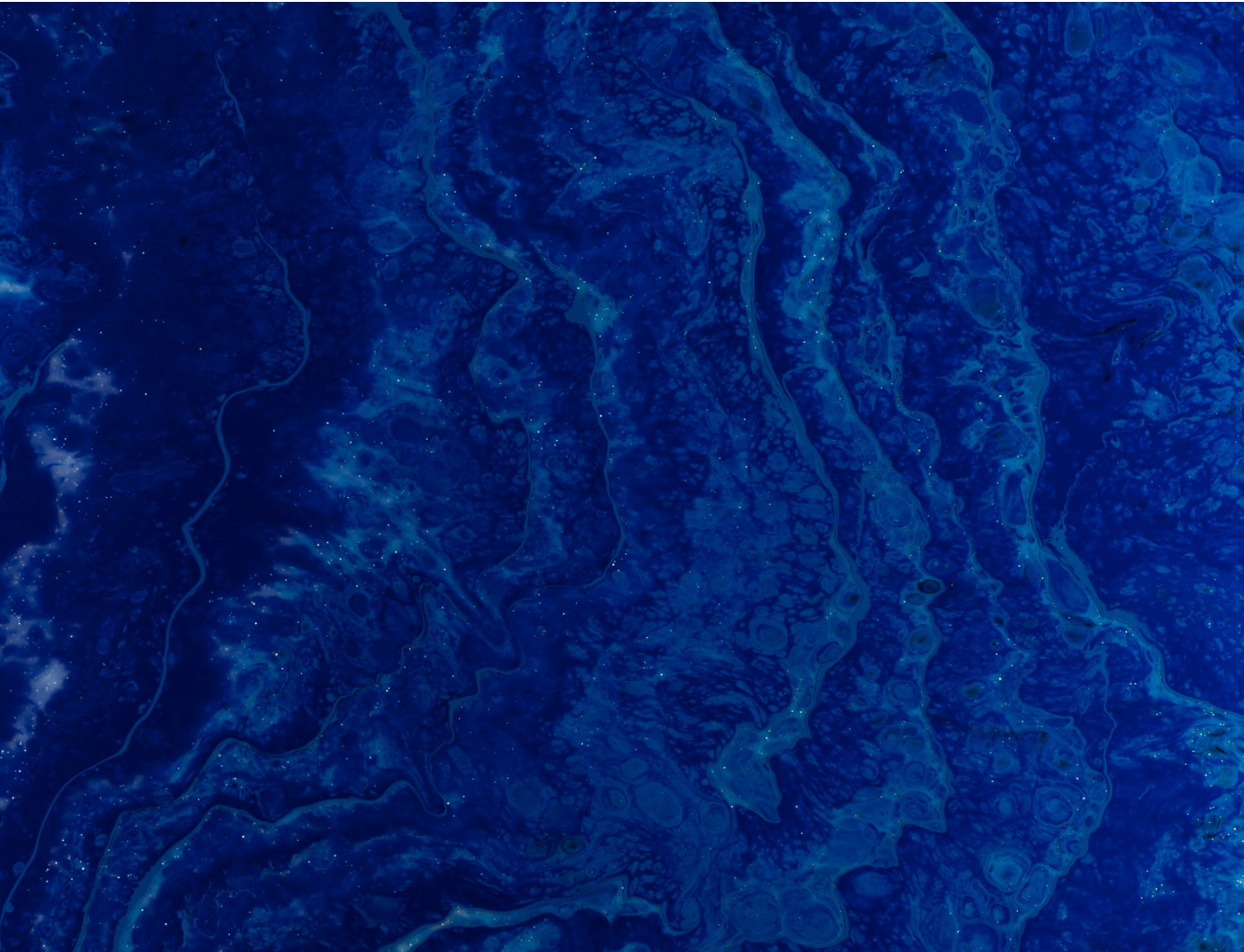


“Asociación de Investigación MPC- Material Physics Center’s” diagnosis of the gender equality situation September 2024



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1 INTRODUCTION

The “Asociación de investigación MPC- Material Physic's Center” (from now on MPC) started working on gender equality in 2018, developing a diagnosis of the situation of women and men in the institution. Based on that diagnosis, a Gender Equality Plan (GEP) was designed in 2019, which proposed changes or measures in all the weak points identified in the diagnosis.

After 4 years immersed in the implementation of the 1st GEP, in collaboration with the Gender Equality Commission (GEC) created in 2018, now it's time to review, analyze the work done, update the diagnosis, and consider the new challenges the organization faces in the future.

The following pages describe the 13 areas listed in the Index. Each topic will include the main data gathered and views and perceptions collected from the survey and focus groups.

This report will be complemented with two annexes: Annex 1, The Pay Audit, and Annex 2, Results from the Survey.

1.1. The process

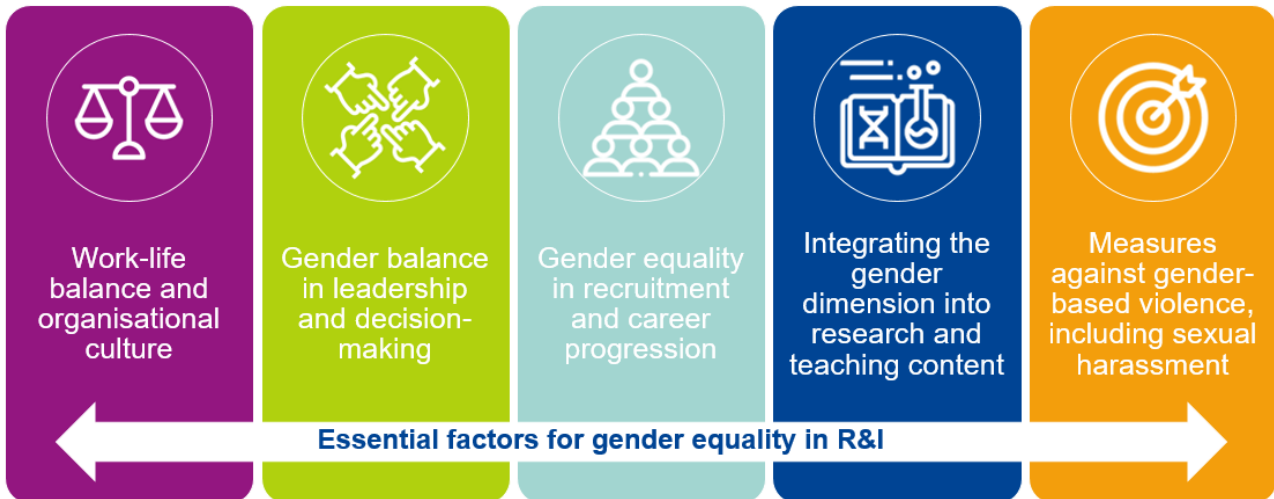
These are the four main phases to design MPC's new Gender and Diversity Plan:



1.2. Methodology and data gathering

To elaborate the diagnosis, we collected information using various data collection techniques, both quantitative and qualitative. The development of the diagnosis considered the Emakunde criteria for

the development of diagnoses and equality plans in businesses, as well as the aspects defined in Royal Decree 901/2020 and the requirements of Horizon Europe.



Source: [How to prepare a successful proposal in Horizon Europe: Horizontal Aspects](#), presentation by Pepin, A., European Commission, 21 April 2021, Icons - © Flaticon

We have analyzed information coming from the following sources:

- Documents and reports related to the organization, such as internal regulations, documents with human resources policies, organization chart, external communication media, strategic and management plans, plans and protocols of interest, etc.
- We have gathered data on MPC using our Excel tool. This data includes the number of men and women in various positions and levels of responsibility, and information about new hires, departures, internal promotions, etc.
- We have done an online questionnaire for the entire staff to learn about their perceptions and experiences.
- We have conducted meetings with the following two Focus Groups to deepen on the researcher's views:
 - Pre-doc researchers.
 - Post-doc researchers.
- We conducted a 4-hour working session with the Negotiating Committee to present the results of the analysis, complete the draft diagnosis of the current situation, and identify the main strengths and weaknesses.

1.2.1. Focus groups

Participation in the focus groups has been well-balanced, with 5 women and 3 men participating.

	Women		Men		Total	
	N	%	N	%	N	%
1st Focus Group- pre-doc researchers	3	60	2	66,67	5	62,5
2nd Focus Group- post-doc researchers	2	40	1	33,33	3	37,5
Total	5	62,5	3	37,5	8	100

1.2.2. Survey

We have developed a survey to gather opinions from all employees regarding gender equality. 105 employees (41,98 % of women, and 40,46 % of men) have responded.

	Questionnaire replies (TOTAL)		Workforce (CFM)		Percentage of employees
	No.	%	No.	%	
Men	70	66,67 %	173	68,11 %	40,46 %
Women	34	32,38 %	81	31,89 %	41,98 %
Non-binary	0				
Total	105	100 %	254	100%	41,34 %

The main profile of the respondents would be: a male researcher, under 30 years-old, MPC researcher, who lives in a couple. This does not imply that all the respondents fall into these categories, but these are the key variables that help us describe the main characteristics of the respondents.

AGE	Women		Men		Blanck		Total	
	N	%	N	%	N	%	N	%
< 30	6	17,65	25	35,71	0	0	31	29,52
30-34	4	11,76	12	17,14	0	0	16	15,24
35-39	10	29,41	6	8,57	0	0	16	15,24
40-44	4	11,76	8	11,43	0	0	12	11,43
45-49	4	11,76	3	4,29	0	0	7	6,67
50-54	4	11,76	7	10,00	0	0	11	10,48
55-59	1	2,94	5	7,14	0	0	6	5,71
≥60	1	2,94	4	5,71	0	0	5	4,76
Blanck	0	0,00	0	0,00	1	100	1	0,95
TOTAL	34	100	70	100	1	0	105	100,00

Cohabit unit	Women		Men		Blanck		Total	
	N	%	N	%	N	%	N	%
I live alone	6	17,65	10	14,29	0	0	16	15,24
I live in a couple	8	23,53	21	30,00	1	100	30	28,57
I live in a couple with kids	12	35,29	15	21,43	0	0	27	25,71
I live with friends	4	11,76	14	20,00	0	0	18	17,14
I live with my kids and I'm the only adult person in the household	2	5,88	1	1,43	0	0	3	2,86
I live with other family members	2	5,88	6	8,57	0	0	8	7,62
Other	0	0,00	2	2,86	0	0	2	1,90
No response	0	0,00	1	1,43	0	0	1	0,95
TOTAL	34	100,00	70	100,00	1	100,00	102	100,00

AFFILIATION	Women		Men		Blanck		Total	
	N	%	N	%	N	%	N	%
MPC	15	44,12	25	35,71	0	0	40	38,10
UPV/EHU	11	32,35	17	24,29	0	0	28	26,67
CSIC	6	17,65	18	25,71	0	0	24	22,86
DIPC	1	2,94	6	8,57	0	0	7	6,67
Others	1	2,94	3	4,29	0	0	4	3,81
Blanck	0	0,00	1	1,43	1	100	2	1,90
TOTAL	34	100,00	70	100,00	1	100,00	105	100,00

