ANNEX 1:

MINUTES OF THE GENDER EQUALITY COMMITTEE SESSION (MARCH 2019)

In compliance with Section 5 of IFAE’s Gender equality Plan, its Gender Equality Committee[[1]](#footnote-1) met on March 15 and March 21, 2019, 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. Changes in the indicators

The Gender Equality Committee has agreed the following changes:

* To show separately the data of the areas of Management and Administration.
* To show the ratio talks/persona at the corresponding tables of scientific talks and outreach conferences.

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Agg.** |  | **Women** |  | **Men** |
|  | **[NIFAE]** |  | **[N]** | **[%]** |  | **[N]** | **[%]** |
| Research: staff | 16 |  | 3 | 18.8% |  | 13 | 81.3% |
| Research: postdocs | 23 |  | 7 | 30.4% |  | 16 | 69.6% |
| Research: predocs | 29 |  | 8 | 27.6% |  | 21 | 72.4% |
| **Total research personnel** | 68 |  | 18 | 26.5% |  | 50 | 73.5% |
| Technical Support | 31 |  | 4 | 12.9% |  | 27 | 87.1% |
| Administration | 6 |  | 4 | 66.7% |  | 2 | 33.3% |
| Management | 2 |  | 0 |  |  | 2 | 100.0% |
| **Total IFAE** | **107** |  | **26** | **24.3%** |  | **81** | **75.7%** |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Women** |  | **Men** |
|  | **[NIFAE]** | **[Nindef]** | **[%indef]** |  | **[NIFAE]** | **[Nindef]** | **[%indef]** |
| Research: staff | 3 | 3 | 100.0% |  | 13 | 13 | 100.0% |
| Research: postdocs | 7 | 0 | 0.0% |  | 16 | 0 | 0.0% |
| Research: predocs | 8 | 0 | 0.0% |  | 21 | 0 | 0.0% |
| Technical support | 4 | 4 | 100.0% |  | 27 | 8 | 29.6% |
| Administration | 4 | 2 | 50.0% |  | 2 | 1 | 50.0% |
| Management | 0 |  |  |  | 2 | 2 | 100.0% |
| **Total IFAE** | **26** | **9** | **34.6%** |  | **81** | **24** | **29.6%** |

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

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Women** |  | **Men** |
|  | **[NIFAE]** | **[Ntemp]** | **[%temp]** |  | **[NIFAE]** | **[Ntemp]** | **[%temp]** |
| Research: staff | 3 | 0 | 0.0% |  | 13 | 0 | 0.0% |
| Research: postdocs | 7 | 7 | 100.0% |  | 16 | 16 | 100.0% |
| Research: predocs | 8 | 8 | 100.0% |  | 21 | 21 | 100.0% |
| Technical support | 4 | 0 | 0.0% |  | 27 | 19 | 70.4% |
| Administration | 4 | 2 | 50.0% |  | 2 | 1 | 50.0% |
| Management | 0 |  |  |  | 2 | 0 | 0.0% |
| **Total IFAE** | **26** | **17** | **65.4%** |  | **81** | **57** | **70.4%** |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Agg.** |  | **Women** |  | **Men** |
|  | **[N]** |  | **[N]** | **[%]** |  | **[N]** | **[%]** |
| Principal Investigators of competitive projects funded by AGAUR, MINECO, or the European Commission | 21 |  | 2 | 9.5% |  | 19 | 90.5% |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Agg.** |  | **Women** |  | **Men** |
|  | **[N]** |  | **[N]** | **[%]** |  | **[N]** | **[%]** |
| Consell de Govern | 6 |  | 2 | 33.3% |  | 4 | 66.7% |
| External Scientific Committee | 10 |  | 5 | 50.0% |  | 5 | 50.0% |
| Director Advisory Board | 19 |  | 1 | 5.3% |  | 18 | 94.7% |
| IFAE Management Team | 6 |  | 0 | 0.0% |  | 6 | 100.0% |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Total** |  | **Women** |  | **Men** |
|  | **[N]** |  | **[N]** | **[%]** |  | **[N]** | **[%]** |
| Safety & Health Committee | 5 |  | 1 | 20.0% |  | 4 | 80.0% |
| Grup de treball del Programa de la Diversitat | 8 |  | 4 | 50.0% |  | 4 | 50.0% |

