

Comissió d'Igualtat

Estadístiques 2020

1

Martine Bosman

Institut de Física d'Altes Energies

22 Juny 2021

2

	01/01/2021						01/01/2020					
	N _{IFAE}	% _{IFAE}	N _{women}	% _{women}	N _{men}	% _{men}	N _{IFAE}	% _{IFAE}	N _{women}	% _{women}	N _{men}	% _{men}
2.1. PERSONNEL HIRED BY IFAE	(1)		(2)	(2)/(1)	(3)	(3)/(1)	(1)		(2)	(2)/(1)	(3)	(3)/(1)
Research: staff	15		3	20.0%	12	80.0%	16		3	18.8%	13	81.3%
Research: postdocs	22		6	27.3%	16	72.7%	24		7	29.2%	17	70.8%
Research: PhD students	34		11	32.4%	23	67.6%	30		11	36.7%	19	63.3%
Technical support (including IT)	36		7	19.4%	29	80.6%	30		5	16.7%	25	83.3%
Management & Administration	9		6	66.7%	3	33.3%	7		5	71.4%	2	28.6%
IFAE (aggregate)	116		33	28.4%	83	71.6%	107		31	29.0%	76	71.0%
2.2. INDEFINITE CONTRACTS	(4)		(5)	(5)/(2)	(6)	(6)/(3)	(4)		(5)	(5)/(2)	(6)	(6)/(3)
Research: staff	15	100.0%	3	100.0%	12	100.0%	16	100.0%	3	100.0%	13	100.0%
Research: postdocs	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Research: PhD students	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Technical support	12	33.3%	4	57.1%	8	27.6%	12	40.0%	4	80.0%	8	32.0%
Management & Administration	4	44.4%	2	33.3%	2	66.7%	3	42.9%	2	40.0%	1	50.0%
IFAE (aggregate)	31	26.7%	9	27.3%	22	26.5%	31	29.0%	9	29.0%	22	28.9%
FIX TERM CONTRACTS	(7)-(1)-(4)	(7)/(1)	(8)-(2)-(5)	(8)/(2)	(9)-(3)-(6)	(9)/(3)	(7)-(1)-(4)	(7)/(1)	(8)-(2)-(5)	(8)/(2)	(9)-(3)-(6)	(9)/(3)
Research: staff	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Research: postdocs	22	100.0%	6	100.0%	16	100.0%	24	100.0%	7	100.0%	17	100.0%
Research: PhD students	34	100.0%	11	100.0%	23	100.0%	30	100.0%	11	100.0%	19	100.0%
Technical support	24	66.7%	3	42.9%	21	72.4%	18	60.0%	1	20.0%	17	68.0%
Management & Administration	5	55.6%	4	66.7%	1	33.3%	4	57.1%	3	60.0%	1	50.0%
IFAE (aggregate)	85	73.3%	24	72.7%	61	73.5%	76	71.0%	22	71.0%	54	71.1%

2.1.b PERSONNEL HIRED BY OTHER INSTITUTIONS (UAB, CIEMAT, ICREA)

	(10)	(11)	(11)/(10)	(12)	(12)/(10)	(10)	(11)	(11)/(10)	(12)	(12)/(10)
Research: staff	17	1	5.9%	16	94.1%	17	1	5.9%	16	94.1%
Research: postdocs	1	0	0.0%	1	100.0%	1	0	0.0%	1	100.0%
Research: PhD students	4	0	0.0%	4	100.0%	0	0		0	
Technical support (including IT)	3	1	33.3%	2	66.7%	3	0	0.0%	3	100.0%
	0					0				
Management & Administration	2	1	50.0%	1	50.0%	3	2	66.7%	1	33.3%
Other institutions (aggregate)	27	3	11.1%	24	88.9%	24	3	12.5%	21	87.5%

2.1.c IFAE PERSONNEL (REGARDLESS OF THE HIRING INSTITUTION)