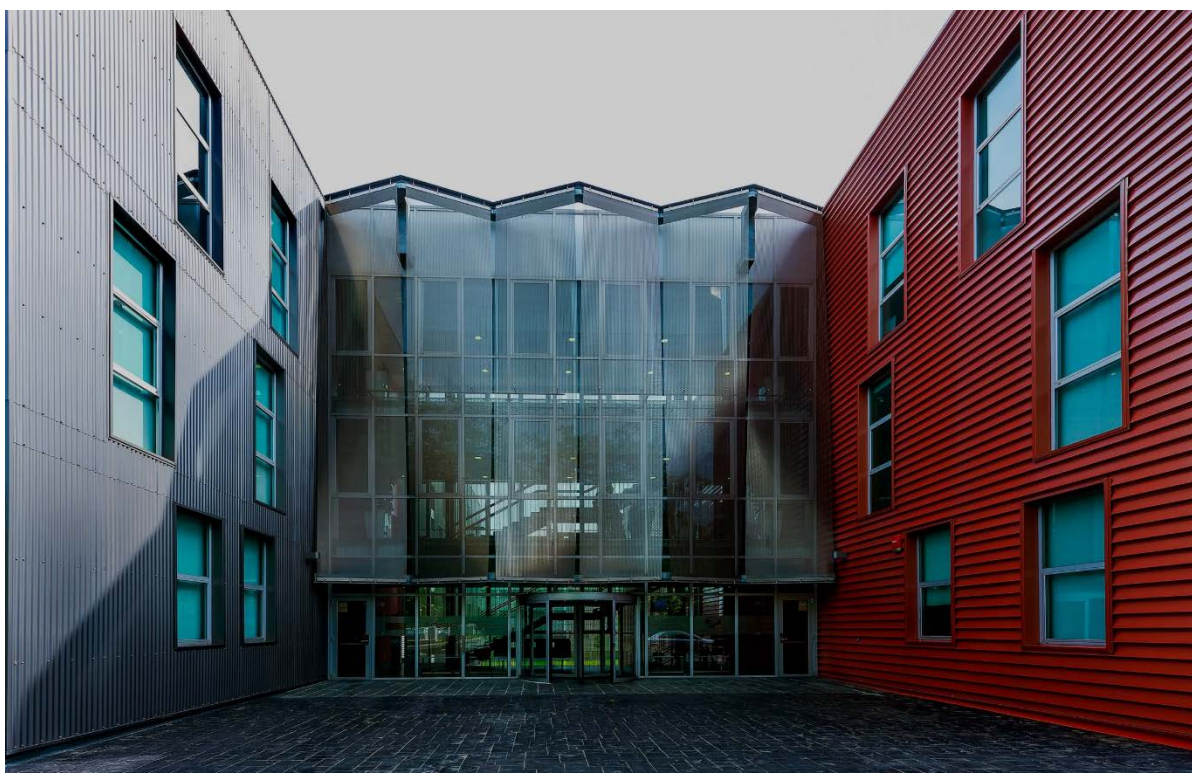
2 DIAGNOSTIC OF THE GENDER SITUATION

2.1 About Asociación de investigación MPC- Material Physics Center

The MPC is a non-profit organization co-founded by Ikerbasque - Basque Foundation for Science -, the Gipuzkoa Provincial Council - Diputación Foral de Guipuzcoa / Gipuzkoako Foru Aldundia - and Donostia International Physics Center - DIPC. The MPC was first established on 3rd April 2009 and is registered since 23rd April 2009 as a Center for Basic Research and Excellence in the Basque Network for Science, Technology, and Innovation.

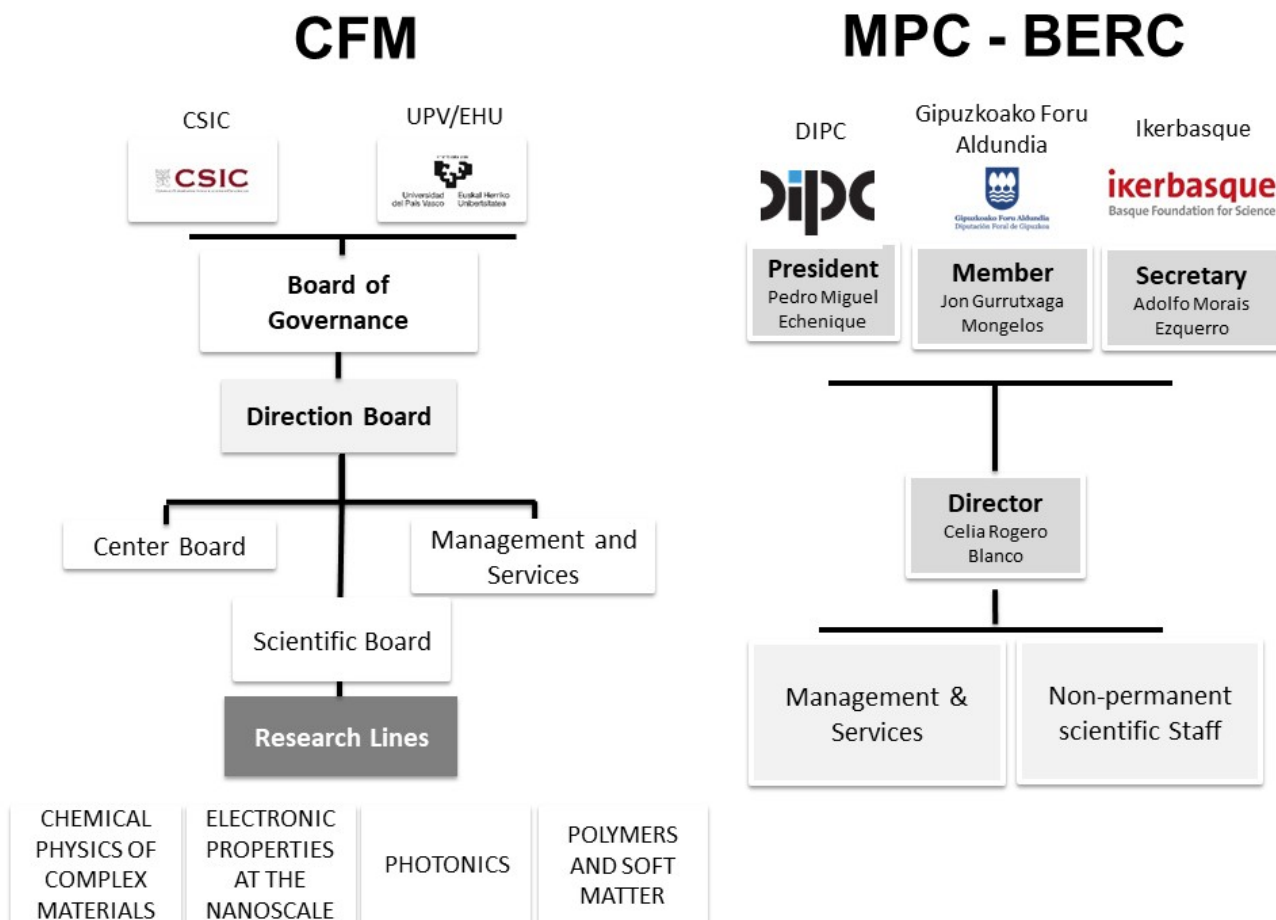
MPC's long-term objective is to become an intellectual forum and international landmark for excellence in material science. MPC promotes and carries out activities in fundamental and oriented research, thus decisively contributing to knowledge generation based on research excellence, post-graduate training and the spreading of popular science.

Since its beginnings, the structural organization and activities of MPC have been coordinated with those of Centro de Física de Materiales (CFM), which is a joint center of the University of The Basque Country (UPV/EHU) and the Spanish National Research Council (CSIC). Indeed, MPC does not intend to be self-sufficient, but rather to remain tightly associated with CFM, and with the public institutions supporting it. The gender equality policy of the center results in a combined CFM-MPC policy, which will be elaborated upon in the following pages.



MPC is intrinsically united to CFM, and shares its goals and scientific activity, serving as an instrumental body in a totally synergistic and combined activity. The body of governance of the MPC-BERC is constituted by the Basque Foundation for Science (Ikerbasque), the Gipuzkoa Provincial Council (*Gipuzkoako Foru Aldundia*), and the Donostia International Physics Center

(DIPC), who appoints the scientific director of the association. The combined and united strategic activity of both CFM-MPC is ensured by the joint appointment of the same person as director of both institutional bodies.



Analysing the most relevant governing bodies of both CFM and MPC we can see that there is almost a parity situation.

Governing Bodies	Women		Men		TOTAL
	N	%	N	%	
CFM's Board of Governance	1	25	3	75	4
CFM's Direction Board	3	75	1	25	4
MPC,s Director	1	100			1
MPC-BERC Board of founding	1	25	3	75	4
TOTAL	6	46	7	64	13

As for the general policy and strategy of the center, we have analyzed MPC's mission and vision statements from the website. Gender equality is not specifically mentioned, and they could be given thought to include the importance the center is *de facto* giving to the topic within its main strategic statement. An idea could be to take the decalogue developed by GEC members to the center's mission and vision presentation page.

AT CFM WE EXPECT YOU TO



RESPECT

Be respectful, empathetic and professional to others. Treat everyone at CFM with respect and dignity regardless of their position and role in the institution. Contribute to a healthy and safe environment at the center.



DO NOT TOLERATE DISCRIMINATION

Do not tolerate any form of discrimination at CFM. Contribute to stop any form of abuse, harassment or discrimination you become aware of. If you are aware of such a situation, contact the personal counselors at harassment.cfm@ehu.es, your privacy will be guaranteed throughout the process.



ARRANGE A HEALTHY WORKING SCHEDULE

Create a healthy working schedule at CFM. Promote working hours that allow personal and professional balance. Collective activities will be scheduled in conciliatory hours (9:30-13:30) to maximize participation.



MAKE WOMEN VISIBLE AT THE SCIENTIFIC LEVEL

For example, encourage all women researchers to write their full name in posters, articles, talks, or any other communication support.



BE CAREFUL WITH YOUR BIASES

Pay attention to your unconscious biases in



INCLUDE A ZERO TOLERANCE POLICY AT SCIENTIFIC EVENTS

If you organize a seminar, a workshop, or a congress



Material Physics Center
Centro de Física de Materiales

As stated, CFM has recorded the main policy developed during the last years in a specific area of their website: <https://cfm.ehu.es/about-cfm/gender-equality-diversity/>

It is also worth mentioning that after their first diagnosis in 2019, MPC started to produce an annual Equality Report, where it gathers the evolution and main highlights of the main activities from the Gender Equality Plan implemented during the year, with a special focus on outreach events and work that the center is developing. Highlights from this report are also included in the Annual Activity Report, which has a specific Gender Equality and Diversity chapter, and collects the evolution of the main indicators related to Gender Equality and Diversity.