7. Outreach: *Bojos per la física*

|  |  |
| --- | --- |
|  | **2018 Edition** |
|  | **Total** |  | **Women** |  | **Men** |
|  | **[N]** |  | **[N]** | **[%]** |  | **[N]** | **[%]** |
| Applications | 191 |  | 84 | 44.0% |  | 107 | 56.0% |
| Selected students | 25 |  | 12 | 48.0% |  | 13 | 52.0% |

8. Indicators not updated

* Scientific talks given by IFAE researchers (the figures shown in IFAE’s Gender Equality Plan cover a 3 year window: 2013-2015).
* Outreach talks given by IFAE researchers (the figures shown in IFAE’s Gender Equality Plan cover a 3 year window: 2014-2016).

NEW INDICATORS

The Gender Equality Committee has agreed to add the following indicators to the gender analysis. These indicators for whom data as on 01/01/2018 was available have been included in the updated version of the Gender Equality Plan:

9. Personnel working at IFAE (regardless of the hiring institution)[[8]](#footnote-8)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Total** |  | **Women** |  | **Men** |
|  | **[NIFAE]** |  | **[N]** | **[%]** |  | **[N]** | **[%]** |
| Research: staff | 34 |  | 4 | 11.8% |  | 30 | 88.2% |
| Research: postdocs | 25 |  | 7 | 28.0% |  | 18 | 72.0% |
| Research: predocs | 31 |  | 8 | 25.8% |  | 23 | 74.2% |
| **Total research personnel** | 90 |  | 19 | 21.1% |  | 71 | 78.9% |
| Technical support | 33 |  | 4 | 12.1% |  | 29 | 87.9% |
| Administration | 9 |  | 6 | 66.7% |  | 3 | 33.3% |
| Management | 2 |  | 0 | 0.0% |  | 2 | 100.0% |
| **Total IFAE** | **134** |  | **29** | **21.6%** |  | **105** | **78.4%** |

A table with values as on 01/01/2018 has been included in the updated version of the Gender Equality Plan.

10. Wage of the personnel hired by IFAE

The following tables show the wages (normalised to 100 for each given area or subarea) in 2018.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Total** |  | **Women** |  | **Men** |
|  | **[N]** | **Wage** |  | **[N]** | **Wage** |  | **[N]** | **Wage** |
| Management and Administration | 9 | 100 |  | 5 | 76 |  | 4 | 139 |
| Technical support | 39 | 100 |  | 4 | 132 |  | 35 | 96 |
| Research | 92 | 100 |  | 24 | 93 |  | 68 | 103 |
| **Global IFAE** | **140** | **100** |  | **33** | **96** |  | **107** | **101** |

Subareas:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Total** |  | **Women** |  | **Men** |
|  | **[N]** | **Wage** |  | **[N]** | **Wage** |  | **[N]** | **Wage** |
| Administration | 7 | 100 |  | 5 | 87 |  | 2 | 132 |
| Management | 2 | 100 |  | 0 |  |  | 2 | 100 |
| **Agg. Management and Administration** | **9** | **100** |  | **5** | **76** |  | **4** | **139** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Total** |  | **Women** |  | **Men** |
|  | **[N]** | **Wage** |  | **[N]** | **Wage** |  | **[N]** | **Wage** |
| Research: predocs | 39 | 100 |  | 12 | 97 |  | 27 | 101 |
| Research: postdocs | 35 | 100 |  | 9 | 97 |  | 26 | 101 |
| Research: staff | 18 | 100 |  | 3 | 110 |  | 15 | 98 |
| **Agg. Research** | **92** | **100** |  | **24** | **93** |  | **68** | **103** |

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.