	(13)=(1)+(10)	(14)	(14)/(13)	(15)	(15)/(13)	(13)=(1)+(10)	(14)	(14)/(13)	(15)	(15)/(13)
Research: staff	32	4	12.5%	28	87.5%	33	4	12.1%	29	87.9%
Research: postdocs	23	6	26.1%	17	73.9%	25	7	28.0%	18	72.0%
Research: PhD students	38	11	28.9%	27	71.1%	30	11	36.7%	19	63.3%
Technical support (including IT)	39	8	20.5%	31	79.5%	33	5	15.2%	28	84.8%
Management & Administration	11	7	63.6%	4	36.4%	10	7	70.0%	3	30.0%
IFAE (aggregate)	143	36	25.2%	107	74.8%	131	34	26.0%	97	74.0%

Institucions i comissions

		01/01/2021					01/01/2020				
		N _{IFAE}	N _{women}	% _{women}	N _{men}	% _{men}	N _{IFAE}	N _{women}	% _{women}	N _{men}	% _{men}
2.4. INSTITUTIONAL BODIES											
	Consell de Govern	6	2	33.3%	4	66.7%	6	2	33.3%	4	66.7%
	Scientific Committee	10	5	50.0%	5	50.0%	10	5	50.0%	5	50.0%
	Advisory Team	20	1	5.0%	19	95.0%	20	1	5.0%	19	95.0%
	Management Team	7	1	14.3%	6	85.7%	6	0	0.0%	6	100.0%
PI & WORKING COMMITTEES											
2.3.	PI	21	1	4.8%	20	95.2%	22	2	9.1%	20	90.9%
2.5	Safety & Health	6	3	50.0%	3	50.0%	6	3	50.0%	3	50.0%
2.5.	Diversity Programme WG	10	6	60.0%	4	40.0%	10	6	60.0%	4	40.0%

Selecció de Personal

5

		01/01/2021					01/01/2020				
		N _{IFAE}	N _{women}	% _{women}	N _{men}	% _{men}	N _{IFAE}	N _{women}	% _{women}	N _{men}	% _{men}
2.4. INSTITUTIONAL BODIES											
	Consell de Govern	6	2	33.3%	4	66.7%	6	2	33.3%	4	66.7%
	Scientific Committee	10	5	50.0%	5	50.0%	10	5	50.0%	5	50.0%
	Advisory Team	20	1	5.0%	19	95.0%	20	1	5.0%	19	95.0%
	Management Team	7	1	14.3%	6	85.7%	6	0	0.0%	6	100.0%
PI & WORKING COMMITTEES											
2.3.	PI	21	1	4.8%	20	95.2%	22	2	9.1%	20	90.9%
2.5	Safety & Health	6	3	50.0%	3	50.0%	6	3	50.0%	3	50.0%
2.5.	Diversity Programme WG	10	6	60.0%	4	40.0%	10	6	60.0%	4	40.0%

Retribuciones

6

GLOBAL AREAS	2020 [Gross salary / hour]						2019 [Gross salary / hour]					
	AGG. IFAE		WOMEN		MEN		AGG. IFAE		WOMEN		MEN	
	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.
Administration & Management	8.5	100	5.5	82	3.0	133	9	100	5	77	4	134
Research Support	35.8	100	5.9	116	29.9	97	33	100	5	119	28	97
Research Support	68.1	100	21.0	93	47.1	103	84	100	23	92	61	104
Global IFAE	112.4	100	32.4	96	80.0	102	126	100	33	94	93	102
ADMINISTRATION & MANAGEMENT	AGG. IFAE		WOMEN		MEN		AGG. IFAE		WOMEN		MEN	
	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.
Administration							7	100	5	87	2	129
Management							2	100			2	100
Global	8.5	100	5.5	82	3.0	133	9	100	5	77	4	134
RESEARCH SUPPORT	AGG. IFAE		WOMEN		MEN		AGG. IFAE		WOMEN		MEN	
	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.
Technicians	11.2	100	1.9	118	9.3	96						
Engineers	24.6	100	4.0	116	20.6	97						
Global	35.8	100	5.9	116	29.9	97	33	100	5	119	28	97
RESEARCH	AGG. IFAE		WOMEN		MEN		AGG. IFAE		WOMEN		MEN	
	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.	[N]	Gross Sal.
Predocs	31.7	100	11.7	100	20.0	100	37	100	12	95	25	103
Postdocs	22.1	100	6.3	96	15.8	101	31	100	8	97	23	101
Staff	14.3	100	3.0	109	11.3	98	16	100	3	106	13	98
Global	68.1	100	21.0	93	47.1	103	84	100	23	94	61	102