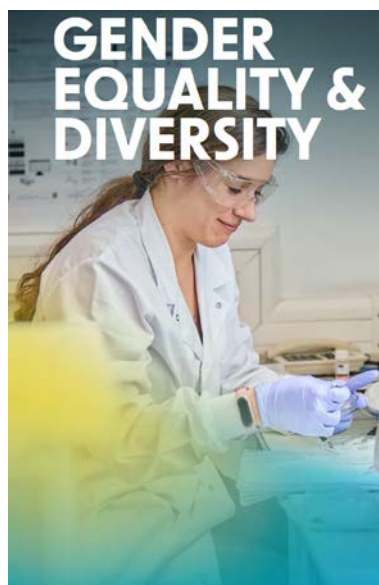
CFM GENDER EQUALITY AND DIVERSITY



WE DO CARE

- Gender Equality and diversity plan ✓
- Harassment protocol in place ✓
- Zero tolerance ✓

+ READ MORE



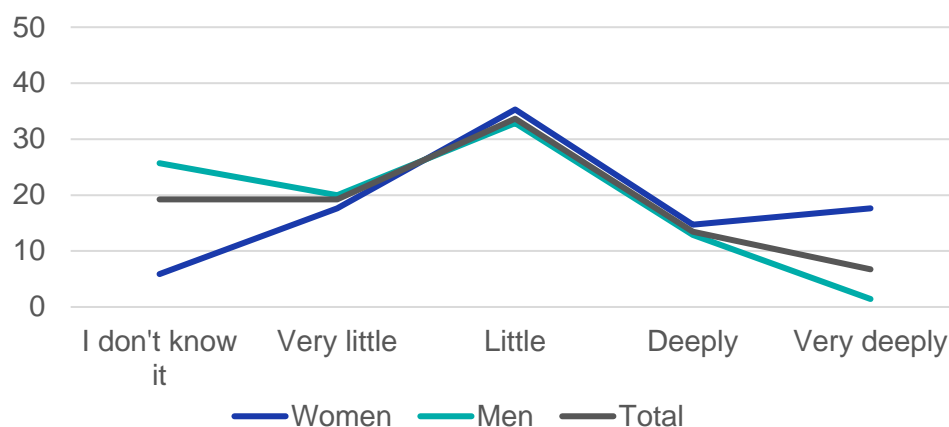
Gender Equality and Diversity are included in the most relevant documents MPC creates, their yearly Activity Report, as well as their main presentation page to newcomers: every job vacancy; in the future, **the scope could be expanded to include it in their core strategy, such as the mission and vision statements.**

Perceptions on the implementation of the 1st GEP

In the framework of the elaboration of the 2nd Gender Equality and Diversity Plan, a survey was sent to Material Physics Center staff in June 2024.

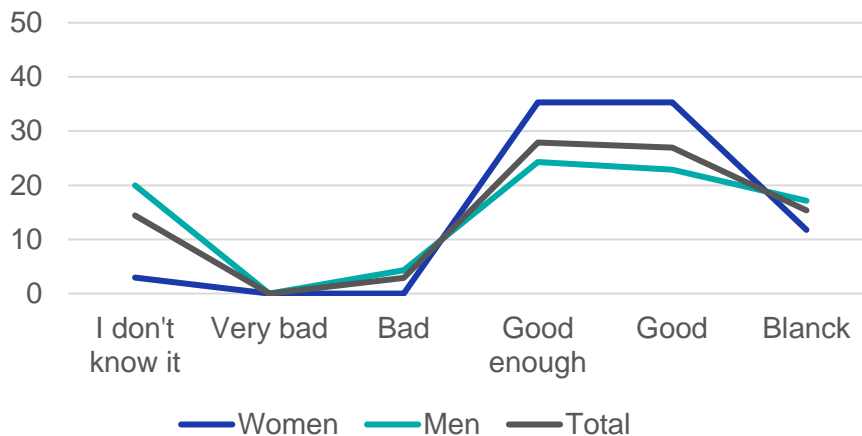
In the survey, there were some questions about MPC's 1st Gender Equality Plan (2019-2023). The following graphs illustrate the level of awareness about the 1st GEP. A significant number of respondents reported having little or very little knowledge of the plan (53% of women and 53 % of men), in the case of men this is emphasized with 26% of male respondents not knowing about the existence of the GEP (6% women in this situation). We can conclude that even if there is a low knowledge of the GEP, women seem to be more involved and conscious about the Gender Equality and Diversity Policy at the Center. 32% of women and 14% of men state having a deep or very deep knowledge of the GEP.

Do you know MPC's 1st GEP? (%)



Also, it appears that there may be a challenge in making sure all newcomers are aware of the Gender Equality Policy. As we will soon discuss, most researchers at MPC are pre-doctoral researchers who usually spend 3-4 years at the center. Given the substantial turnover, it is important to ensure that the Gender Policy is effectively communicated during the welcoming process.

How do you rate the progress made by MPC in the field of equality in recent years?



Nevertheless, female and male survey respondents still gave positive evaluations of MPC's progress in gender equality. However, women have a more positive view than men. Seventy percent of women responded good enough or good to this question, while the proportion of men was 47%.

Those who did not rate positively the evolution made during the last years, exposed ideas such as:

Men's responses:

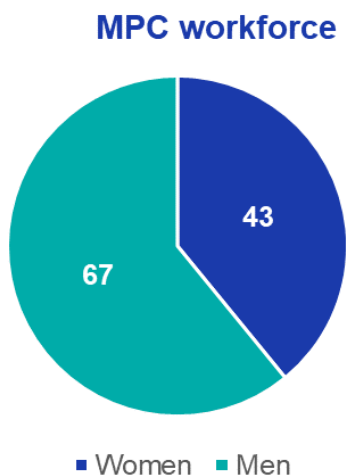
- It fails in the communication.
- There are still cases of researchers only selecting women presumably because of specific attitudes or control, which could lead to a toxic working environment.

One of the main structures working on gender issues at the center is the Gender Equality Committee (GEC). The GEC was established by MPC for the design of the 1st GEP in 2018 and has played a crucial role in the development of the GEP. The composition of the GEC has been updated in recent years due to changes in leadership and the inclusion of more pre-doctoral researchers. The GEC collaborates with the GEP Coordinator and the Working Group in developing the Plan. One of the main activities created by the GEC in recent years has been the previously mentioned decalogue with what MPC expects of its staff.

In-depth interviews revealed that pre-docs and post-docs not actively involved in this structure may be unaware of its existence, so it would be beneficial to annually remind everyone about the GEC and its functions.

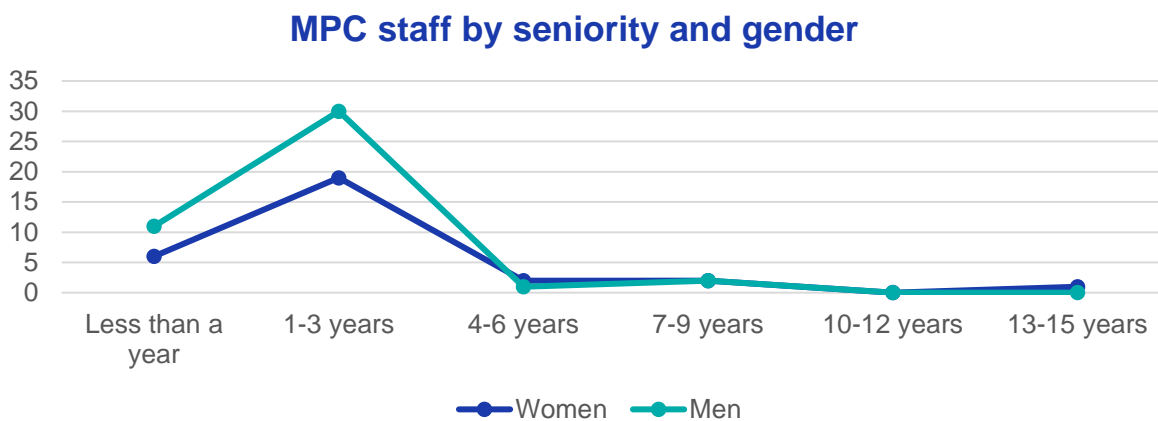
2.2 Main characteristics of the employees

The MPC team comprised 110 staff members in 2023. The distribution by gender is fairly balanced, with women representing around 39% of the employees and men making up 61%. We have also included the evolution of this distribution at CFM in the last 5 years, as it illustrates how the overall distribution has not changed.



As a considerable part of the employees are pre-doc and post-doc researchers , MPC's workforce is very young. When we compare these data with the seniority of the employees (see graph below), we observe that the MPC is a relatively young organization with only a few individuals having over 4 years of experience. Most women and men have between one and 3 years of experience. This is explained considering both pre-doctoral and post-doctoral researchers only stay at the center for a limited time.

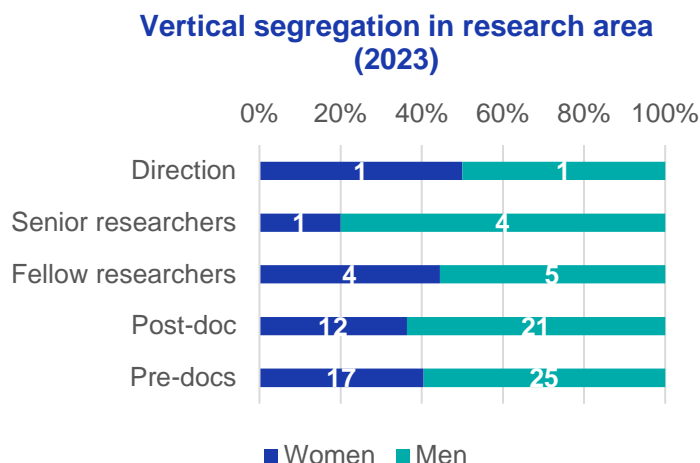
This distribution could be affecting the gender pay gap and may indicate the *leaky pipeline* effect is occurring at the center. The *Leaky pipeline* refers to the progressive loss of capable individuals from academic careers in science, particularly in the transition from post-doctoral researcher to Principal Investigator (PI).



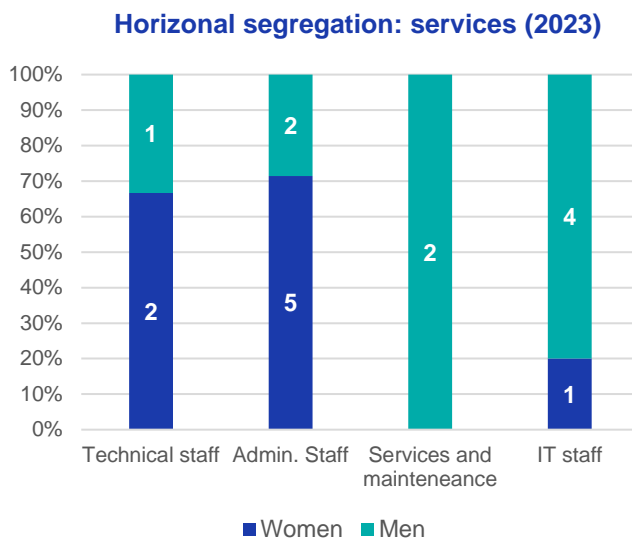
Regarding nationality, the CFM-MPC's 2023 activity report stated that 50% of the research community is international, with researchers from 40 different countries. This indicates that MPC is a particularly diverse center.

It would be interesting to analyze whether the mobility rates of women and men are similar, or if there are any particularities.

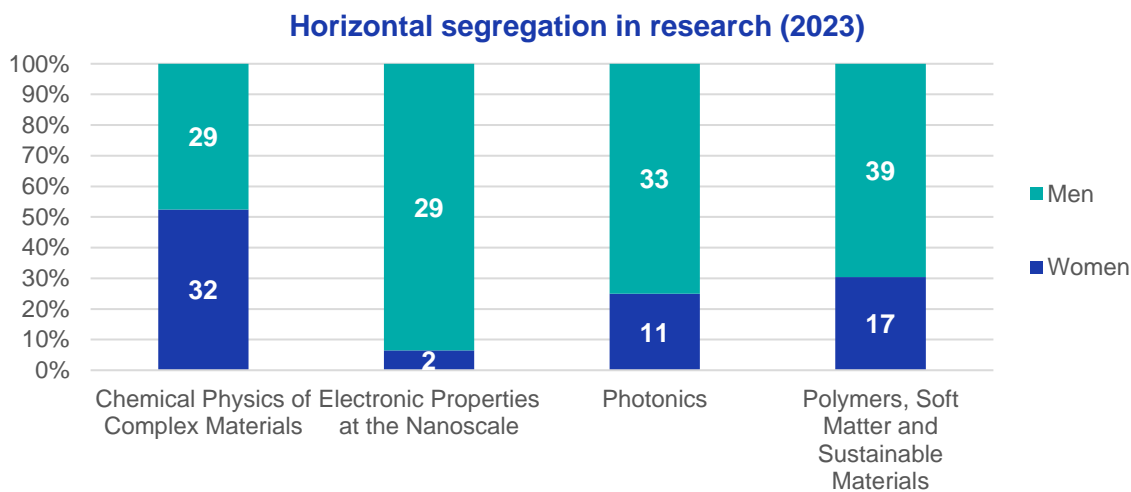
We have also analyzed the vertical and horizontal segregation of MPC employees. There is clear **vertical segregation** at MPC, even though the center relies on a woman, moreover the direction of CFM is composed of two women and a man, the main Director (MPC) being a woman. We have analyzed the situation specifically in the research area of the Center, as in the Services area the hierarchy is not that clear. Looking at the 2023 data, we observe that vertical segregation is still present at the Senior researcher level, but the situation is close to being balanced at pre-doctoral (36% women), post-doctoral (40% women), fellow researcher (44% women), and direction levels.