11. Personnel selection processes

The following tables correspond to the personnel selection processes leading to a new labour contract in 2017 and 2018.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Npositions** |  | **Applications** |  | **Contracts** |
|  |  | **Women** |  | **Men** |  | **Women** |  | **Men** |
| **Area** |  | **N** | **%** |  | **N** | **%** |  | **N** | **%** |  | **N** | **%** |
| Management | 0 |  |  |  |  |  |  |  |  |  |  |  |  |
| Administration | 0 |  |  |  |  |  |  |  |  |  |  |  |  |
| Technical support | 5 |  | 59 | 7.3% |  | 750 | 92.7% |  | 0 | 0.0% |  | 5 | 100.0% |
| Research | 40 |  | 75 | 17.8% |  | 347 | 82.2% |  | 16 | 40.0% |  | 24 | 51.5% |
| **Global IFAE** | **45** |  | **134** | **10.9%** |  | **1.097** | **89.1%** |  | **16** | **35.6%** |  | **29** | **60.0%** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Npositions** |  | **Applications** |  | **Contracts** |
|  |  | **Women** |  | **Men** |  | **Women** |  | **Men** |
| **Research Division** |  | **N** | **%** |  | **N** | **%** |  | **N** | **%** |  | **N** | **%** |
| Theory | 7 |  | 30 | 9.5% |  | 285 | 90.5% |  | 0 | 0.0% |  | 7 | 100.0% |
| Experimental | 33 |  | 45 | 42.1% |  | 62 | 57.9% |  | 16 | 48.5% |  | 17 | 51.5% |
| **Global Research** | **40** |  | **75** | **17.8%** |  | **347** | **82.2%** |  | **16** | **40.0%** |  | **24** | **60.0%** |

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

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Academic year** | **[Nstudents]** |  | **[Nwomen]** | **[%women]** |  | **[Nmen]** | **[%men]** |
| 2018-2019  | 18 |  | 6 | 33.3% |  | 12 | 66.7% |

A table with the values of the academic years from 2014-15 to 2017-18 has been included in the updated version of the Gender Equality Plan.

CONSIDERATIONS

* Activities carried out in 2018:
* The Plan was approved by IFAE’s Consell de Govern (26/07/2018).
* The Plan was included in IFAE’s repository (04/09/2018).
* Communication to all personnel working at IFAE of the approval of the Plan and its contents (including the indicators) through the internal *Newsletter* and a *Pizza Seminar* (held on 03/10/2018).
* Taking part in BIST’s call *Mothers of Science*.
* Including a sentence in all job openings stating IFAE’s commitment with equality and non-discrimination on any grounds.
* Gathering statistics, with a gender approach, of IFAE’s job openings.
* Updating, as on a 01/01/2019, the measures of the indicators of the Gender Equality Plan.
* Enhance the indicators of the Plan by adding new ones dealing with personnel ascribed to IFAE (though not hired by it), the selection processes, wages, and students of the *High Energy Physics, Astrophysics and Cosmology* postgrade.
* Adhering to CERCA’s Code of Conduct, with the explicit commitment of respect for diversity, including the gender perspective.
* 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*.
* As for the evolution of the indicators, the Gender equality Committee highlights:
* The increase of the share of women at the predoc and postdoc stages, as a consequence of a notorious increase of the share of women in recent contracts. The Committee considers worth a close follow up of this indicator in order to establish whether it reveals a trending change or simply a statistical fluctuation.
* 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), so an homogenous criterium to gather them must be agreed.
* Jobs openings should include an explicit statement encouraging women to apply.
* Further ahead, and depending on the evolution of the indicators, one might discuss about introducing an anonymity phase at some stage of the selection process.
* 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 low. In order to enhance the awareness, the Committee:
* Agrees to carry on further dissemination actions, such as through *Pizza Seminar*s.
* Commits itself to think of additional models, such as to stimulate debates within IFAE personnel, or colloquia where by women with an acknowledged scientific career tackle research career with a gender approach.
* Suggests the possibility of creating mailing lists for predoc and postdoc researchers.
* The Committee would like that, at any time, a woman would one of the two communication channels established by the *Protocol for dealing with, preventing and eradicating workplace harassment* (as it currently is).
* The Committee expresses its disagreement with the current format of BIST’s call *Mothers of Science.* A change of name (for instance, to *Women of Science)* is the lesser aimed change. If no changes were made, the Committee asks the direction of IFAE to review its continuity in the call.
* The Committee would like to ask UAB about the possibility of reopening the kindergarten.
* The Committee suggests the minutes of its meeting should be forwarded to IFAE’s Consell de Govern.

