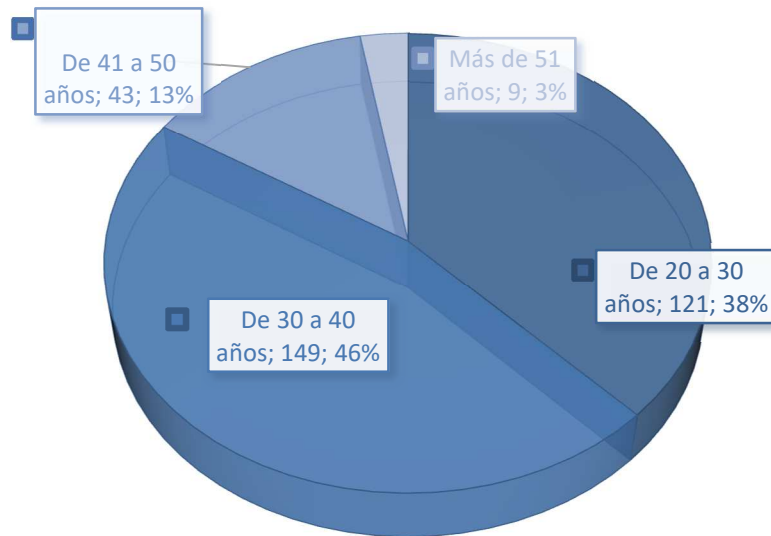
From the total of 322 questionnaires, 300 interviewees responded to this question

Nationality	People
Spain	225
France	9
United Kingdom	5
Italy	7
Ireland	3
Belgium	1
Greece	2
Serbia	4
Germany	1
Romania	1
Estonia	1
Bosnia	1
Turkey	3
Japan	1
Syria	1
Iran	2
India	1

Pakistan	1
Argentina	5
Brazil	1
Nicaragua	1
Mexico	7
Ecuador	1
Venezuela	2
Panama	1
Colombia	2
Chile	1
Peru	1
Canada	1
Dual Nationality	6
Anonymous letter	2

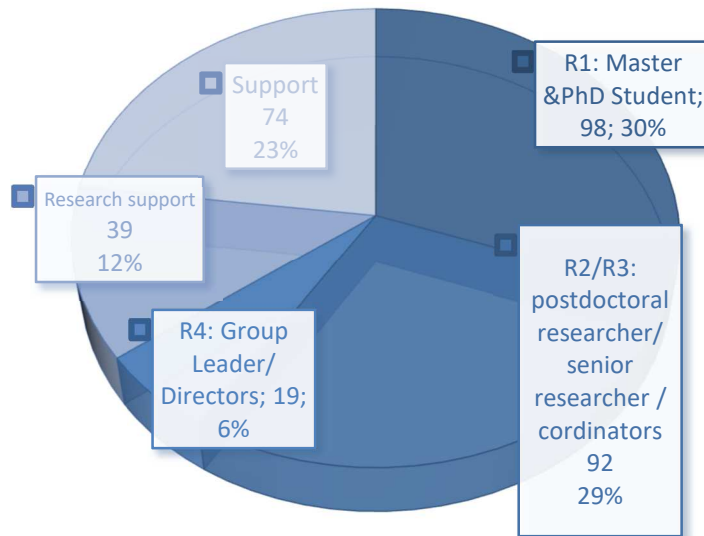
Participation by ages

From 20 to 30 years	From 30 to 40 years	From 41 to 50 years	More than 51 years
121	149	43	9



Participation by categories

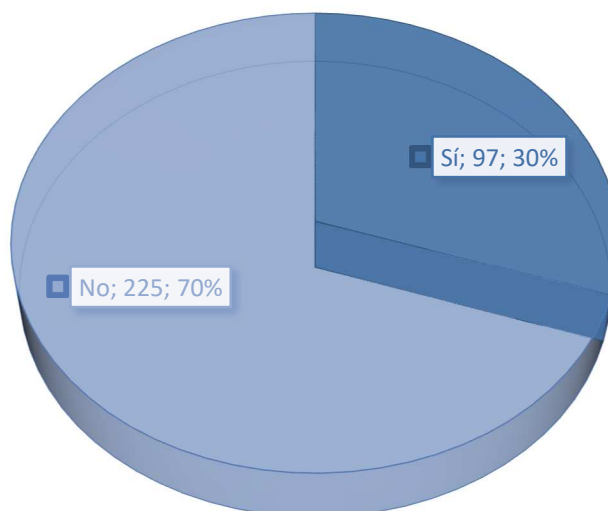
Research (R1: Master & PhD Student)	Research (R2/R3: postdoctoral researcher/ senior researcher / coordinators)	Research (R4: Group Leader/ Directors)	Support Research (Research engineers, technicians)	Support (Management, Operations, Research Support, transfer & Communication, Directors Office)
98	92	19	39	74



