ANNEX 1:

MINUTES OF THE GENDER EQUALITY COMMITTEE SESSION (JULY 2020)

In compliance with Section 5 of IFAE’s Gender equality Plan, its Gender Equality Committee[[1]](#footnote-1) met on July 15, 2020, in order to evaluate its indicators, the degree of completion of its objectives, and to propose further measures or the eventual Update of the Plan.

UPDATE OF THE INDICATORS

1. Gender Distribution of the personnel hired by IFAE[[2]](#footnote-2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **NIFAE** | **%IFAE** | **Nwomen** | **%women** | **Nmen** | **%men** |
| Research: staff | 16 |  | 3 | 18.8% | 13 | 81.3% |
| Research: postdocs | 24 |  | 7 | 29.2% | 17 | 70.8% |
| Research: PhD students | 30 |  | 11 | 36.7% | 19 | 63.3% |
| Technical support (including IT) | 30 |  | 5 | 16.7% | 25 | 83.3% |
| Management | 2 |  |  | 0.0% | 2 | 100.0% |
| Administration  | 7 |   | 5 | 71.4% | 2 | 28.6% |
| **Total IFAE**  | **109** |  | **31** | **28.4%** | **78** | **71.6%** |

2. Share of indefinite contracts[[3]](#footnote-3)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **NIFAE** | **%IFAE** | **Nwomen** | **%women** | **Nmen** | **%men** |
| Research: staff | 16 | 100.0% | 3 | 100.0% | 13 | 100.0% |
| Research: postdocs | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Research: PhD students | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Technical support | 12 | 40.0% | 4 | 80.0% | 8 | 32.0% |
| Management | 2 | 100.0% |  |  | 2 | 100.0% |
| Administration  | 3 | 42.9% | 2 | 40.0% | 1 | 50.0% |
| **Total IFAE**  | **33** | **30.3%** | **9** | **29.0%** | **24** | **30.8%** |

3. Share of fix term contracts[[4]](#footnote-4)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **NIFAE** | **%IFAE** | **Nwomen** | **%women** | **Nmen** | **%men** |
| Research: staff | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Research: postdocs | 24 | 100.0% | 7 | 100.0% | 17 | 100.0% |
| Research: PhD students | 30 | 100.0% | 11 | 100.0% | 19 | 100.0% |
| Technical support | 18 | 60.0% | 1 | 20.0% | 17 | 68.0% |
| Management | 0 | 0.0% | 0 |  | 0 | 0.0% |
| Administration  | 4 | 57.1% | 3 | 60.0% | 1 | 50.0% |
| **IFAE (aggregate)** | **76** | **69.7%** | **22** | **71.0%** | **54** | **69.2%** |
|  |  |  |  |  |  |  |

4. Personnel working at IFAE (regardless of the hiring institution)[[5]](#footnote-5)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **NIFAE** | **%IFAE** | **Nwomen** | **%women** | **Nmen** | **%men** |
| Research: staff | 33 |  | 4 | 12.1% | 29 | 87.9% |
| Research: postdocs | 25 |  | 7 | 28.0% | 18 | 72.0% |
| Research: PhD students | 30 |  | 11 | 36.7% | 19 | 63.3% |
| Technical support (including IT) | 33 |  | 5 | 15.2% | 28 | 84.8% |
| Management | 2 |  | 0 |  | 2 |   |
| Administration  | 10 |   | 7 | 70.0% | 3 | 30.0% |
| **Total IFAE**  | **133** |  | **34** | **25.6%** | **99** | **74.4%** |

5. Responsibility in research projects management[[6]](#footnote-6)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **NIFAE** | **%IFAE** | **Nwomen** | **%women** | **Nmen** | **%men** |
| **Number of project leaders**  | **32** |  | **2** | **6.3 %** | **30** | **93.7%** |

6. Government and advisory bodies[[7]](#footnote-7)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | NIFAE | Nwomen | %women | Nmen | %men |
| Consell de Govern | 6 | 2 | 33.3% | 4 | 66.7% |
| Scientific Committee | 10 | 5 | 50.0% | 5 | 50.0% |
| Advisory Team | 20 | 1 | 5.0% | 19 | 95.0% |
| Management Team | 6 | 0 | 0.0% | 6 | 100.0% |