AGREEMENTS

Besides the changes mentioned in Section 1 of these minutes, and the new indictors described in sections 9, 10, 11, and 12, the Committee also agrees:

* To update de Gender equality Plan will the following changes:
* To include the following indicators (with values measures as on 01/01/2018):
* Personnel working at IFAE (regardless of the hiring institution).
* Students of the *High Energy Physics, Astrophysics and Cosmology* postgrade.
* To include the following text in Section 1 of the Gender equality Plan (Introduction):

*The data of all gender indicators of this document are part of the internal analysis carried out at the time the Gender Equality Plan was written. The follow up of the evaluation of these data is part of the Monitoring and Evaluation of the Plan, described in Section 5 of this document.*

* To add the following subsection in Section 5 of the Plan (Monitoring and Evaluation of the Plan):

*5.3 Updates of the Gender Equality Plan*

*The minutes of the meetings of the Gender Equality Committee will be considered Annexes to this Plan. As such, the access to and the dissemination of their contents will be treated as the rest of Gender Equality Plan.*

*The minutes of the meetings of the Gender Equality Committee will include the update of the indicators of this Plan, as well as any agreement or consideration the Gender Equality Committee may deem relevant.*

* The following indicators should be updated data of a natural year (instead of a 3 year window, as currently):
* Scientific talks given by research personnel.
* Outreach talks given by research personnel.
* To add as indicator of number of seminar and talks given at IFAE.
* To deliver to IFAE’s Communication Area the following information in order to be included in the 2018 Annual Report, with the aim of including a section with gender perspective:
* The approval, in 2018, of the Gender Equality Plan by IFAE’s Governing Board, with the following basic content: 9 goals and 22 strategies, one of them including equity as an institutional value.
* Highlighted activities: dissemination of the Plan and its indicators to all IFAE personnel, who can access to the Plan through IFAE’s internal repository; call *Mothers of Science*; including a sentence in all job openings stating IFAE’s commitment with equality and non-discrimination on any grounds; and gathering statistics with a gender perspective for all job openings.
* Statistics with gender perspective of all selection processes carried out in 2018, as well as the following indicators, measures as on 01/01/2018: gender distribution (per area) of the personnel working at IFAE (regardless of the hiring institution) and of the personnel hired by IFAE, advisory and governing bodies, and committees and working groups.
* 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, xxxxxxxx 2019

Martine Bosman

Chair of IFAE’s Gender Equality Committee

1. Composition: Martine Bosman (Chair), Òscar Blanch, Joaquim Bosch, Laia Cardiel, Thorsten Lux, Eduard Massó, Judit Prat, Sara Strauch. [↑](#footnote-ref-1)
2. Data as on 01/01/2019. [↑](#footnote-ref-2)
3. Data as on 01/01/2019. [↑](#footnote-ref-3)
4. Data as on 01/01/2019. [↑](#footnote-ref-4)
5. Data as on 01/01/2019. [↑](#footnote-ref-5)
6. Data as on 01/01/2019. [↑](#footnote-ref-6)
7. Data as on 01/01/2019. [↑](#footnote-ref-7)
8. This table includes personnel hired by UAB, ICREA, i CIEMAT. Data as on 01/01/2019. [↑](#footnote-ref-8)
9. 2016 data. [↑](#footnote-ref-9)