QUESTIONS

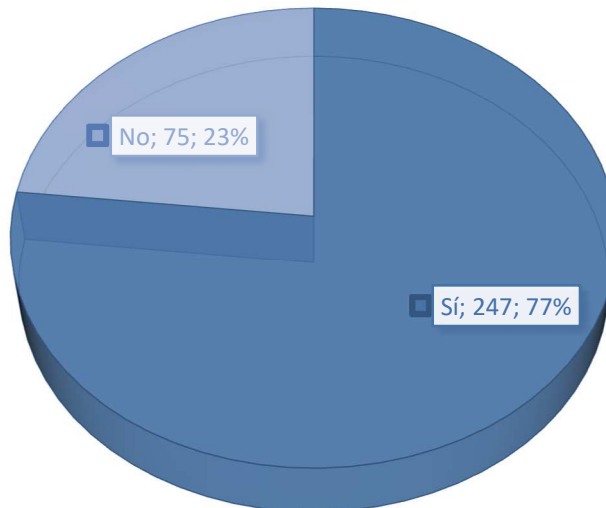
Do you know what implications introducing a Plan of equal opportunities and diversity in the centre has?

Yes	No
97	225



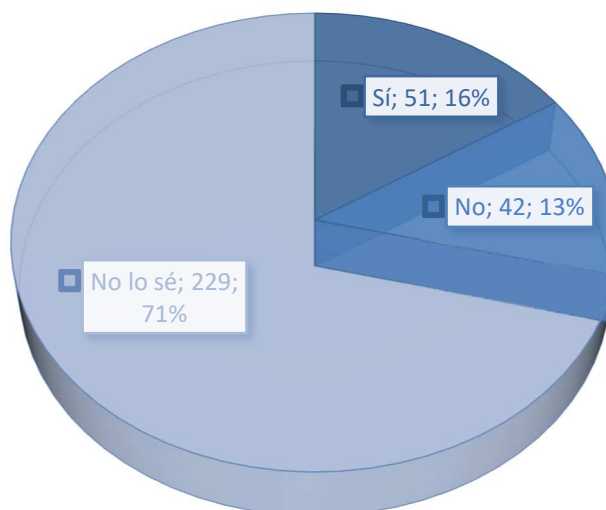
Do you believe that in your centre the equality of opportunities and the non-discrimination by reason of gender, religion, cultural diversity, etc. is safeguarded?

Yes	No
247	75



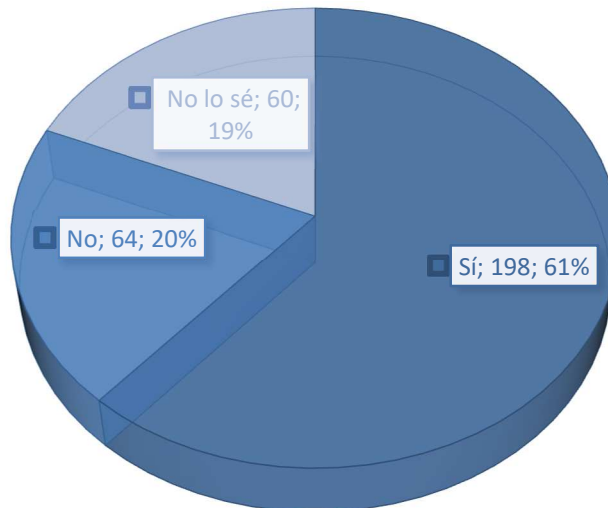
Do people with disability or in situation of risk or exclusion work in your centre?

Yes	No	I don't know
51	42	229



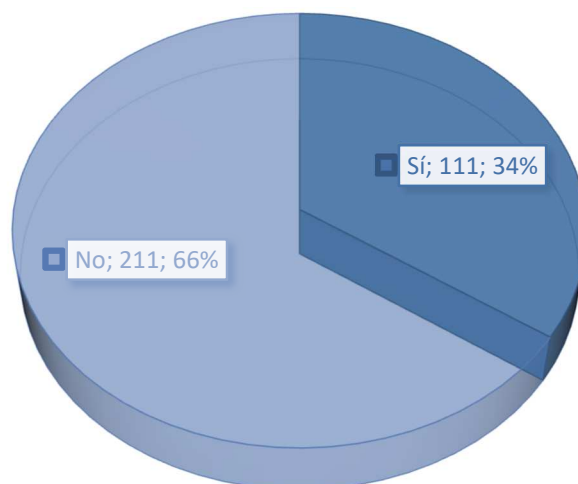
Is conciliation of family, personal and working life favoured keeping in mind the working environment?