As for **horizontal segregation in services**, the main change we have seen in the last years would be among IT staff members. The team has been reinforced, and it is masculinized together with the services and maintenance; on the other hand, we can see that administration staff is quite feminized.

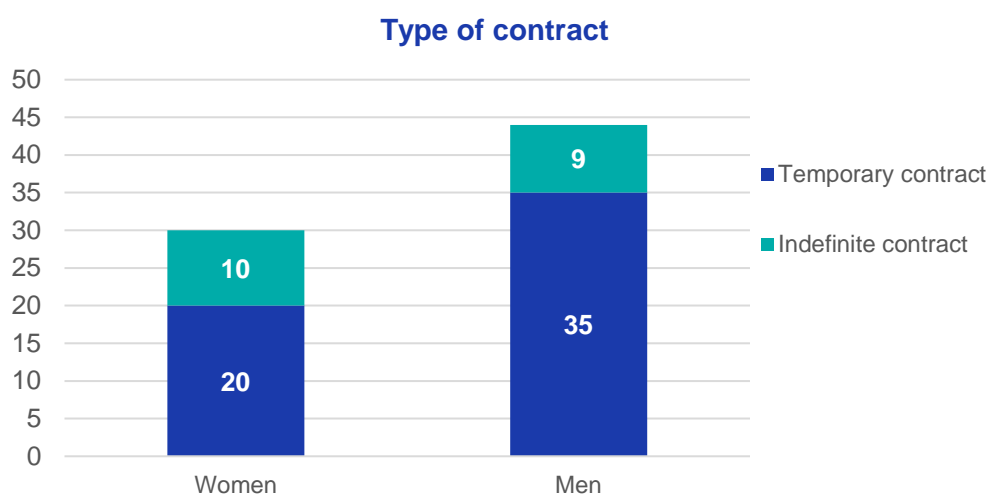


When analyzing the horizontal segregation within the research area of the center we have considered data from all CFM to have a real picture of reality, and a clear difference is evident between the Chemical Physics of Complex Materials and the other three research lines (Electronic Properties at the Nanoscale; Photonics and Polymers; Soft Matter and Sustainable Materials). The Chemical Physics of Complex Materials is the only balanced research line, with a majority of female researchers concentrated within it.



2.3 Working conditions of the employees

MPC's employees are mainly temporary in the center. This is a reality in most research centers as the biggest part of its employees are there for a set period: to develop their pre-doctoral or post-doctoral research. Most MPC employees have temporary contracts. There are 10 women and 9 men with indefinite contracts, but the rest are mostly pre-doc and post-doc researchers who are at the center temporarily.



In the Focus Groups, different views on precarity and difficulties of getting a permanent job were mentioned. Specifically, the importance of the external panels at founding agencies in the process of stabilizing their careers:

What is the problem that post-docs have? The problem we, post-docs, have is finding stability.

What is the problem of a center that wants to stabilize its people? That HR is not at the center. HR is decentralized to the agencies that hire people. And those agencies that hire people don't do it themselves either but assign the task to a panel; and that panel is made up of people who, fundamentally, are older gentlemen, who have an opinion regarding our activity. And that opinion, well, is subject to what society thinks.

That is the fundamental problem we have so, what can the center do? Well, many things, because of the center... the center is not going to make decisions regarding hiring, but it can facilitate the conditions researchers arrive at those processes.

It was also mentioned, the lack of attractiveness of a precarious career in science and research in comparison to the conditions they can get in the industry sector:

But, of course, the poor PhD student or the poor post-doc, who on top of that has their contract coming to an end, who on top of has nowhere to turn, and who doesn't even have good transition conditions, it's unfair...

That's causing many people to leave for those reasons, many people leave research and go to industry. It's becoming more and more difficult to find people: PhD positions are left vacant. And I don't think it's a problem in the Basque Country. Well, I think it's also a problem everywhere. My director, in another country, tells me she also has problems, that they pay shit everywhere. Because it's not enough to live in other countries either...

So, a person who has just finished their degree and has done a master's degree goes to let's say Germany to work for a company and earns more than what they would earn doing a PhD...

Even within the ongoing contracts as post-doc, they mentioned the constant worry for young researchers having to deal with an uncertain future:

They are now introducing a new type of indefinite contract, but usually they are structured as 1 year, then another year, and so on. Additionally, you may have to move from one institution to another, so you're constantly dealing with the uncertainty of my contract ending.

Regarding access and schedules at MPC, the center is open continuously from 8:00 a.m. to 8:00 p.m., Monday to Friday. It is closed on weekends and holidays. It is recommended that all MPC staff adjust their activity to the normal opening hours of the Center, minimizing as much as possible their stay outside these hours for preventive reasons, since as a safety standard dictated by the Occupational Risk Prevention Service, It is prohibited to carry out laboratory work alone outside of working hours.

Access to the facilities outside of working hours is restricted to personnel whose duties require it and requires a request from the responsible researcher and authorization from the Director. As for their **working schedule, researchers have the flexibility to adjust it within the opening hours of the center**, as has been also mentioned in the Focus Groups:

The flexibility here is nice. For example, if you need to take care of things at home, you are allowed to manage those things and then come back to work. We must get our work done, but we're not strictly limited to when we do it. We have the option to work from home, which MPC has a loose approach to, along with flexible hours and vacation days. It's all about reaching an agreement with the supervisor, who is the one to give the final approval. Some people are fine with flexible hours and working from home, while others prefer a more structured schedule. It's a personal choice, I guess.

Regarding the working conditions, both predoctoral and postdoctoral researchers pointed out the lack of space and its implications for working properly.

At times, I feel that the place is overcrowded, particularly the offices. The lack of meeting rooms, even small ones, is a major issue. As a result, meetings often must take place in the offices, which makes it impossible to concentrate for an entire hour due to people talking in a meeting, while you are at your desk. We need to have meeting spaces available.

They also mentioned the need to have a document or Welcoming Guide available in different languages for newly arrived people.

I believe there should be a clear manual detailing how to book a seminar room, who to contact for various needs, and who is responsible for specific administrative tasks. Currently, it's difficult to locate this information, and it can lead to frustration when dealing with the administration. Having all this information in one easily accessible place, perhaps on the website, would be very helpful

2.4 Co-responsible conciliation

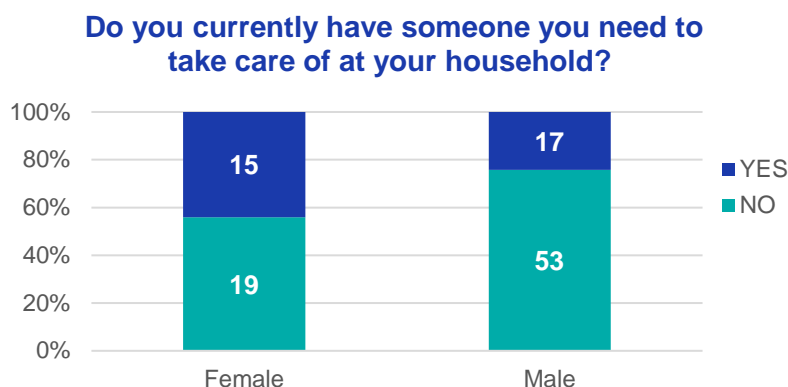
The conciliation concept began to be used in the working language at the end of the twentieth century when three conditionings met at the same time: 1) there was a massive incorporation of women into the paid work, 2) the sexual division of labor was maintained and 3) conciliation became a requirement for women.

The concept of co-responsibility has been implemented in conciliation policies in the last decades, based on the idea that women and men must share their presence, responsibilities, rights, and duties not only in the public space but also in the private space; therefore, the distribution of housework and housekeeping must be balanced.

MPC had 2 women with reduced working hours and another one on childcare leave last year. Nonetheless, the working hours reduction for care reasons or other types of care-related measures are taken mostly (or in 2023 even only) by women, a clear reflection of the feminization of caring work still happening in our society. There seems to be still a long path towards co-responsible conciliation. Nevertheless, it is worth noting that these reductions do have an impact on the economic capacity, while parental leaves are paid. Even if most women and men do not seem to need the use of this type of measure, there is a clear feminization 22% of women with children under 12 years old use it, and 33% of women with children under 3 made use of childcare leave.

Use of conciliation measures (2023)	Potential users		Real users	
	Women	Men	Women	Men
Reduced working hours for care reasons (under 12 years kids)	9	3	2	0
Childcare leave (under 3 years kids)	3	1	1	0

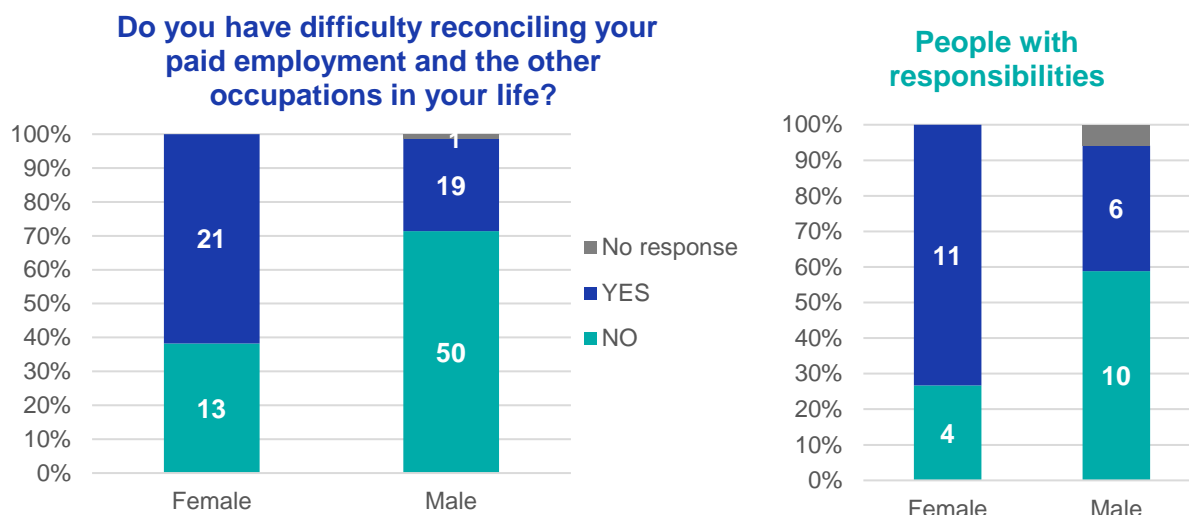
We will complete this section with the views and perceptions of MPC employees who responded to the online questionnaire. As we can see in the graph above most women and men respondents do not currently have anyone to care for in their household. Considering the people who answered the online questionnaire, there are 15 women (44% of women) and 17 men (24% of men) who do have such responsibilities.