Recruitment

7

2020

Area	N _{positions}	Applications				Contracts			
		N _{women}	% _{women}	N _{men}	% _{men}	N _{women}	% _{women}	N _{men}	% _{men}
Administration & Management	1	5	35.7%	9	64.3%	1	100.0%	0	0.0%
Research support	8	17	11.5%	131	88.5%	2	25.0%	6	75.0%
Research	18	27	25.7%	78	74.3%	3	18.8%	13	81.3%
Global IFAE	27	49	18.4%	218	81.6%	6	24.0%	19	76.0%

Missing information of 4 selection processes

Research Divisions	N _{positions}	Applications				Contracts			
		N _{women}	% _{women}	N _{men}	% _{men}	N _{women}	% _{women}	N _{men}	% _{men}
Theory Division	6	9	34.6%	17	65.4%	0	0.0%	5	100.0%
Experimental Division	12	18	22.8%	61	77.2%	3	27.3%	8	72.7%
Global IFAE	18	27	25.7%	78	74.3%	3	18.8%	13	81.3%

Missing information of 3 selection processes

Missing information of 1 selection processes

2019

Area	N _{positions}	Applications				Contracts			
		N _{women}	% _{women}	N _{men}	% _{men}	N _{women}	% _{women}	N _{men}	% _{men}
Administration & Management	1	41	66.1%	21	33.9%	1	100.0%	0	0.0%
Research support	1	15	75.0%	5	25.0%	1	100.0%	0	0.0%
Research	19	26	47.3%	29	52.7%	4	21.1%	15	78.9%
Global IFAE	21	82	59.9%	55	40.1%	6	28.6%	15	71.4%

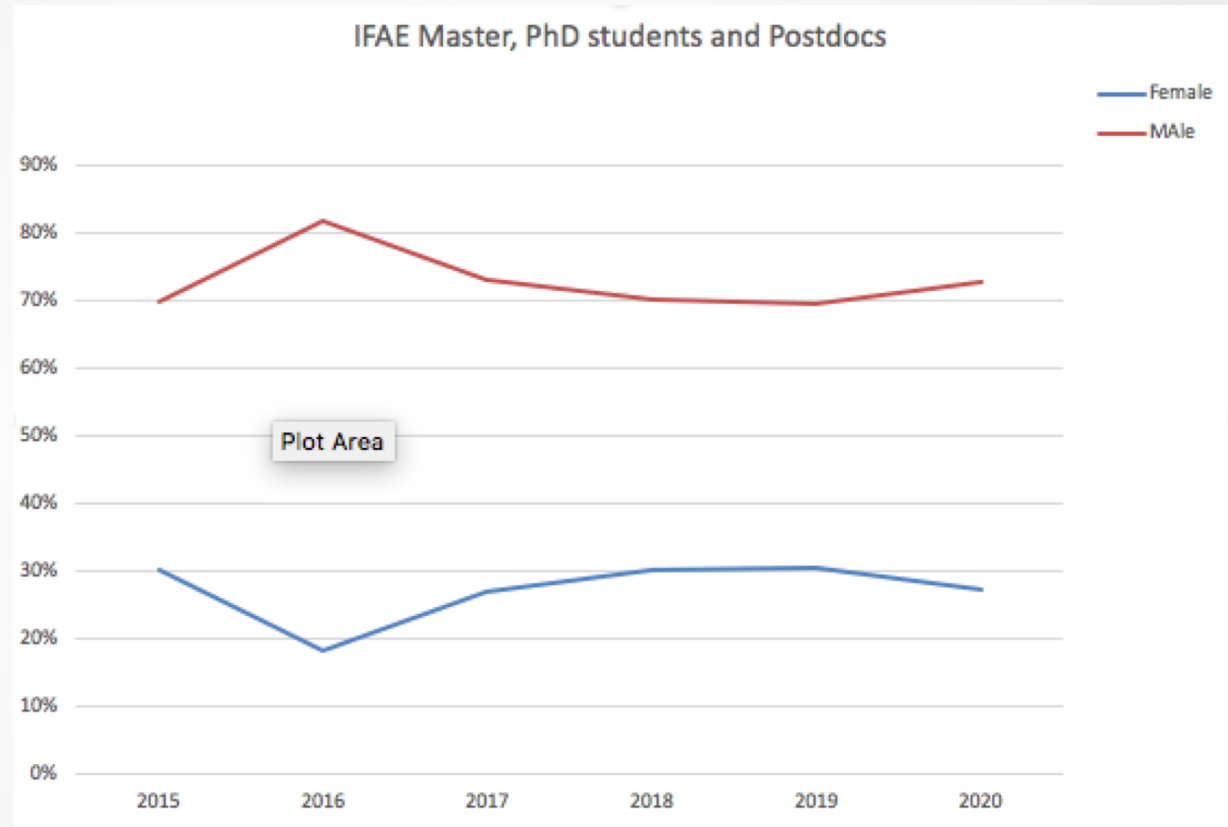
Research Divisions	N _{positions}	Applications				Contracts			
		N _{women}	% _{women}	N _{men}	% _{men}	N _{women}	% _{women}	N _{men}	% _{men}
Theory Division	4					0	0.0%	4	100.0%
Experimental Division	15	26	47.3%	29	52.7%	4	26.7%	11	73.3%
Global IFAE	19	26	47.3%	29	52.7%	4	21.1%	15	78.9%