Yes	No	I don't know
198	64	60



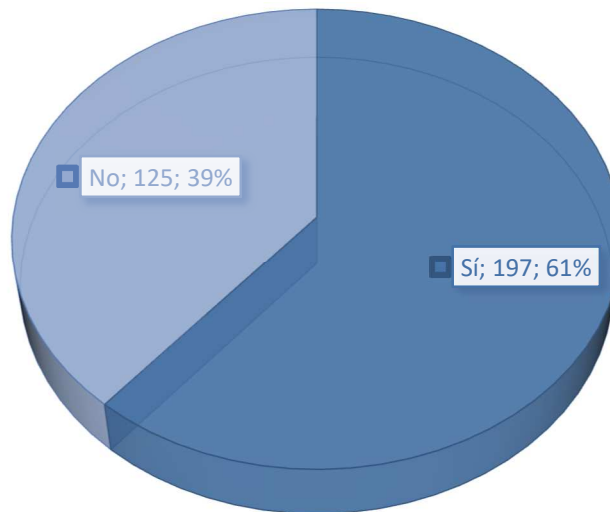
Do you know that a protocol on sexual harassment published in the intranet exists in your centre?

Sí	No
111	211



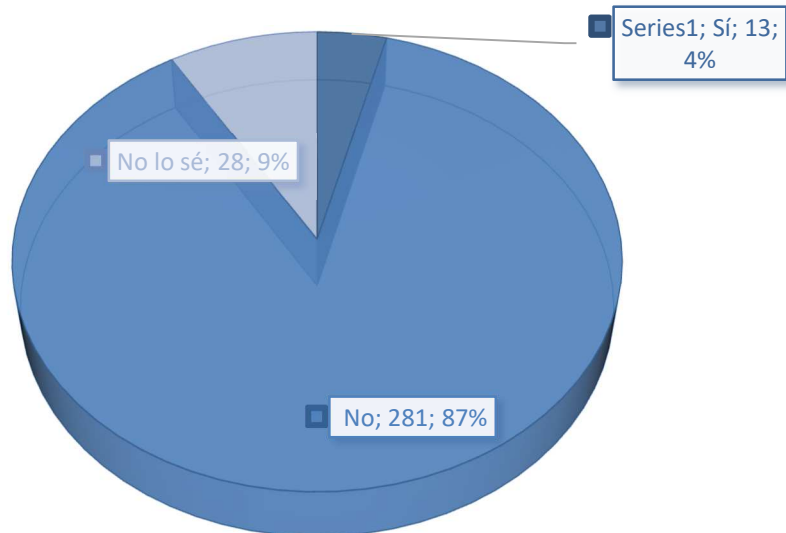
Would you know what to do or who to turn to in the event of suffering sexual harassment or for reason of sex in your workplace? (1) (1): sexual harassment: Any behaviour, verbal or physical, of a sexual nature that has the purpose or produces the effect of threatening the dignity of a person, in particular when an intimidating, degrading or offensive environment is created. Example: sexual blackmail in exchange for favours in the working environment. (*) Harassment by reason of sex: Any behaviour carried out in function of the sex of a person, with the purpose or the effect of attempting against their dignity and of creating an intimidating, degrading or offensive ambit.

Yes	No
197	125



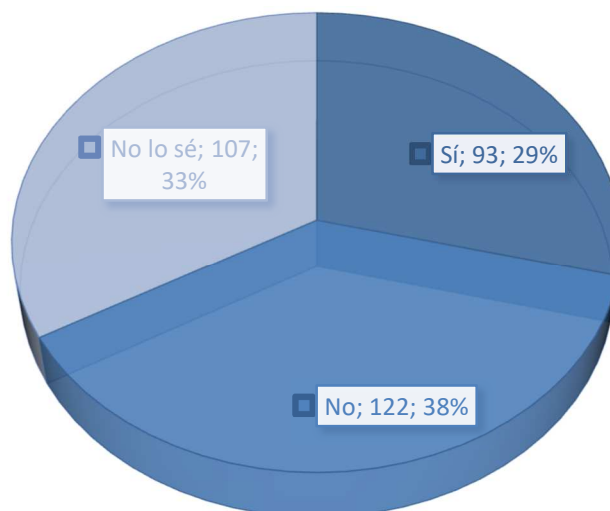
Do you consider the language and images the BSC uses in their external and internal communications may be discriminatory as regards gender, religion, cultural diversity, etc.?