In the case of women, they are mostly children between 3 and 11 years (56% of women with caring responsibilities) while among men 40% have children of the same age. We also observe that a bigger number of men are responsible for the care of aged or dependent people or people who are ill (12% of women and 30% of men), two men have also included animals as people to take care of. (See annex 2 for further details).

	Women		Men		Total	
	N	%	N	%	N	%
Children under 3 years	2	12,50	3	15,00	5	13,16
Children aged 3 to 11 years	9	56,25	8	40,00	17	44,74
Teenagers aged 12 to 18 years	3	18,75	3	15,00	6	15,79
Young people over 19	0	0,00	0	0,00	0	0,00
Dependent people	2	12,50	4	20,00	6	15,79
People who are ill		0,00	2	10,00	2	5,26
Animals	0	0,00	2	10,00	2	5,26
Total	16	100	22	110	38	100

We can see a clear difference among the perceptions of women and men on this topic. Women seem to be having difficulties in reconciling their paid employment and other occupations in their lives over 60% of women (up to 70% when it comes to those with caring responsibilities) state to have a problem. While among men only less than 30% (almost 40% when we focus on those with caring responsibilities) make a similar statement. The social care-related crisis and feminization of caring work is also reflected in these data.



Women said their major difficulties are to reconcile the following areas:

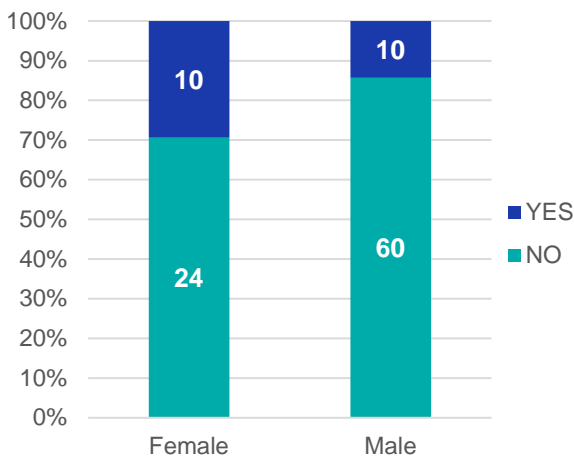
- Paid employment and leisure/hobbies 10
- Paid employment and care work 7
- All of them because I have no time for everything 1

Men's responses go in the same line:

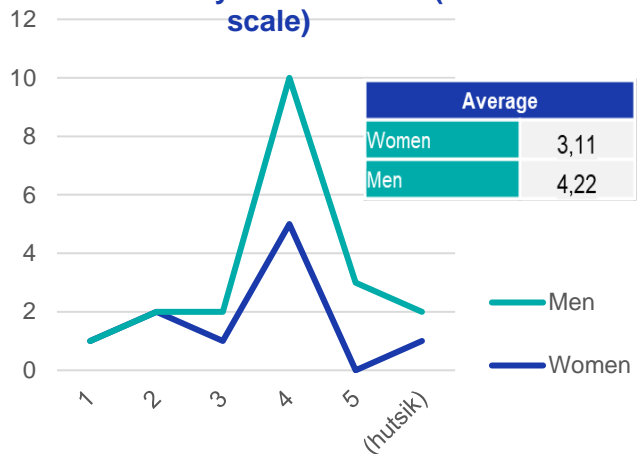
- Paid employment and leisure/hobbies 12
- Paid employment and care work 5
- Paid employment and the cost of living 1

Many people are not aware of MPC's Work-Life Balance policies. When asked, 30% of women and 15% of men responded positively. In 2022, an analysis of the work-life balance situation and potential needs was conducted. Unlike CSIC and UPV-EHU, MPC does not have a specific document outlining its work-life balance measures. However, most women and men rate MPC's work-life balance measures 4 out of 5. On average, women rated it 3.11, while men rated it 4.22.

Do you know MPC's Work Life Balance measures?



How would you rate them? (1-5 scale)



In the in-depth interviews, participants shared a feeling they had toward work-life balance in the center and they linked it to poor working conditions, and limitations they found in the research career:

I'm not sure how much this applies to PhD students versus postdocs and later stages of academia, but I believe that being a single parent in academia is incredibly challenging. I can't even imagine how difficult it must be for a female single parent. Are there even people in such situations? Two issues that I have looked closely into are housing and financial support. With a low salary here in Donosti, it's extremely hard to afford even a studio apartment. A single parent can't have roommates, so it's even trickier. Perhaps there could be an agreement with Talent House to provide long-term housing for individuals in these circumstances, rather than just the default one-year contract. Additionally, providing extra funds to support people in these situations would be incredibly helpful.

It is an interesting topic to discuss the administration of CFM and their emphasis on work-life balance. However, the strict work hours and closure of the institute are creating constraints for us. This is especially difficult because we are still under significant pressure from our supervisors and the realities of academic work. As a result, we are more stressed and feel compelled to work even longer to complete important experiments within limited timeframes. It's not ideal to approach the issue from this angle. I think it would be more beneficial to focus on improving communication between supervisors and researchers, including PhD students. This is about changing the mindset in our academic environment.

When it comes to vacation approval, it shouldn't be solely at the discretion of the PI. It should be based on established standards. It's unfair that some people are unable to request vacation time because of the PI's preferences, reluctance to grant vacation days or claim it's always bad timing. If the administration handled these matters, it would be better for everyone. Then, there wouldn't be a need to always negotiate with the PI. I believe flexibility from the PI could address the need for additional vacation days. However, the larger issue is the common experience of PhDs being met with negativity when requesting vacation, even if not outright denied. The response often involves remarks about the number of days or the timing, which are not always valid reasons. In the end, no one is in a life-or-death profession, and it shouldn't depend solely on one person's opinion. The vacation approval process should be fair and equal for all PhDs in the center, regardless of their contracts with CFM CSIC or UPV.

Several proposals have been made in this sense through the questionnaire.

Women's responses:

- ✓ Guidelines on available measures, and how to apply them (2)
- ✓ Some women have proposed that MPC could offer the following services: A **kindergarten** close to the Ibaeta campus; better schedules for single parents, facilities for their children, and the **possibility to travel with them at conferences** with the cost covered for them as well; maybe **facilitating care of kids specifically during congresses**, conferences, and similar events (I'm thinking to complimentary childcare offered) and/or **summer camps**.
- ✓ I think work-life balance should be systematically in the middle of any decision that affects employees.
- ✓ The new law might allow people with kids under 8 to get 8 paid weeks. I would rather extend it to 12 years (it is up to the government but maybe MPC could be a pioneer)
- ✓ To limit face-to-face attention service schedule to 9:00-13:00 and have the option of doing the other daily hours remotely.
- ✓ A register of working hours

- ✓ MPC should train senior researchers to avoid meeting at late hours and avoid asking for improvised meetings. Group leaders should be trained in caring about the schedule of students, PhDs, and postdocs (3)

Male respondents made the following proposals:

- ✓ Teleworking
- ✓ A proper, dedicated HR office
- ✓ Archive holidays so that we get paid back if we do not use them (like it is done in administration)
- ✓ Better structure of the intermediate and end goals of the PhD program, that force each research group to guarantee a progressive level of curricular development of the students along the duration of their PhD.
- ✓ Having a bank of hours, registering and promoting rational working hours. (3)
- ✓ Economic support could be made available to cover extra expenses for parents who need to travel for work - e.g. to cover babysitting. At least for young researchers (PhD or postdoc).
- ✓ Flexibility in the work schedule is the main one, but we already have it; also, flexibility to attend to unexpected family issues. (3)
- ✓ Increased time flexibility in jobs that do not require face-to-face attention flexibility.
- ✓ Increasing the salary.

2.5 Gender pay-gap

MPC has done a pay audit based on the wage register from 2023, the document can be found as the 1st annex of this report.

We have gathered here, the conclusions from SAYMA's 2023 report on MPC's wage register.

- ✓ When considering the real wage gap, we found a 28% difference (4000€ per year) favoring men. This is mainly due to the higher number of male senior researchers and two women who had reduced working hours for care reasons during the analyzed period. It also seems that women have a higher rate of absences.
- ✓ On the other hand, the **theoretical wage gap** is -15% in favor of women. This means that, in theory, women would be earning 15% more, mainly due to their longer seniority as stated in the report.

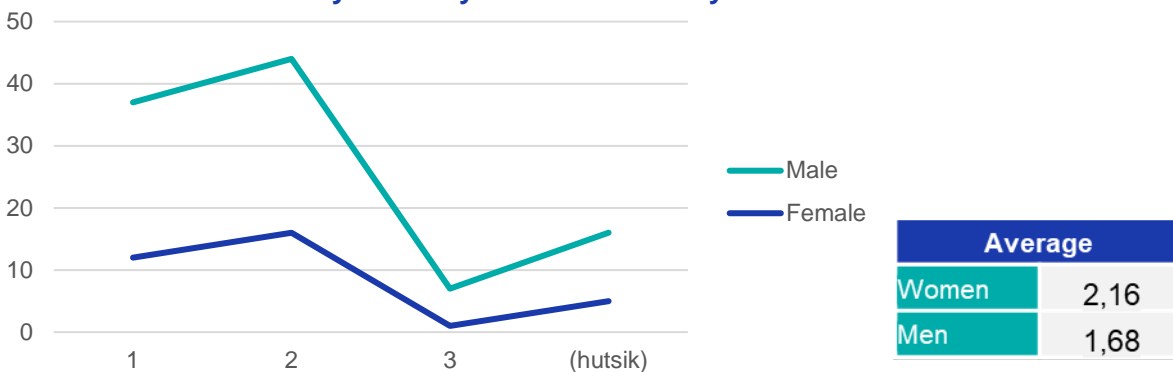
	N°	N° SC	TOTAL EFECTIVO PROMEDIO	TOTAL EFECTIVO MEDIANA	TOTAL EQUIPARAD O PROMEDIO	TOTAL EQUIPARAD O MEDIANA
TOTAL			28%	39%	-15%	-20%
Hombre	65	81	14.390	11.883	27.312	26.514
Mujer	45	77	10.341	7.267	31.476	31.788

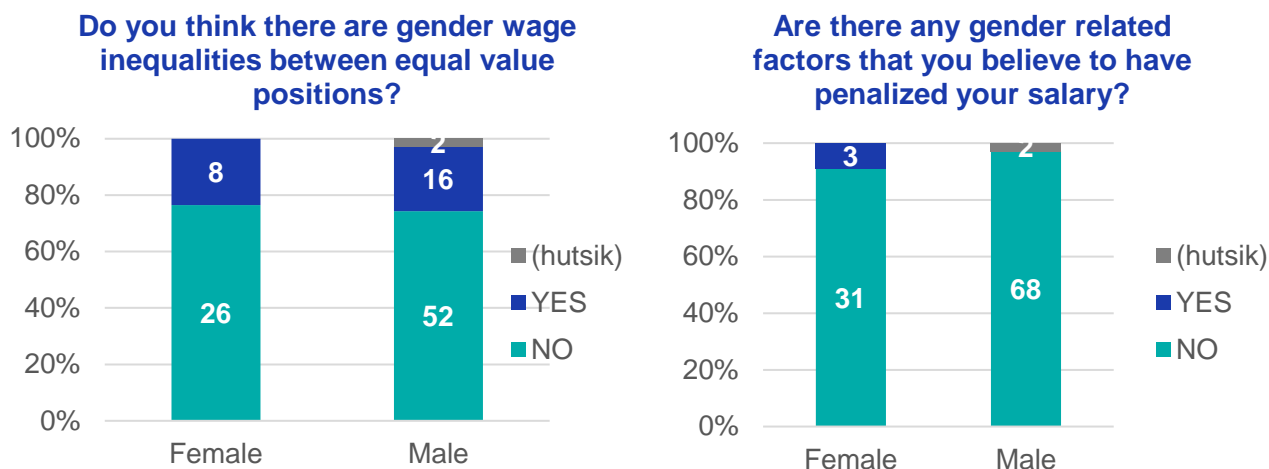
El signo negativo de la diferencia porcentual indica que la desigualdad retributiva beneficia a las mujeres.

