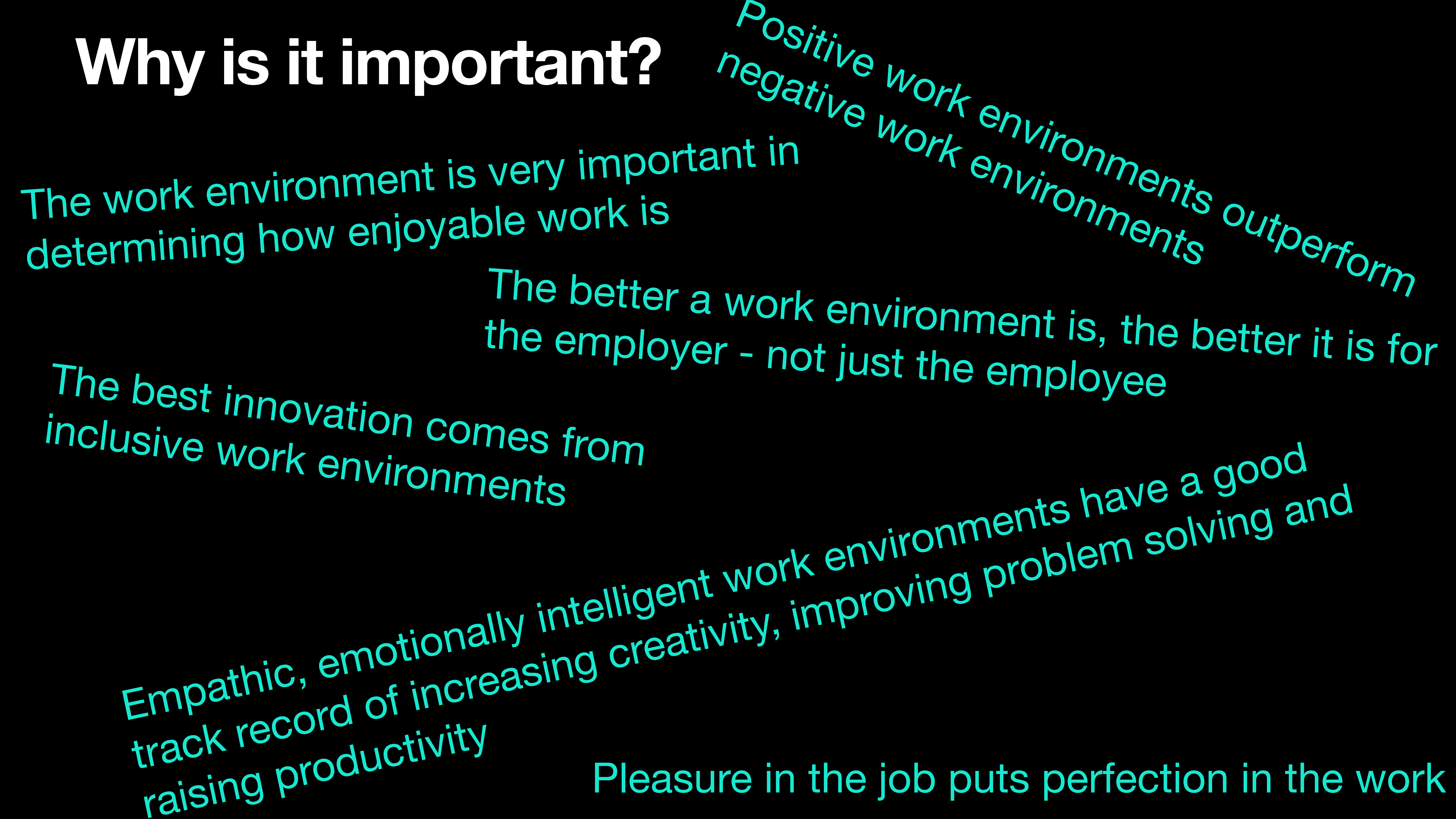


Work Environment @ IFAE

Pizza Seminar - 26/10/2022

Why is it important?



Why is it important?