Yes	No	I don't know
13	281	28



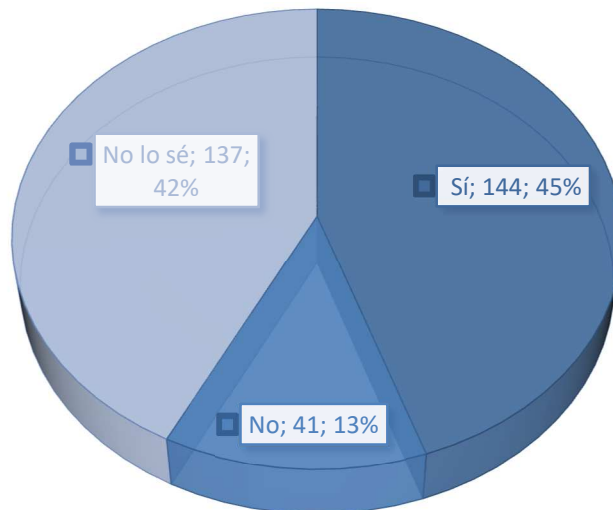
Do you know that specific measures exist for women regarding their health in the work place, in the event of pregnancy?

Yes	No	I don't know
93	122	107



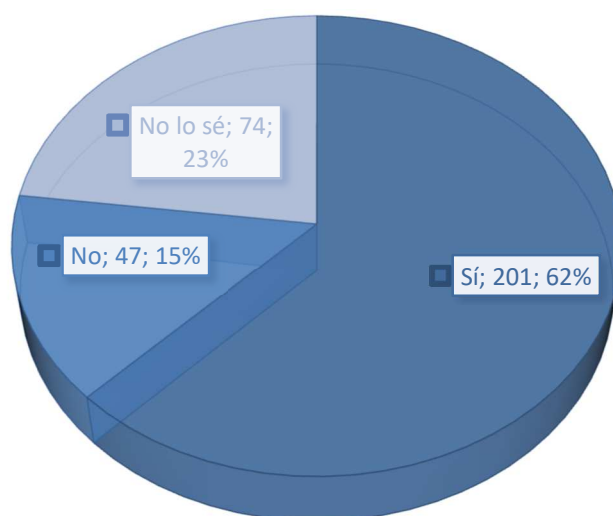
¿ Do you believe salaries are egalitarian between men and women in function of the job position and professional category in your centre?

Yes	No	I don't know
144	41	137



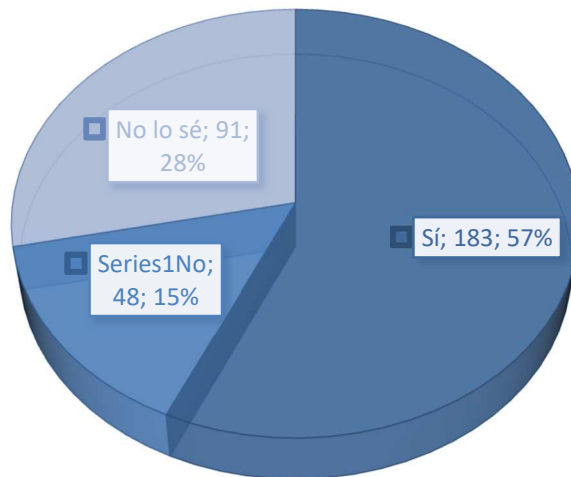
Do you believe the BSC gives women and men the same opportunity of access to new positions?