We will now complete this information with the views collected through the online survey. The general satisfaction level with their salary is very low. On a scale of 1-5, 3 is the highest rating chosen by a minimal number of people.

The most voted rating has been 2 in both cases (for men and women). The average rating for women is slightly higher than that of men: women rate it 2,16 and men 1,68.

How satisfied are you with your current salary?





Most women and men responding to the online survey, do not believe there are wage inequalities between equal-value positions. However, approximately 25% of both women and men believe there are gender wage inequalities for positions of equal value. This could be linked to the impact that working hours reductions have on wages; in any case, most of the people who responded do not see an issue there. The same tendency is repeated in the second question that was done directly asking about each one's wage personally, only 3 women stated that gender-related factors have penalized their salary.

The different reasons those 3 women mention are:

- *I believe that gender acts as a penalizing factor both from the top down and the bottom up. On the one hand, I believe that when it comes to assessing and, therefore, asking for what everyone thinks they deserve, we hope to have shown that the work we do is not being valued/remunerated. That is, by the time a woman asks for a salary review, she has been performing tasks that do not correspond to her position/salary. I think this doesn't happen to them or it happens to them for less time. On the other hand, my experience is that superiors tend to recognize and compensate earlier for the work of same-sex employees when these are men.*
- *If you don't get promoted, you don't get a salary increase.*
- *The maternity and responsibilities such as organized working travel.*

The wage policy has been a topic that has been mentioned in both Focus Groups, in general, there seems to be no knowledge about the wage policy of the center. Interviewed people agreed, that having different types of contracts does not help in that sense, and they proposed a clear wage policy for the center.

Not because the MPC doesn't have HR... I have gone to ask why there has been no wage increase in the last 2 years, the answer given to me has been that in the MPC our salary is above the minimum stipulated by the Basque Government.

It is not acceptable that your salary never increases. This is a concern because, despite being informed that you are earning the lowest possible amount, you are still receiving a salary. Clear

guidelines and a centralized wage policy are necessary. For example, every few years, there should be a specified increase or adjustment based on the percentage increase in the Consumer Price Index (CPI).

2.6 Selection, promotion and departures

CFM has a list of the different types of hiring processes happening at their center and their role in each of them, including also MPC's data:

Area	Position	Type of contract	Procedure	Organisations involved	Structures
Research staff	Predoctoral researchers	PhD Fair	<ol style="list-style-type: none"> 1. A general announcement is made with all the projects proposed by CFM research staff. 2. Predoctoral applicants present their resumes. 3. A commission with 4 researchers is defined; it is intended to be balanced. 4. The committee pre-selects a shortlist. Other researchers can look at and suggest candidatures. 5. Preselection considers the 4 projects they are interested in. The IPs of the projects also say which students they find interesting. 6. Pre-selected people are invited, and a connection is made between candidates and PIs. The candidates ask for interviews with the PIs of the projects that they are most interested in. Then, the IPs and students are asked for their opinion again to see affinities. 7. The committee assesses the resumes and makes a ranking. The final ranking considers the curriculum of students and the "matching" of affinities. 	MPC	Internal Committee
		Basque Government Scholarship	In this procedure there is a part that is done from the center, the principal researcher chooses applications or makes a part of the process, but another is done by an external commission. These are procedures laid down by the Basque Government.	Basque Government	External Committee
			<ol style="list-style-type: none"> 1. The research staff proposes projects, and some people ask for these projects to present their curriculum. 2. There is a committee that evaluates and decides on the most appropriate candidature. 3. Typically, resumes come through IPs. As a result, they often find the applications right. 		Internal Committee
		Through projects (IKUR, ERC, nationals...)	<ol style="list-style-type: none"> 1. Recruitment processes operated through a job vacancy. 2. When there is a project, the specific need for a predoc is presented and resumes that fit the profile demanded are sent to the IP workbag. 3. Then there is a recruitment commission from the center. There is a parity committee in which the principal researcher of the center is present. 	CSIC	Internal Committee
			<ol style="list-style-type: none"> 1. Projects are proposed by the research staff and there are people who ask for these projects, presenting the curriculum. 2. There is a committee that evaluates and decides on the most appropriate candidature. 3. Typically, resumes come through IPs. As a result, they often find the applications right. 	MPC	Internal Committee
			<ol style="list-style-type: none"> 1. Projects are proposed by the research staff and there are people who ask for these projects, presenting the curriculum. 2. There is a committee that evaluates and decides on the most appropriate candidature. 3. Typically, resumes come through IPs. As a result, they often find the applications right. 	UPV/EHU	Internal Committee

Area	Position	Type of contract	Procedure	Organisations involved	Structures
Postdoctoral research		FPI	In this procedure there is a part that is done from the center, the principal researcher chooses candidates, or makes a part of the process, but another is done by an external commission. These are procedures set by the Ministry	Ministry of Science and Innovation	(IP) Project Leader External Committee
		Through projects (IKUR, ERC, nationals...)	1. Recruitment processes operate through a job vacancy or workbag. 2. When there is a project, the specific need is presented and the resumes that fit the profile demanded are sent to the IP . 3. Then there is a commission from the recruitment centre. There is a joint commission in which the principal investigator of the centre is present.	CSIC	
			1. Projects are proposed by researchers and there are people who ask for these projects, presenting the curriculum. 2. There is a committee that evaluates and decides on the most appropriate candidature. 3. Typically, resumes come through IPs and resumes. As a result, they often find the applications right. The UPV/EHU sometimes hires by project. In such cases an ad hoc committee is set up.	MPC	
			Gipuzkoa Fellow	People requesting this call need support from the legal representative of the centre, but the selection process is outside the CFM	DFG-GFA
		Ramon and Cajal	The centre presents an expression of interest saying how many places it can take, but the selection process is alien to the CFM	Ministry of Science and Innovation	External Committee
		Marie Curie Fellow	The selection process is alien to the CFM	European Union	External Committee
		Ikerbasque Fellow	Applicants need support from the legal representative of the centre, but the selection process is outside the CFM	Ikerbasque	External Committee
		Ikerbasque Associate	Applicants need support from the legal representative of the centre, but the selection process is outside the CFM	Ikerbasque	External Committee
		Permanent	1. The management of the centre has to ask that it needs personnel, that is how the process begins and a public job offer is made. 2. Considering what has been requested by all the centres, super wide profiles are created for the offers. These offers mention the destination centers. 3. A commission is created from the CSIC, with people being proposed from the centres (from all the centres that have requested staff) and some external. The committee must be equal. They are usually about 5 members. People who ask for these places are often already working in CSIC centres. To promote in the CSIC there is another procedure. There is a commission, the CSIC sets out how many promotions there may be per year. The committee is balanced, and quite large. You have to run some tests.	CSIC	External Committee
		Ikerbasque professor	Applicants need support from the legal representative of the centre, but the selection process is outside the CFM	Ikerbasque	External Committee
Senior Research					

Area	Position	Type of contract	Procedure	Organisations involved	Structures
Service staff	Administrative technical staff		1. Ads are taken out. 2. Resumes are received. The applicants have to be career service. 3. The committee evaluates the resumes received and selected some people who meet the profile for the interviews. 4. The committee chooses one person. CSIC does an interview (we do not know if in all cases).	CSIC	Internal Committee
			1. The need to create a new job is appreciated. 2. It is made public on the websites of the CFM, MPC and social networks 3. Applications are received 4. A parity committee is set up to select the candidate	MPC	Internal Committee
	Outreach		1. The need to create a new job is appreciated. 2. It is made public on the websites of the CFM, MPC and social networks 3. Applications are received 4. A parity committee is set up to select the candidate	MPC	Internal Committee
	Project management and knowledge transfer		1. The need to create a new job is appreciated. 2. It is made public on the websites of the CFM, MPC and social networks 3. Applications are received 4. A parity committee is set up to select"	MPC	Internal Committee
			Support staff can be recruited for a specific project	CSIC (per project)	Internal Committee
	Legal department		1.The need to create a new job is appreciated. 2. It is made public on the websites of the CFM, MPC and social networks 3. Applications received 4. A parity committee is set up to select"	MPC	Internal Committee
	Computer service		1.The need to create a new job is appreciated. 2. It is made public on the websites of the CFM, MPC and social networks 3. Applications are received 4. A parity committee is set up to select"	MPC	Internal Committee
	Maintenance		1.The need to create a new job is appreciated. 2. It is made public on the websites of the CFM, MPC and social networks 3. Applications are received 4. A parity committee is set up to select"	MPC	Internal Committee
Technical staff	PTA			Ministry of Science and Innovation	External Committee
	Tec. Laboratories	Civil service		CSIC	External Committee

The table shows how the different types of contracting at CFM-MPC, and specifically those related to hiring scientific personnel, mostly go through processes in which the research staff responsible for each project or the main researchers participate. In other words, even in cases where a joint committee is formed in the process, the final decision many times rests in a person, who will work with the candidate in question.

It is also observed that there are processes subject to external committees and procedures, that happen outside the MPC. They all respond to public administrations, see, CSIC, UPV/EHU, Ikerbasque, Spanish Ministry of Science and Innovation, ... which should be governed by criteria of

equality and apply rules such as the requirement of parity committees. In those processes where a commission is designated by the MPC, a parity criterion is always applied, having to justify its absence.

Efforts in this area have focused on training individuals who play a critical role in recruitment processes. The training emphasizes the impact of gender bias on hiring decisions and highlights the importance of having diverse research groups. These groups should include a range of perspectives based on gender, origin, age, field of experience, and other variables, as this diversity enriches research outcomes.

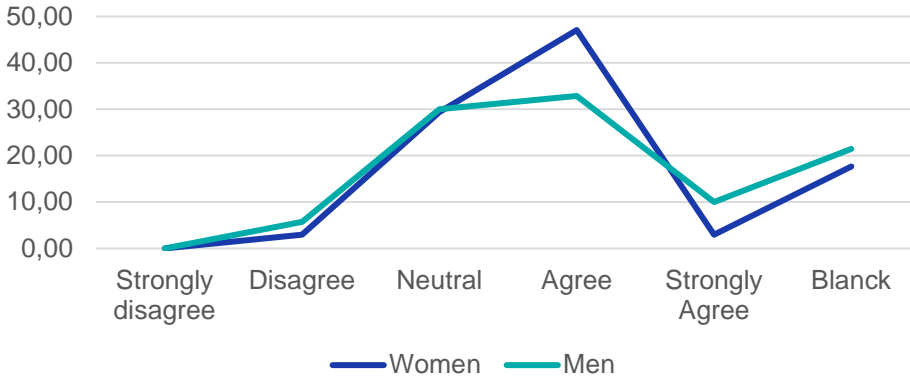
If we look at the data from 2023, we find that more men than women have been hired at MPC, although women's percentage (38%) is almost the female representation at the center. As for the leaves, most of them happen because the contracts finish, or they depart voluntarily if they find another opportunity. There were 3 women dismissed last year, and two of them were because they finished their PhD before the end of their contract.