Estudiants de Master

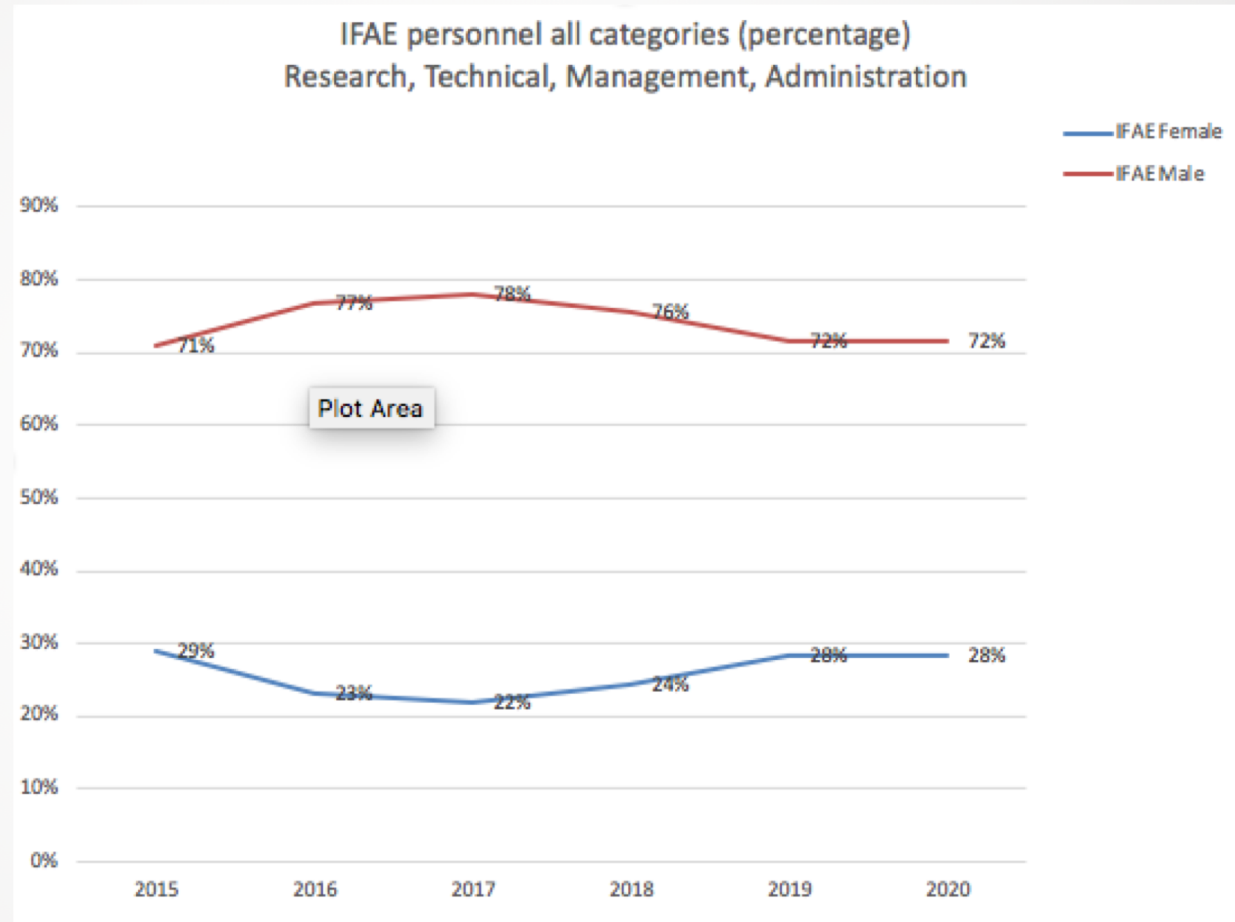
Students of IFAE's Master by gender and Academic year