Yes	No	I don't know
201	47	74



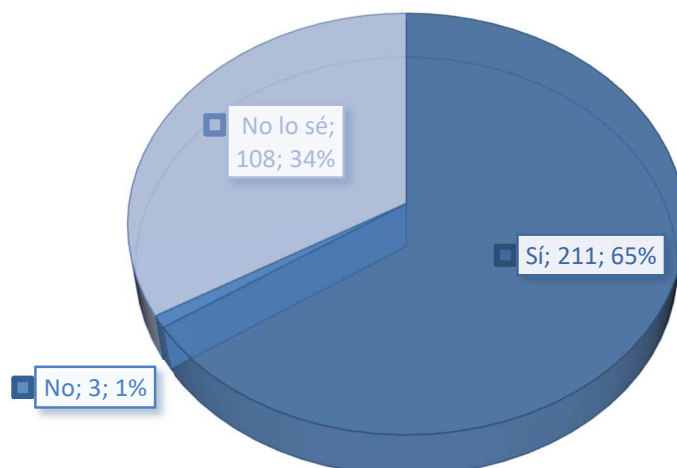
Do you believe the BSC gives all personnel the same access opportunity to new positions without distinguishing by reason of age, culture, sexual orientation, etc.?

Yes	No	I don't know
183	48	91



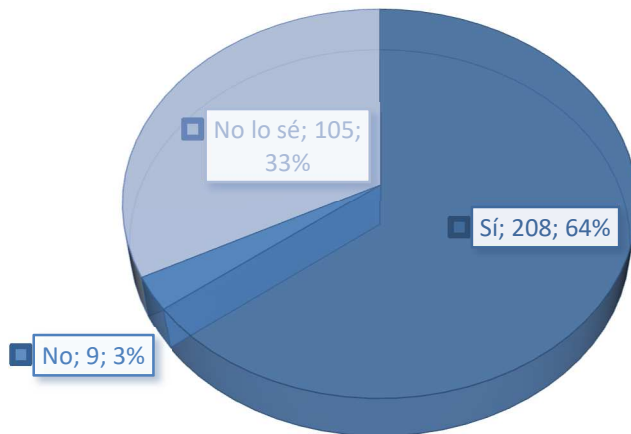
Do men and the women gain equal access to the training courses?

Yes	No	I don't know
211	3	108



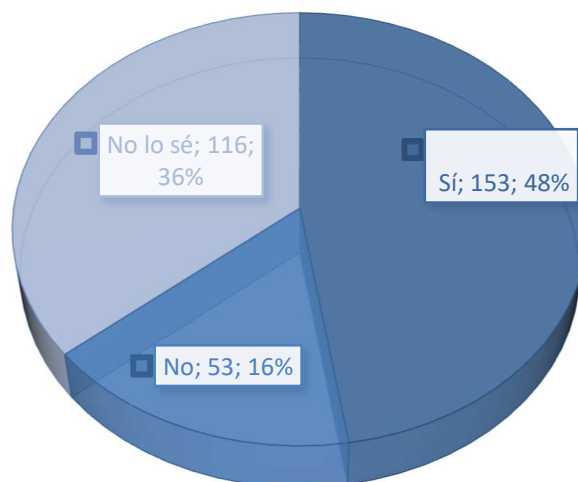
Do all personnel, without distinguishing by age reason, culture, sexual orientation, etc., have equal access to the training courses?

Yes	No	I don't know
208	9	105



Do you consider it necessary to implement a plan of equal opportunities and diversity in your centre?