HIRING	Women		Men	
	N.	%	N.	%
TOTAL	47	38	78	62

LEAVING THE CENTER	Women		Men	
	N.	%	N.	%
End of contract	16	48	32	55
Voluntary departure	14	42	27	47
Dismiss	3	9	0	0,00
Retirement	0	0,00	0	0,00
TOTAL	33	100	58	44,58

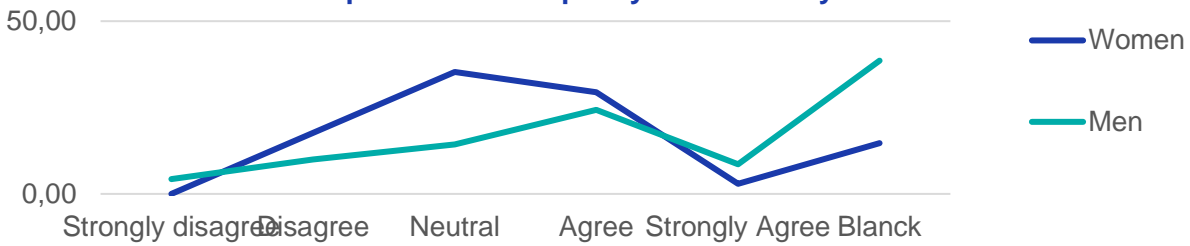
In the survey, there were a set of questions related to participants' perceptions of the selection process. There is a consensus among respondents, with both men and women's responses aligning closely on the agreement that MPC staff selection includes equality and diversity in the promotion criteria. Although there is a peak in agreement among women, almost 50% of them support the statement. However, we must point out, that around 20 % of respondents (men and women) have left this question in blank.

Do you think that at MPC staff selection includes equality and diversity promotion criteria? (%)



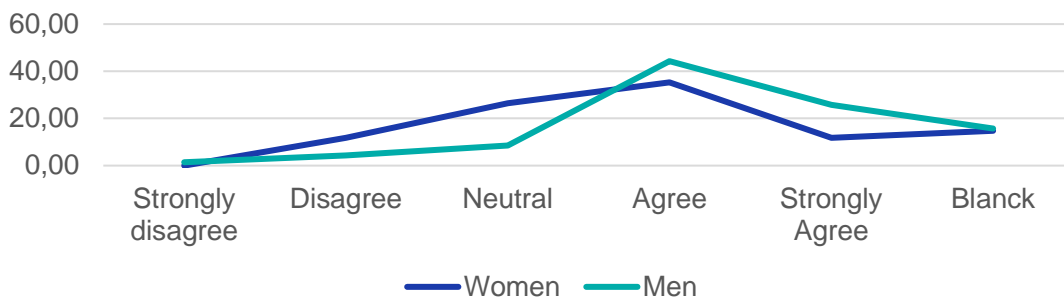
When asked about internal promotions, it seems lack of knowledge about these kinds of processes is predominant among men, around 40 % of them left the question blank. Among women, 35% of them responded neutral, and 30% agreed.

Do you think that internal promotions at MPC are based on the promotion of equality and diversity?



Apart from what MPC promotes through the selection processes and promotions, we also asked whether women (and/or non-binary people) and men had the same opportunities to access positions of responsibility. There is a common agreement among respondents, although it is 10 points higher for men than women.

Do you think that at MPC women (and/or non-binary people) and men have the same opportunities to access positions of responsibility?



Women mentioned structural causes to the sub-question why:

Gender bias in the promotion and selection of researchers, especially in physics areas

Selection and promotion criteria are equal for men and women, which assumes that women have equal opportunities for collaborating, publishing, and obtaining funds, which is not yet 100% true.

This is a general trend in Spain, and probably in the world. We are surrounded by gender biases, some unconscious and some not. Women don't believe themselves good enough or don't find the support to access top positions easily. MPC is no exception, but at least it is trying

Men gave the following reasons:

Less women are in high positions, therefore less probability of getting to the top.

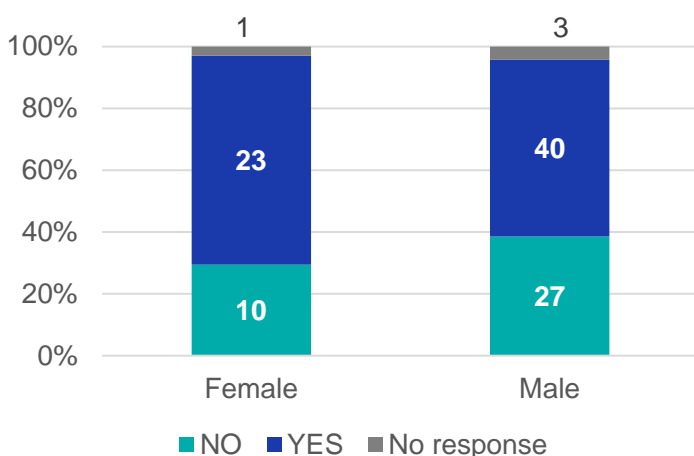
Selection criteria for researchers follow obsolete track record schemes set by granting agencies and judged by PIs trained in that close-minded frame.

Since one filter is gender, no equal opportunities are ensured.

There aren't any promotions to increase the balance in gender in MPC.

We also asked them what they would do in their situation, and whether they would accept such a position. It must be noted that there is a clear tendency. Men and women clearly state that they would generally accept it. There is just under 20% who responded no, and the main reasons for this were mainly linked to the difficulties in balancing work and other areas of their lives.

In your case, if you were offered a position of higher responsibility, would you accept it?



Men's responses:

- Because I like my current job (4)
- Because I would have difficulty balancing it with the other areas of my life (4)
- Because I'm not trained for it (4)
- Because I would need more dedication (3)
- Because I'm going to retire shortly.
- Because scientists are not bureaucrats (it's sad that when scientists are at their best in terms of knowledge/performance need to quit and become form-lovers just to hire a lower-paid labor force i.e. students to do the work for them).
- I do not like the work environment of this facility.

Women's responses:

Because I would have difficulty balancing it with the other areas of my life (5)

Because I like my current job (2)

Because I'm going to retire shortly (2)

Because I'm not trained for it (2)

Because I would need more dedication

During the focus groups, concerns were raised regarding the evaluation processes used in hiring by agencies like Ikerbasque. Participants expressed doubts about the type of researchers these evaluation indicators promote. It might be beneficial to develop a system that incorporates a gender perspective.

It's not as if this man had 40 papers, and this woman had 30; so they say, obviously, we are being egalitarian. He has done better. But what you don't know is how you got there. It's complicated. Meritocracy itself, and the way it is evaluated.

Because meritocracy does not consider the differential situation, not the lack of work, but the lack of general appreciation. It is also known that the female authors are cited less, that is reported, it has been studied, but no one takes it into account.

The center does not choose itself, so what can be done? The funding agency doesn't make the choice either; instead, it's determined by a group of independent individuals. Moreover, if they happen to have a Nobel Prize, it complicates matters further. How could someone challenge someone like that, who is perceived as not knowing how to select the right people?

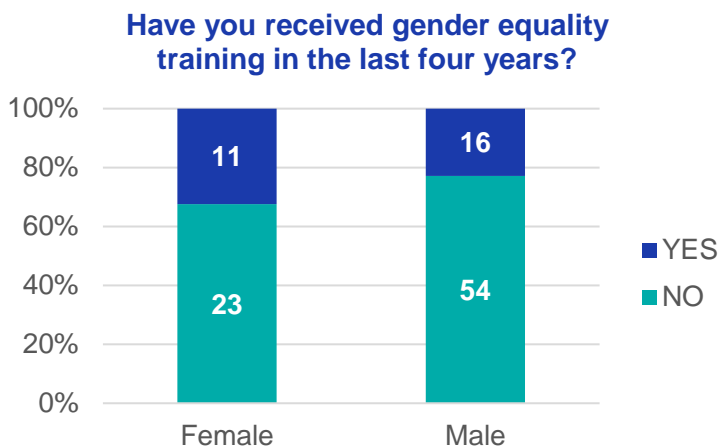
I believe that the gender balance within different research groups is influenced by the specific field and topic. For instance, there may be more women in chemistry and polymers than in theoretical physics. While we shouldn't complain if we have been hired, it's important to note that the hiring process is often determined by the Principal Investigator (PI) or the group, and there are no set rules in place. The question that arises is why this is the case. It's possible that the lack of gender diversity is not due to inequality, but rather because there were no interested or qualified female candidates. It's important to ask this question without automatically assuming that the PI is at fault for not having women in the group, as there may have been a lack of suitable candidates.

2.7 Training and career development

In addition to their academic programs, MPC also offers a training program focused on soft skills. The training area could be more systematized to get data on the profiles of the people participating in it.

Last year, MPC in collaboration with DIPC organized the following courses within the Transferable Skills Program: Emotional Well-being in Science; Time and Career Management and Navigating the Research Seas: Transferable Skills for PIs.

As for specific Gender Equality and Diversity Training, over 30% of the women who have responded to the survey (11) and 22% of men (16) have received gender equality training in the last four years. The trainings they have mentioned are mostly those organized by the center and linked to the sexual and gender-based harassment protocol, the presentation of the previous Gender Equality Plan, and awareness-raising courses about Women in Science.



Women's responses:

CSIC courses.

Formation done at MPC.

I was part of a gender equality commission in the previous institution. We had a training at some point, it was online and was focused on identifying gender bias signals.

We had an online meeting with Elhuyar talking about inclusive language (4)

Talks and seminars where several aspects where gender bias tends to exist without intention.

Men's responses:

CSIC and AEI online training. In general, they are quite intuitive. I think that a training in avoiding subconscious bias would be extremely useful.

Curso género y ciencia 2023 Comisión Mujer y Astronomía, de la Sociedad Española de Astronomía (CMYA SEA). The course brought diverse perspectives regarding gender issues.

Gender equality courses offered by my old employer

General talk and seminar. (5)

Given by MPC through several courses offered to the academic staff.

I attended a session at the CFM auditorium sponsored by the Gender and Equality task force.

I did a short course of about 20 hours.

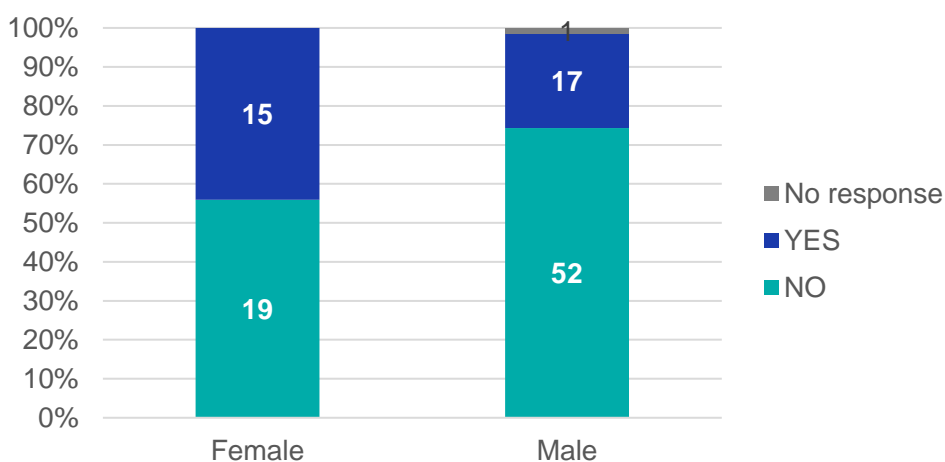
I received a training on inclusive language. It was very useful, as it pointed out several occasions in which I was using non-inclusive language without knowing.