The work environment is very important in determining how enjoyable work is

Positive work environments outperform negative work environments

The better a work environment is, the better it is for the employee

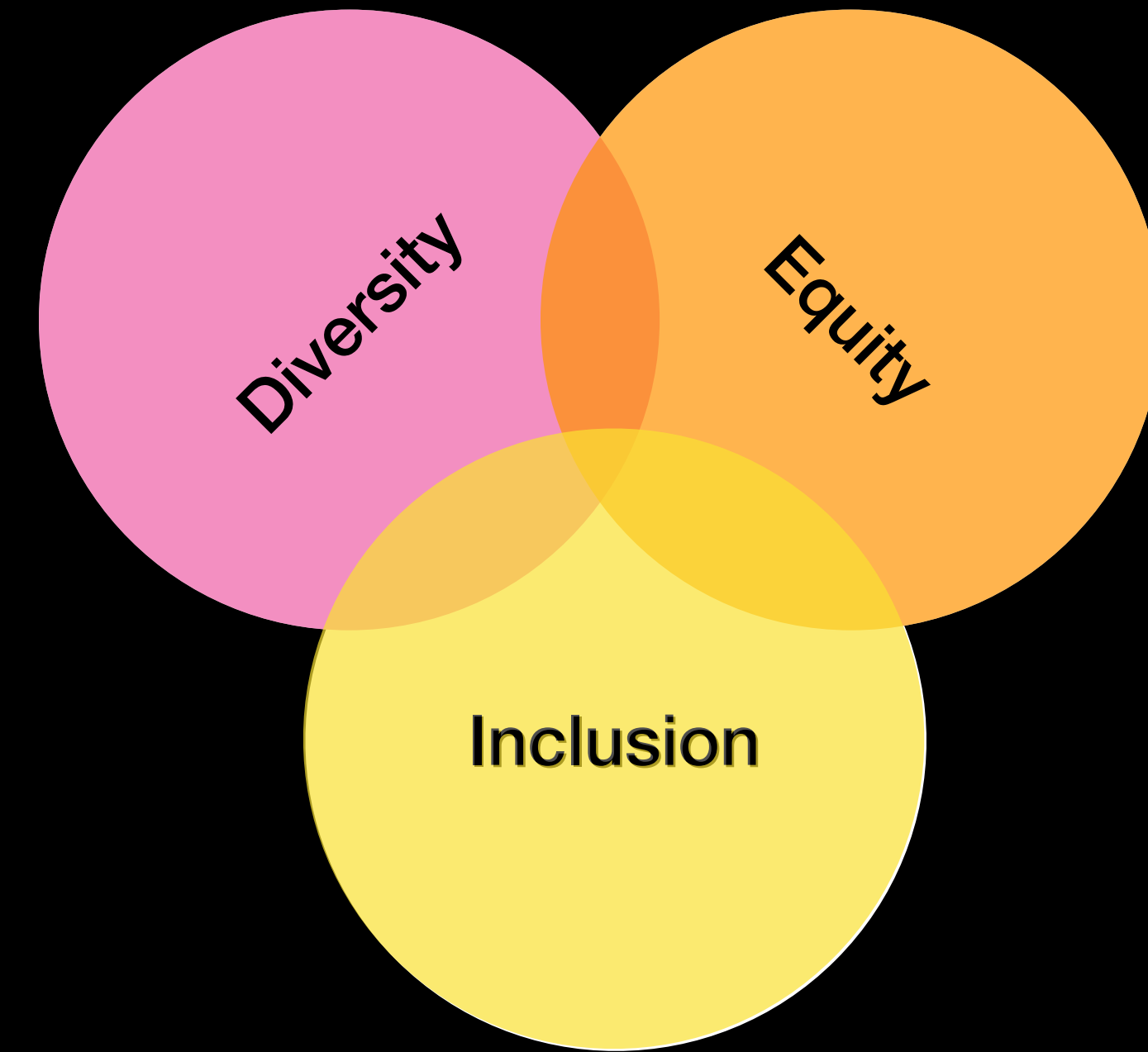
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We all deserve it

Empathic, emotionally intelligent work environments have a track record of increasing creativity, improving problem solving and raising productivity