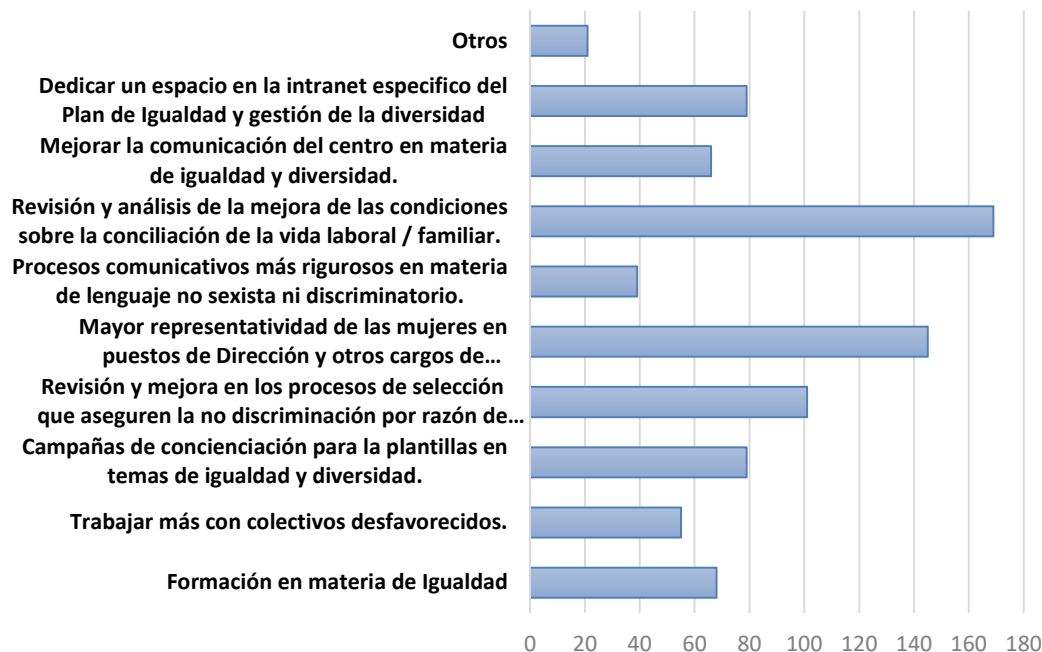
Yes	No	I don't know
153	53	116



What proposals can you make us to help us carry out the Plan? Mark with an X the 3 that you find most important:

Training with regard to Equality	68
Working more with disadvantaged groups.	55

Awareness campaigns for staff in questions of equality and diversity.	79
Revision and improvement in the selection processes that assure non-discrimination by reason of sex and diversity.	101
Greater women's representativity in positions of management and other positions of responsibility.	145
More rigorous communicative processes as regards non-sexist or discriminatory language.	39
Revision and analysis of the improvement of conditions on the conciliation of the working / family life.	169
Improve the communication of the centre as regards equality and diversity.	66
Dedicate a specific space in the intranet on the Plan of Equal Opportunities and management of diversity	79
Others	21



The replies given in "others" are:

1. *No estic d'acord que una opció sigui "major representativitat ...". Ni discriminació negativa ni positiva. Meritocràcia.*

2. *Ampliar la baixa de maternitat/paternitat i posar una guarderia al centre*
3. *Flexibilitat horària*
4. *Afavorir la conciliació de la vida familiar*
5. *Es necessitaria diferenciar entre personal de recerca i personal de servei (management, operacions,...) degut que les necessitats són diferents, com per exemple en el cas de conciliació laboral.*
6. *Implicarse con las personas que, por su edad, están en riesgo de exclusión laboral (mayores de 45-50 años).*
7. *Crear comisión seguimiento de igualdad de oportunidades y diversidad cuya responsabilidad sea evaluar que el plan desarrollado se lleva a cabo*
8. *Creo que hay una gran diferencia en trato igualitario para gente de jefe de grupo hacia abajo que de jdg hacia arriba. Es mucho más moderno, igualitario y dinámico hacia abajo que lo que se ve hacia arriba.*
9. *Asegurar la no discriminación por edad*
10. *En mi opinión es el lugar con menos problemas de discriminación por raza/sexo/etc. Que he visto. No le veo el sentido al plan. Creo que hay problemas mas graves en el bsc en los cuales se podría invertir mas tiempo a solucionarlos.*
11. *Campañas de concienciación específicas para dirección en temas de igualdad y diversidad*
12. *Aunque necesario, creo que la prioridad estaría en aportar más transparencia e intentar subir salarios en general*
13. *Creacion de guarderia en el centro o entorno*
14. *Consciousness-raising campaigns for directors in matters of equality and diversity management*
15. *To provide a space (room) for personal (e.g. Health related) or religion needs*
16. *There are several international initiatives (women in hpc) or specific wokrshops (<http://crosslayer.org/cwwmca/> or <http://safari2.ece.cmu.edu/cwwmca2015/cwwmca.htm>). Maybe bsc should participate in these events too.*
17. *To ensure equal salaries for both genders*
18. *None above make much sense*
19. *I used to work somewhere where they introduced a compulsory e&d training - nobody took it seriously sadly! Be careful not to have women on interview panels/committees for the sake of it. I think the most important thing you can do is write some clear statements on the centre's e&d position and communicate that you expect all staff to abide by them. Make it very clear to people what to do if there is a problem.*

Additional comments and suggestions referring to the Equality Plan and the Management of Diversity