	$N_{students}$	N_{women}	$\%_{women}$	N_{men}	$\%_{men}$
2014-15	17	3	17.6%	14	82.4%
2015-16	14	4	28.6%	10	71.4%
2016-17	20	1	5.0%	19	95.0%
2017-18	26	8	30.8%	18	69.2%
2018-19	23	6	26.1%	17	73.9%
2019-20	14	2	14.3%	12	85.7%

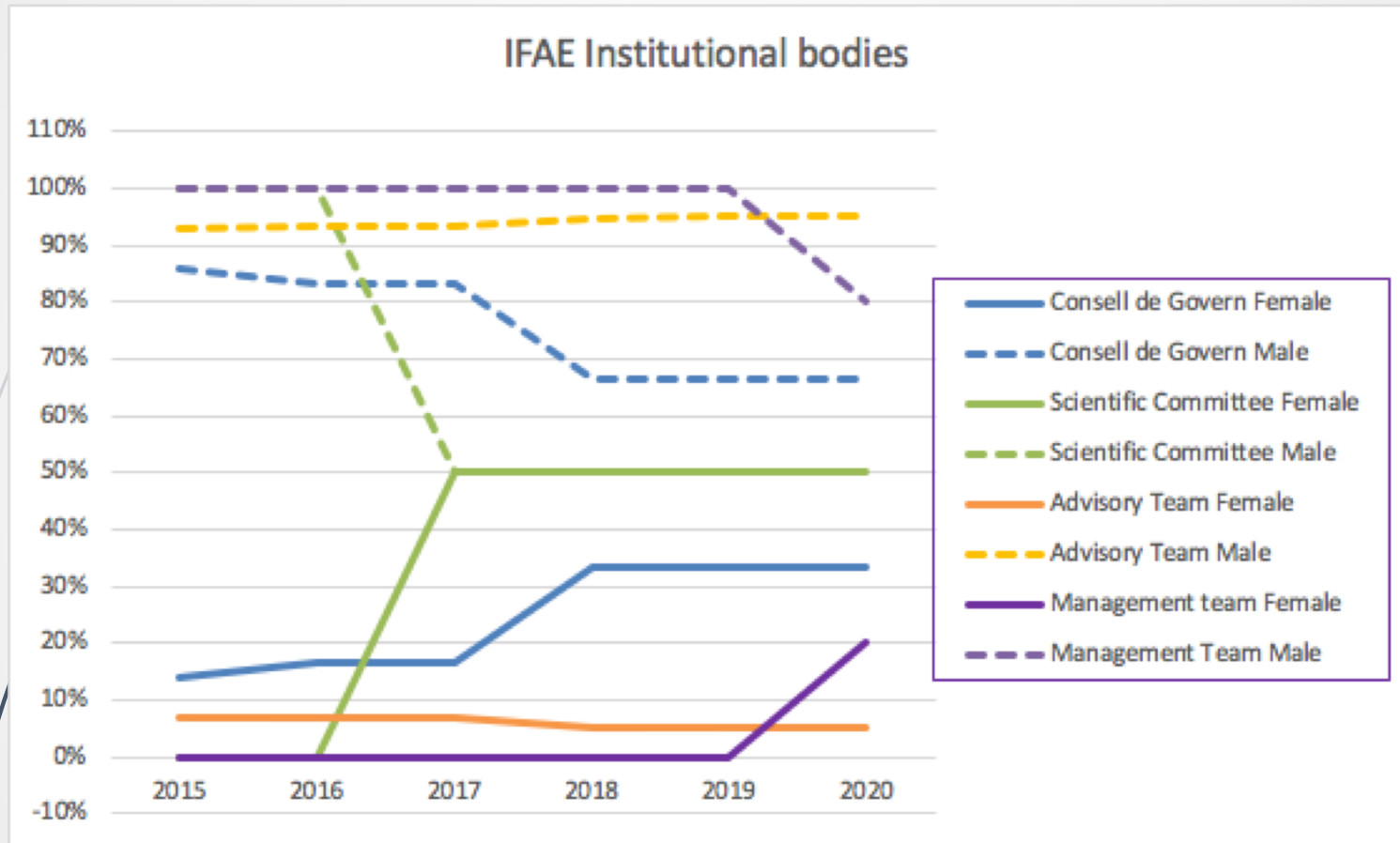
Tendencias



Tendencias



Tendencias



Objectius i seguiment algun canvi?

12

OBJECTIUS:

- 1 Difondre la diagnosi.
- 2 Difondre el Pla d'Igualtat de Gènere.
- 3 Actualitzar i millorar la diagnosi.
- 4 Facilitar l'accés al Pla i als seus indicadors.
- 5 Millorar el procés de contractació.
- 6 Millorar el paper institucional de les dones a l'IFAE.
- 7 Fomentar la conciliació de la vida personal i familiar amb el treball.
- 8 Incloure la igualtat com un valor corporatiu de l'IFAE.
- 9 Participar en projectes nacionals i internacionals adreçats a millorar el paper de les dones a la ciència.

1	75%
2	75%
3	75%
4	100%
5	25%
6	0%
7	75%
8	50-75%
9	50%

Data	Objectiu(s)									Acció
	1	2	3	4	5	6	7	8	9	
26/07/2018										Aprovació pel Consell de Govern
març 2018							7			Mothers of Science
04/09/2018				4						Documents al repositori
05/09/2018	1	2		4						Comunicació de l'aprovació del Pla a tot el personal IFAE (Newsletter, amb enllaç als documents)
17/09/2018					5			8		Declaració explícita de no discriminació a les ofertes de treball
03/10/2018	1	2		4						Pizza Seminar (Martine Bosmann, Chair del Committee)