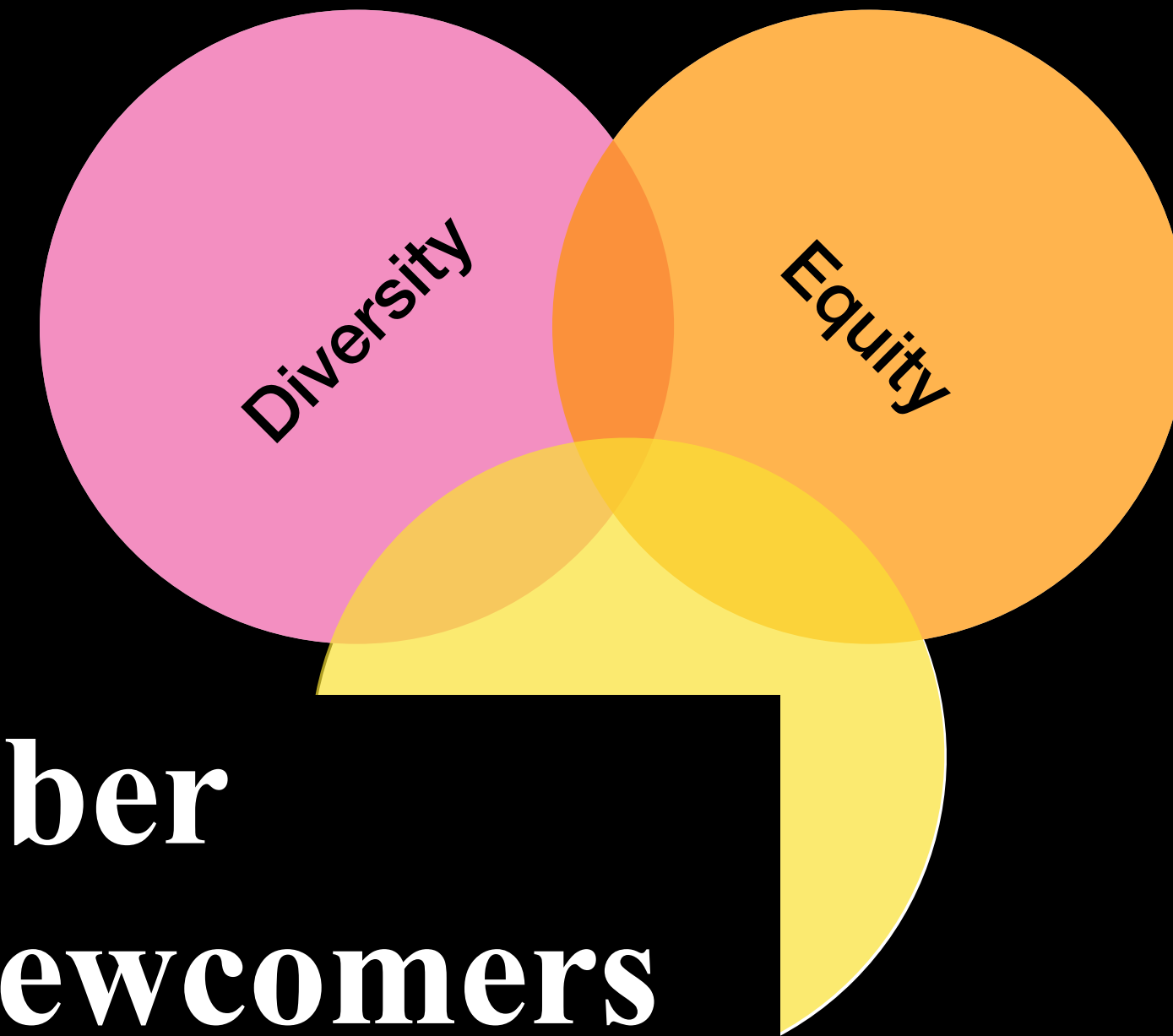
Pleasure in the job puts perfection in the work

What defines the work environment?



IFAE already has some mechanisms in place

What defines the work environment?



**Every year around mid October
Pizza Seminar as information for newcomers
and reminder for everybody**



IFAE already has some mechanism in place

Safety (and health) first

Safety Document

This document describes the safety and health procedures and rules at IFAE. If you are employee at IFAE or from another institution but temporally working at IFAE, you must read and understand the relevant parts of this document. Sections 1 and 2 are relevant for everybody. Section 4 details which other parts are relevant depending on your job profile.

If you find any omission or wrong or outdated information in this document, or you simply want to comment or make suggestions, please write to safety-responsible@ifae.es or ifae-safety@ifae.es.