7. Committees and Working Groups[[8]](#footnote-8)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | NIFAE | Nwomen | %women | Nmen | %men |
| PI | 22 | 2 | 9.1% | 20 | 90.9% |
| Safety & Health | 6 | 3 | 50.0% | 3 | 50.0% |
| Diversity Programme WG | 10 | 6 | 60.0% | 4 | 40.0% |

8. Students of the *High Energy Physics, Astrophysics and Cosmology* postgrade

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Nstudents | Nwomen | %women | Nmen | %men |
| 18 | 4 | 22.2% | 14 | 77.8% |

9. Outreach: *Bojos per la física*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Total** |  | **Dones** |  | **Homes** |
|  | **[NIFAE]** |  | **[N]** | **[%]** |  | **[N]** | **[%]** |
| Sol·licituds | 192 |  | 72 | 37.5% |  | 120 | 62.5% |
| Estudiants seleccionats | 27 |  | 14 | 51.9% |  | 13 | 48.1% |

10. Wage of the personnel hired by IFAE

In order to put these figures into context, we must consider that according to the most recent available data[[9]](#footnote-9) the wage gap between men and women in Catalonia is 23.4% for the whole labour population, and 15.1% for full time employees.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **TOTAL IFAE** | **DONES** | **HOMES** |
|  | **[N]** | **Cost brut** | **[N]** | **Cost brut** | **[N]** | **Cost brut** |
| Administració i gestió | 9 | 100 | 5 | 77 | 4 | 134 |
| Suport a la recerca | 33 | 100 | 5 | 119 | 28 | 97 |
| Recerca | 84 | 100 | 23 | 92 | 61 | 104 |
| Global IFAE | 126 | 100 | 33 | 94 | 93 | 102 |
|  |  |  |  |  |  |  |
|  | **TOTAL IFAE** | **DONES** | **HOMES** |
|  | **[N]** | **Cost brut** | **[N]** | **Cost brut** | **[N]** | **Cost brut** |
| Administració | 7 | 100 | 5 | 87 | 2 | 129 |
| Gestió | 2 | 100 |   |   | 2 | 100 |
| Total Administració i gestió | 9 | 100 | 5 | 77 | 4 | 134 |
|  |   |  |  |  |  |   |
|  | **TOTAL IFAE** | **DONES** | **HOMES** |
|  | **[N]** | **Cost brut** | **[N]** | **Cost brut** | **[N]** | **Cost brut** |
| Predocs | 37 | 100 | 12 | 95 | 25 | 103 |
| Postdocs | 31 | 100 | 8 | 97 | 23 | 101 |
| Staff | 16 | 100 | 3 | 106 | 13 | 98 |
| Total personal de recerca | 84 | 100 | 23 | 94 | 61 | 102 |

11. Personnel selection processes

We include all selection processes, although in the case of some fellowships the selection process is not under IFAE control.

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Nplaces** | **Sol·licituds** | **Contractes** |
| **Àrea** | **Ndones** | **%dones** | **Nhomes** | **%homes** | **Ndones** | **%dones** | **Nhomes** | **%homes** |
| Administració i gestió | 1 | 41 | 66.1% | 21 | 33.9% | 1 | 100.0% | 0 | 0.0% |
| Suport a la recerca | 1 | 15 | 75.0% | 5 | 25.0% | 1 | 100.0% | 0 | 0.0% |
| Recerca | 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%** |
|   |   |   |   |   |   |   |   |   |   |
|  | **Nplaces** | **Sol·licituds** | **Contractes** |
| **Àrea de recerca** | **Ndones** | **%dones** | **Nhomes** | **%homes** | **Ndones** | **%dones** | **Nhomes** | **%homes** |
| Divisió Teòrica | 4 |   |   |   |   | 0 | 0.0% | 4 | 100.0% |
| Divisió Experimental | 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%** |

EVOLUTION OF INDICATORS DURING THE LAST 5 YEARS

We are now in the position of looking at the evolution of the indicators with time, as data were collected over 5 years.

There is a slight increase of the percentatge of women in the last two years.

The percentatge of female Master, PhD students and Postdocs seems to stabilize around 30%.

The proportion of women has improved in the external bodies, but not in the internal ones.

This graph shows how the fraction of female evolves from summer student level to permanent research staff. The percentatges are provided using the average numbers of each category in the past 5 years.