juliol 2018			3							Desglosament per gènere de les candidatures rebudes i seleccionades a les ofertes de treball
febrer 2019								9		Participació a la Biennal Ciutat i Ciència (Ajt. Barcelona)
11/02/2019								9		Participació en International Day of Women and Girls in Science
19/02/2019								8		Adhesió a Codi de conducta CERCA
març 2019			3							Indicadors del Pla de Gènere: actualització
març 2019			3							Indicadors del Pla de Gènere: ampliació (nou indicador de retribucions per gènere)
març 2019								8		Annual Report 2018 inclou perspectiva de gènere, amb indicadors

Activitats 2020-2021

- ▶ 11/02/2020: Participación en el “International Day of Women in Science” 11/02/2020
 - ▶ Xerrades en la escola, Master Class no
- ▶ Actualización de los indicadores

Propuestas para 2021-22

- ▶ Difusión del video “From microaggressions to sexual harassment. Como?”
- ▶ App para concienciación/formación en temas de genere. Algú ha seguit el curs?
- ▶ Participación el curso de formación de CERCA 2020: formación de un técnico?
 - ▶ està pensat més per persones de RRHH implicats en qüestió de gènere. Al final no ha participat ningú
- ▶ Interaction with IFAE members
 - ▶ Informal “coffee meeting” (intentarlo?)
 - ▶ Visualización de un documental. BIST ha programado “Picture of a Scientist”
- ▶ Teleworking/Covid: monitorizar implicaciones?

BACKUP