Catalan language: 18

1. *La conciliación amo la vida familiar es el mes important. Crec que fomentar el tele-treball és una cosa super important i tumbé entendre que les persones no están disponibles 24 horas al dia.*
2. *S'ha de concentrar en trobar oportunitats de pujar les persones diverses dintre del bsc.*
3. *Certament com a societat hem d'avançar molt encara en aquest tema, i el bsc estem obligat a contribuir-hi, però ve de molt lluny en el temps, per tant, vol temps, i és una fal·làcia pensar que es pot fer dreceres en el temps. Moltes vegades a mig termini l'efecte és el contrari. Tot requereix el seu temps. El més important és veure que estem en la direcció correcte. I hi estem, no en dubto.*
4. *Crec que no s'ha fet prou soroll amb aquest tema.*
5. *Cap*
6. *No he sigut conscient de cap pla d'igualtat. Potser porto massa poc temps aquí.*
7. *Més flexibilitat a les dones amb fills, ampliar la baixa de maternitat a 6 mesos com a benefici social, i poder treballar puntualment des de casa.*
8. *Potser donar les mateixes oportunitats home-dona en matèria de responsabilitats*
9. *Cap*
10. *No sé si és necessari.*
11. *De veritat que desitjo que s'implementi el pla d'igualtat i gestió de la diversitat, i espero que sigui real, que no es faci per cobrir l'expedient, per poder dir que s'està fent alguna cosa al respecte, però que després quedi tot tancat en un calaix, o perquè ens ho exigeix algun organisme amb el que col·laborem. Per altra banda, aprofito per reclamar que els comunicats es facin en els 3 idiomes de l'empresa (català, castellà i anglès). Això també entra dins el pla d'igualtat*
12. *Tenint en compte els conceptes del pla, aquest qüestionari hagués pogut estar fet amb més cura. Per exemple contemplant tant el gènere femení i masculí en els adjectius emprats a les preguntes, o fent preguntes més concretes. Per a poder respondre a certes preguntes falta informació. Jo personalment no sé quantes dones hi ha en alts càrrecs i si cobren més o menys que els homes. Tampoc són públiques les dades referents als sous dels estrangers o de la gent amb discapacitats. Tot i així, crec que qüestionaris d'aquest estil són una bona senyal de que s'està treballant en aspectes importants i crec que són positius.*
13. *Ns/nc*
14. *Crec que la desigualtat de les dones, igual que la falta de diversitat és un problema que afecta en gran mesura als centres de recerca europeus in major mesura els espanyols. Algunes de les preguntes de l'enquesta anaven molt dirigides a problemes greus de desigualtat, però en un ambient com el nostre hi ha petits gestos, actituds i comentaris que indiquen que encara hi ha molt camí per recórrer. Són micromachismes i per si sols no semblen rellevants però en conjunt s'han de tenir en compte de cara al pla d'igualtat. La conciliació laboral és bona en comparació amb altres llocs però en els departaments científics tenir flexibilitat no necessàriament es reflexa en una bona pràctica en la conciliació familiar. Es podria millorar moltíssim. Per últim comentar que la direcció del centre dona una imatge diametralment oposada a la d'un centre preocupat per la igualtat i la diversitat.*
15. *El punt que més m'interessa és la conciliació laboral i familiar.*
16. *Per a mi és important el teletreball i una major flexibilitat en l'horari per conciliar la vida laboral amb la professional.*
17. *S'han posat en marxa diversos plans per diferents temes (per exemple, el pla de desenvolupament professional). A la pràctica no he percebut cap canvi significatiu en els 7 anys que porto aquí, així que no tinc cap esperança de que un altre pla tingui cap efecte pràctic més enllà d'implicar més burocràcia*