Chair: Imma Riu

SAFETY AND HEALTH RULES AT IFAE

Version 1.7 2020.02.17

Institut de Física d'Altes Energies
IFAE



Institut de Física
d'Altes Energies



EXCELENCIA
SEVERO
OCHOA



Barcelona Institute of
Science and Technology

Gender Equality Committee

ifae-GenderCommittee@ifae.es

- Evaluates situation (and its evolution) at IFAE
- Proposes (and implements) actions to improve
- Open for suggestions and ideas

Renewal of committee in process

- New members: Iolanda Canut, Rafel Escribano, Andreu Font, Lluïsa Mir (replacing Martine Bosman, Thorsten Lux, Eduard Masso, Sara Strauch)
- Continuing Laia Cardiel and ex-officio Oscar Blanch, Quim Bosch, Imma Riu
- PhD students and Postdocs will be invited to nominate candidates for their respective representative, replacing Laura Cabayol and Gosia Siudek
- New chair still to be identified.

May be a good opportunity to make more general in terms of Diversity Equity and Inclusion (DEI)

GENDER EQUALITY PLAN

July 2018



Code of Conduct

Institució CERCA

November 2018



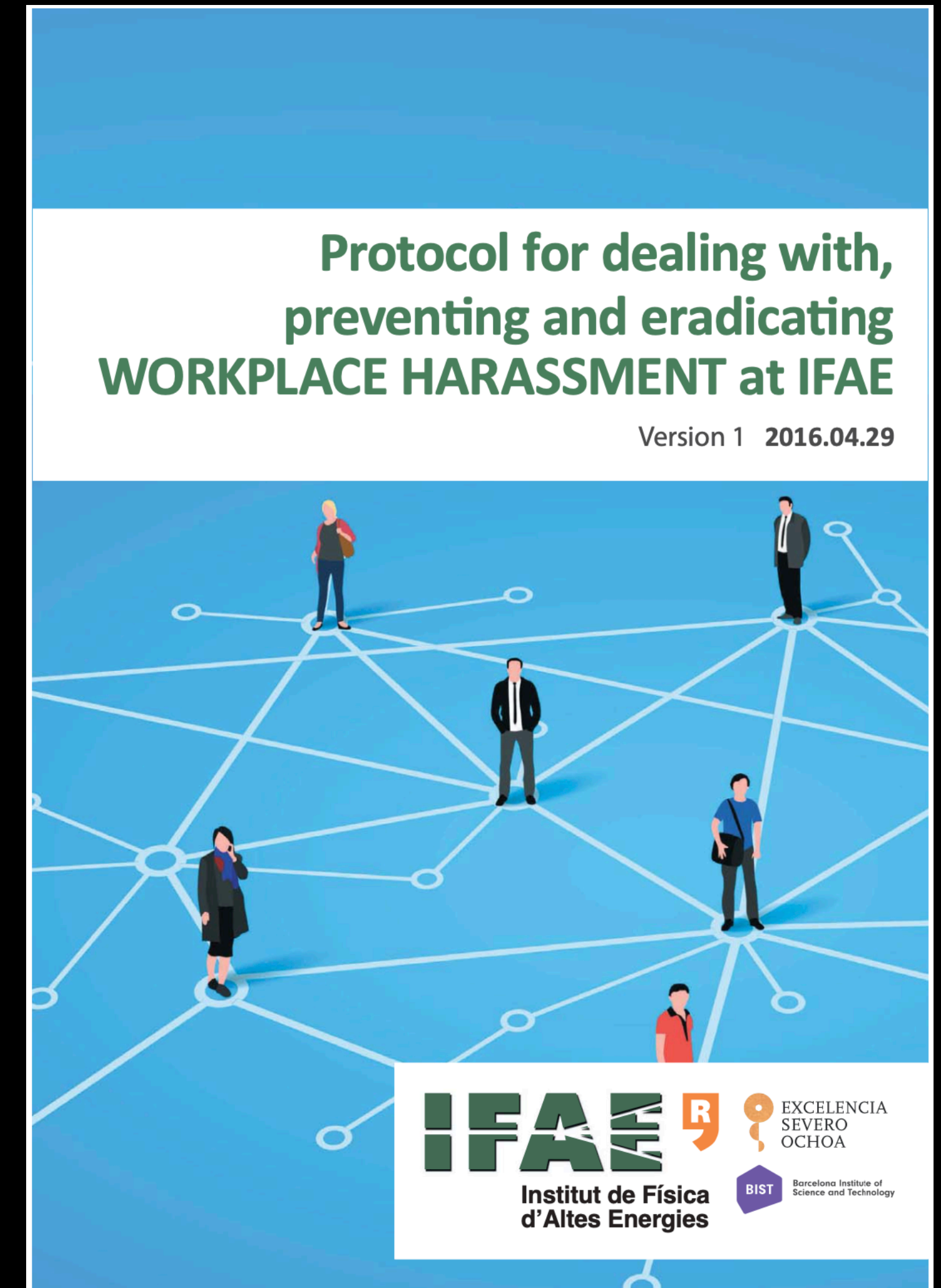
Conflict Resolution - Ombudsperson

IFAE has both an Ombudsperson and a protocol for dealing with, preventing and eradicating workplace harassment.