CONSIDERATIONS

* Activities carried out in 2019:
* Consolidating the collection of information for all hiring processes. The statistics currently available, mostly retrospective, were heterogeneous (in some cases they referred to all applications received and, in some cases, just to the short list). A more homogenous criterium to gather them has been agreed.
* Updating, as on a 01/01/2020, the measures of the indicators of the Gender Equality Plan and providing graphs showing the evolution of indicators with time.
* Oscar Blanch participated in the course organized by the CERCA Gender Committee on “prevention of gender-based violence in the workplace”.
* Taking part in BIST’s call *Mothers of Science*.
* Involvement in the activities of the *Biennal Ciutat i Ciència*, organised by Barcelona City Council, and of the *International Day of Women and Girls in Science*. A Particle Physics masterclass was organized at the cultural centre Fabra i Coats with 100 students attending, as well as two Lego workshops at Centre de Cultura Contemporània de Barcelona (CCCB)
* As for the evolution of the indicators, the Gender equality Committee highlights:
* There is a slight increase of the overall fraction of women in the last years.
* The stand-still values of the indicators of government and advisory bodies and management of research projects.
* As for selection processes, the Gender equality Committee highlights:
* The statistics currently available, mostly retrospective, are heterogeneous (in some cases they refer to all applications received and, in some cases, just to the short list). The situation has been clarified and the collected statistics is now more complete
* The Committee considers that the degree of awareness about gender issues and of knowledge of the contents of the Gender Equality Plan at IFAE is still low. In order to enhance the awareness, the Committee:
* Agrees to carry on further dissemination actions, maybe not through a pizza seminar since one was held already, but by other means like the *IFAE Newsletter.* We could publicize the reports and post regularly some relevant news or article.
* Use the material developed by CERCA, A video to raise awareness is now available (“from microagressions to sexual harassment”: <https://youtu.be/NyqXYQR5iBo>). This is the second video produced by CERCA. The first one was on “Recruitment bias in research intitutes”: <https://youtu.be/g978T58gELo> . An Application for mobile phones will also be released with a collection of small sessions that form a course and that could be part of a welcome back for newcomers.
* Invite a women scientist to give a talk at IFAE on gender equality.
* to stimulate debates within IFAE personnel, some open discussion sessions will be organized

AGREEMENTS

The committee agrees to modify

* To update de Gender equality Plan will the following changes
	+ A term of office should be defined for the members representing the communities or groups in IFAE (3 years): theoretical and experimental research personnel, technical support and administration, as well as the chair. In case of PhD students and postdocs there will be a natural turn-over. The change will be implemented in a staggered manner.
	+ Each community will propose a representing member. The chair will be selected by the committee members.
	+ The scope of the committee should be enlarged to incorporate more generally diversity issues.
* In accordance with Section5 of the Gender equality Plan, the Committee has agreed the following degrees of compliance of the 9 objectives of the Plan:
* Objective 1 (publicizing the diagnostics): 75%
* Objective 2 (publicizing the Gender Equality Plan): 50%
* Objective 3 (updating and improving the diagnostics): 75%
* Objective 4 (facilitating the access to the Plan and the indicators): 100%
* Objective 5 (improving the hiring process): 25%
* Objective 6 (improving the institutional role of women at IFAE): 0%
* Objective 7 (fostering the conciliation between personal life, family life, and work): 75%
* Objective 8 (including equality as a corporative value of IFAE): 50%
* Objective 9 (participating in national and international projects for the improvement of the role of women in Science): 50%

Bellaterra, 29 July 2020

Martine Bosman

Chair of IFAE’s Gender Equality Committee

1. Composition: Martine Bosman (Chair), Òscar Blanch, Joaquim Bosch, Laura Cabayol, Laia Cardiel, Thorsten Lux, Eduard Massó, Malgorzata Siurek, Sara Strauch. [↑](#footnote-ref-1)
2. Data as on 01/01/2020. [↑](#footnote-ref-2)
3. Data as on 01/01/2020. [↑](#footnote-ref-3)
4. Data as on 01/01/2020. [↑](#footnote-ref-4)
5. This table includes personnel hired by UAB, ICREA, i CIEMAT. Data as on 01/01/2020. [↑](#footnote-ref-5)
6. Data as on 01/01/2020. [↑](#footnote-ref-6)
7. Data as on 01/01/2020. [↑](#footnote-ref-7)
8. Data as on 01/01/2020. [↑](#footnote-ref-8)
9. 2016 data. [↑](#footnote-ref-9)