Spanish Language: 27

18. *Considero que la forma más adecuada para solucionar problemas de igualdad y diversidad es cambiando el comportamiento de aquellas personas que perjudican nuestro entorno con sus actitudes. La educación debe prevalecer por encima de los cargos y niveles laborales dentro de la organización.*
19. *Mayores oportunidades para la oferta de puestos y que sean abiertos a todos.*
20. *Me da la impresión de que hay gente que vive muy bien en el BSC mientras otros nos dedicamos a picar piedra para mantenerlo vivo. Mi conclusión es que la desigualdad no es ni sistémica, ni racial, ni de género. Es de para quién trabajas, o a quién conozcas, o quién te pague.*
21. *Yo no sé cuánta formación recibe la dirección del centro en estos temas (y en muchos otros), pero a veces parece poca.*
22. *He visto machismo varias veces dentro del BSC y no solamente por parte de hombres, también por parte de mujeres. He visto casos de gente proponer descartar una candidata de 31 años porque "tal vez se queda preñada y nos deja colgados". He visto una mujer criticar a otra mujer y decir que "esta se ha quedado embarazada, compromete el proyecto y no se podrán acabar todos los entregables". Me ha sorprendido una creencia equivocada por parte de algunas mujeres que porque ellas hayan hecho algún sacrificio con su propia maternidad creen que el resto de mujeres tienen la misma obligación. Lo cual quieren decir que influyen y presionan para que no se pueda tener un hijo y creo que no entienden la gravedad de sus actos. Esta gente que critica un derecho tan esencial como el de ser madre son machistas y, sinceramente, no creo que sean consciente de serlo. Creo que en general sí se respetan las cuestiones de género, pero más desde el BSC como institución, que desde algunos de sus empleados. El grosor del centro se encuentra entre los 25-35 años que coincide con la edad más común para la paternidad y la maternidad y creo que se debería ser particularmente sensible y hacer alguna acción para poder evitar que las historias que he mencionado vuelvan a ocurrir.*
23. *No hay suficiente difusión si es que se ha hecho alguna.*
24. *Capacitación en documentación y trámites para los extranjeros que no sean del territorio Schengen.*
25. *NS/NC*
26. *No lo sé.*
27. *Anteriormente en el BSC ya se han dado casos de discriminación laboral entre directores y subordinados (caso Earth Science con el anterior director). El papel que ejerció el BSC en este caso fue siempre pasivo y actuando principalmente sobre los afectados (moviéndolos de sitio o haciendo que dependieran de otras personas) en vez de contra el acosador, quizás por el mero hecho de que fuera un alto cargo. Espero que con este nuevo plan, el BSC realmente ejerza tolerancia 0 con casos como estos.*
28. *No conozco la labor de la comisión y cuándo acudir en caso de.*
29. *Establecer mejores medidas de conciliación como el teletrabajo. Mejorar y difundir la imagen de la mujer en el sector. Mayor número de mujeres en posiciones de responsabilidad.*
30. *Que el centro realmente crea en la igualdad de oportunidades y que este plan no quede en un papel mojado o en un documento para vender el centro en el exterior.*
31. *No veo desigualdades al momento de contratar a nuevos empleos al BSC. Se podría mejorar la comunicación entre los empleos y RRHH para los temas de condiciones de trabajo en general.*
32. *No le veo el sentido al Plan, no creo que en el lugar y en el sector laboral que estamos sea necesario un plan así.*
33. *no me lo creo demasiado*
34. *Ninguna*
35. *Creo que se gestiona correctamente en la actualidad*
36. *Ninguno.*
37. *n/a*
38. *Me parece genial crear un plan de igualdad. Que nos traten a todos igual independientemente de sexo, raza, orientación sexual... es fabuloso. Igualdad es igualdad; si se presentan 10 personas a una vacante, tratemos a todos por igual, escojamos al más competente independientemente de si es chico/chica, raza u orientación sexual. No escojamos a una persona incompetente para que los números de igualdad cuadren. Luego el grupo de investigación es quien sufre las consecuencias.*

39. *Implicar a l@s trabajador@s a la vez que a dirección y todo el personal con personas a cargo. Que entiendan (por eso lo de formación) lo que es unas partes y otras y se lo crean. Si no se lo creen es papel mojado.*
40. *Bueno, hablando de "igualdad y diversidad", yo entiendo que en el ámbito de la ciencia no se tiene que buscar igualdad de género. Si se ofrecen igualdad de oportunidades es natural que la plantilla esté mayoritariamente compuesta por hombres. Esto, no hace falta aclararlo, pero es culpa de nuestra sociedad machista. En vez de "igualdad de oportunidades" yo buscaría fomentar el trabajo de la mujer en la ciencia e ingeniería.*
41. *n/a*
42. *Aún no puedo comentar al respecto.*
43. *En cuanto a conciliación laboral, no centraría todo el esfuerzo en solo reducciones de jornada para mujeres, sino dar facilidad por igual a hombres y mujeres que así lo requieran*
44. *Creo que la implantación del teletrabajo como algo habitual, es una forma efectiva y sencilla de conciliar la vida laboral y personal*

English Language: 5

45. *In my case, when I have to similar candidates for a position, I always try to give priority to female candidates. Gender imbalance in computer sciences is terrible and this is a way to reduce it a bit. However, I don't think this should be a policy of the center.*
46. *Organise more (celebratory) events (not solely training) that create better awareness, exchange and empowerment for both genders*
47. *The crucial decisions are in the hands of senior management, and are unlikely to be affected by measures targeted at more junior staff.*
48. *More than the half of the people I know at work is from abroad, I think that the diversity is A-okey.*
49. *The plan should be made more visible. It is the kind of issue that it would be good to highlight in an annual meeting.*