- Two possible entry points:
 - Ombudsperson: Oscar Blanch
 - Chair DEI committee: Needs to be identified
- No need to wait for Harassment to go to the Ombudsperson.
- It is also a path to report on:
 - Wellbeing issues
 - Uncomfortable situations
 - Small conflicts

Since it helps to improve work environment

We will see what can be done always keeping confidentiality



Wellbeing and other ...

- Psychological Support
 - Open to all IFAE members
 - BIST program that also aims to improve work environment
 - IFAE covers 25 Euros session for up to 5 sessions per person (need to follow some steps)
- Workshops and seminars (mainly through BIST)
 - Resilience
 - Master and PhD supervision
 - From Science to Business
 - Research and Mental Health (to come)
- Mentoring for Postdocs (Pol & Andreu)



Internal Websites

Psychological Support

BIST Contacts

Maria Jose Torrente

Email: mj@mjtorrente.com | Website: <https://www.mjtorrente.com> | Price: 50 Euros / hour | Languages: Catalan, Spanish

Noemí Domínguez

Email: ndominguez@copc.cat | Price: 60 Euros / hour | Languages: Catalan, Spanish

Damián Uroz

Email: damianuroz@cop.es | Price: 50 Euros / hour | Languages: Spanish, English | Only Online

Romina Bassignani

Email: rominabass@copc.cat | Price: 50 Euros / hour | Languages: Spanish, English



Summary







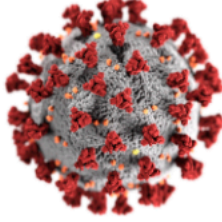



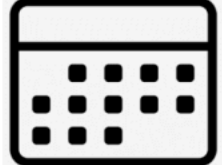

Things can always be improved

Do not hesitate to use the resources:

- Safety and Health document and committee
- DEI Committee
- Ombudsperson
- Seminars and workshops
- Psychological Support
- Mentoring program

Where to find it

IFAE Internal Links

 IFAE Zoom Rooms IFAE Zoom Rooms and Calendars *with your IFAE mail account	 Factorial Clocking & HR management system *with your IFAE mail account
 IFAE Occupancy Spreadsheet Log your attendance to IFAE *with your IFAE mail account	 IFAE Meeting Room Booking Sytem mrbs.ifae.es MRBS Book IFAE meeting rooms * from inside the IFAE network * with your mrbs account
 Computing @ IFAE WiFi, IP Phones, Printers, ... * from inside the IFAE network	 IFAE Document Repository IFAE Official Documentation Repository *with your IFAE mail account
 IFAE COVID Measures Guidelines concerning work at IFAE during the COVID19 pandemic. *with your IFAE mail account	 IFAE Indico Events, meetings,... *with your Indico account if required
 PIC Registration Sign up at PIC to get an account to access their services	 PIC Reset password Reset your PIC's account password
 IFAE Calendars Find and subscribe to the IFAE groups calendars	 Psychological Support Contacts and information

IFAE Institut de Física d'Altes Energies

A member of: BIST Barcelona Institute of Science and Technology

A center of: CERCA Institut de Recerca de Catalunya

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About Research Technology Transfer Careers Education & Outreach News Events

High Energy Astrophysics

Addressing open questions through gamma-ray observations from the most energetic phenomena in the universe.

[Gamma-ray Group](#)

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Navigation

IFAE Official Documentation Repository

Here you can find IFAE's Documentation Repository. We've selected relevant information that can be useful to you in different areas, such as, Human Resources, Knowledge & Technology Transfer or Safety & Health at work. Also you can find relevant legislation that applies to different topics that relates to our day-to-day work.

Al repositori de l'IFAE hi podeu trobar informació rellevant en diferents àrees, com ara recursos humans, transferència de coneixement i tecnologia, o seguretat i salut al lloc de treball. També hi podeu la trobar legislació més important.

Any question or suggestion you may have on the documentation compiled in this website, please contact us at comunicacio@ifae.es