In my previous work position, seminar talk. Very positive experience.

There was a talk at the CFM about gender equality (I do not remember the title of the talk). To be honest, the talk was not good. It seemed planned for another kind of people, not for scientists.

We also inquired about specific gender equality and diversity training needs to develop their work, and, especially among women, there have been specific proposals made regarding the training topics they would be interested on.

Can you think on specific gender equality and diversity training needs to develop your work?



Women's responses:

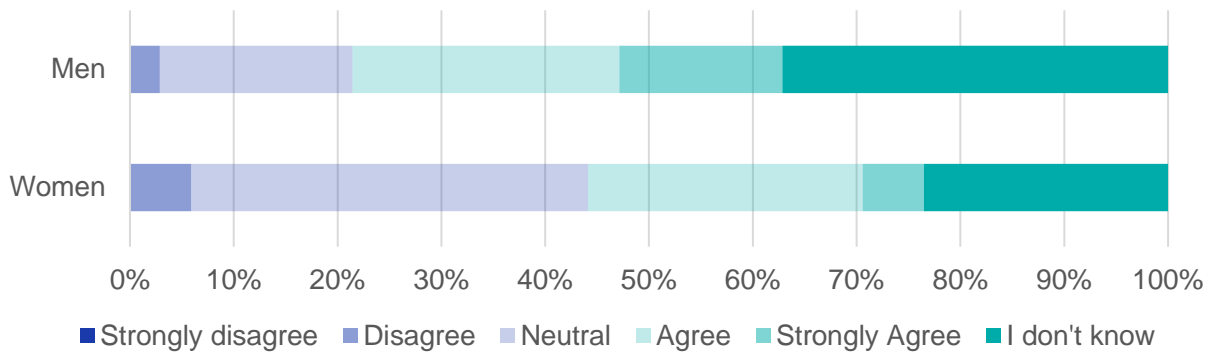
- ✓ **Co-responsible conciliation, work-life balance 8**
- ✓ **Leadership and gender 8**
- ✓ **Gender equality legislation 4**
- ✓ **Guidelines for gender mainstreaming in management 4**
- ✓ **Non-sexist and inclusive communication 4**
- ✓ Prevention and response to gender-based violence 3
- ✓ Sexual harassment and/or gender-based harassment 3
- ✓ The role of men in the search for equality 3
- ✓ Women's empowerment 2
- ✓ Inclusion of gender perspective in research 1
- ✓ Analyzing data from a gender perspective 1

Men's responses:

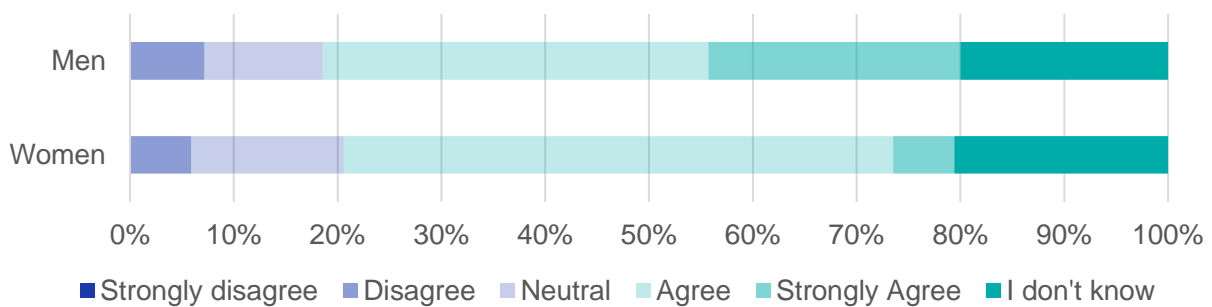
- ✓ **The role of men in the search for equality 7**
- ✓ **Leadership and gender 6**
- ✓ **Non-sexist and inclusive communication 6**
- ✓ **Co-responsible conciliation, work-life balance 6**
- ✓ Gender equality legislation 4
- ✓ Analyzing data from a gender perspective 4
- ✓ Sexual harassment and/or gender-based harassment 4
- ✓ Inclusion of gender perspective in research 3
- ✓ Prevention and response to gender-based violence 2
- ✓ Guidelines for gender mainstreaming in management 1
- ✓ Women's empowerment 1

In broad terms, survey respondents, particularly men, believe that the training provided at MPC adequately adapts to the work needs of individuals regardless of gender. They also believe that the professional development of women and non-binary individuals is facilitated in the same way as that of men.

Do you think that the training offer of MPC adapts adequately to the work needs regardless of gender?



Do you think that in MPC the professional development of women, and/or non-binary people and men is equally facilitated?



2.8 Health and safety

MPC has a health and safety policy that considers the situation of pregnant women. If necessary, the work of the specific person will be adapted to ensure their safety.

Each job description has a specific safety profile, with the issues that could affect it. It must be pointed out that the gender perspective has not been included in the policy. The policy could be adopted considering OSALAN's guide on the inclusion of gender perspectives in health and safety protocols.

Given the responses from the survey and views collected in the Focus Groups, it could be interesting to make a diagnosis of the psychosocial risks in the center to different working groups: PhDs, post-docs, services, PIs, direction... An adequate organization of time at work, which facilitates co-responsibility, helps to reduce psychosocial risks and ensure motivation and productivity at work. This analysis should also follow a gender perspective.

Sick leaves taken by MPC staff in 2023 were mostly for common illnesses. The sick leave rate at the center is generally low, and there seems to be a tendency not to take sick leaves maybe due to the flexibility offered at the center, it would be interesting to keep a register and check on the evolution. In 2023 it seems women (73%) take more sick leaves than men (27%).

SICK LEAVES	Women		Men	
	N.	%	N.	%
Accident at work	0	0	0	0
Accident out of	1	9,09	0	0
Common illness	10	90,91	4	100
TOTAL	11	73,33	4	26,67

The psychosocial aspect of health and safety has been discussed in both Focus Groups. Particularly, predoctoral students are requesting a systematized policy or set of rules to clarify expectations and demands.

'I often hear people dismissing others' stress as ridiculous when they seek help, saying they need to find motivation within themselves and be strong. I believe PIs should be more understanding. Some PIs even refuse to let students participate in activities beneficial to their PhD, insisting they focus solely on their lab work. It seems like these PIs developed their careers in a different environment, where working long hours was the norm. They don't view students' personal growth as contributing to scientific advancement, expecting us to follow their strenuous path.'

Even though the office is closed on the weekend, many people still work. Nowadays, you can work from home and connect to your computer to keep working. I'm not sure if it's necessary to only close the office door or if it's more about ensuring that policies are in place for weekend

tasks, like waiting for mail or something. Because the PI prefers to do certain tasks on the weekend rather than during the week. For example, sending emails on Sunday and scheduling meetings for Monday at 10 am. However, when it comes to your work tasks, you can't do anything if you're relying on others to send information; you have to be available. So, implementing set working hours would be beneficial. For instance, if they tell me I can only work from seven to eight, and then after working seven hours, I'm unable to work anymore.

2.9 Sexual and gender-based harassment

In 2021, a sexual and gender-based anti-harassment protocol was launched and presented in a seminar that included general training on the topic. A summary of the protocol is displayed in several posters in the building, so all MPC employees are aware of it. Special attention is paid to newcomers, as many of those are arriving at MPC every year, to ensure the main information about the protocol is clear to them.

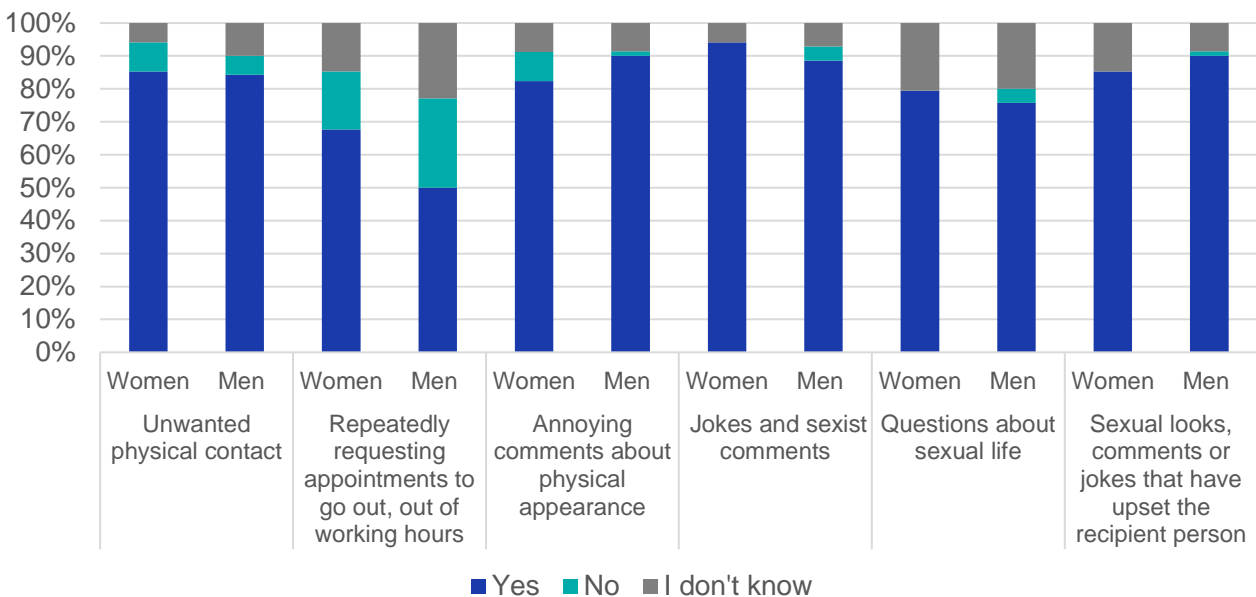
The protocol was designed in close collaboration with the GEC and the two confidential counselors, who received specific hands-on training from Norma Vazquez, an expert in work-based harassment protocols and gender violence.

Indeed, this has been one of the areas where a strong effort has been made during the last years; there has been a strong commitment to train internal staff and to develop a useful tool for preventing and facing harassment in the workplace.

The protocol has been activated several times through the informal process that it proposed.

We will describe in the following lines the main perceptions on this topic based on the responses to the online survey. We can see that almost every respondent identified the main types of sexual or gender-based harassment behaviors included in the protocol. However, we observe that there are more doubts in repeatedly requesting appointments to go, out of working hours.

In your opinion, which of the following behaviors respond to sexual harassment or sex-based harassment?



In the survey, fourteen people (13%) answered that they feel to have suffered discrimination or harassment at the workplace at some point; out of these 14 respondents, 12 are women and 2 are men. We can't identify the specific profile of those respondents, and there is a variety of ages, but they are mainly researchers.

Harassment is very broad, and we do not know what is behind those responses, as they did not give further detail. But knowing that only half of the respondents know about the harassment protocol, **it could be a good opportunity to socialize it again, and maybe even offer a safe space for young researchers that could be interested to discuss about it.** However, we should also consider that 87% of respondents did not experience a harassment situation, and more importantly 94% of women and 77% of men would know how to act in the case of it.

Have you ever experienced such a situation in the workplace?

	Women		Men		TOTAL	
	N	%	N	%	N	%
Yes	12	35,29	2	2,86	14	13,46
No	22	64,71	68	97,14	90	86,54
Blanck	0	0,00	0	0,00	0	0,00
Total	34	100,00	70	100,00	104	100,00

Do you know the MPC's Work Harassment Action Protocol?

	Women		Me		TOTAL	
	N	%	N	%	N	%
Yes	29	85,29	28	40,00	57	54,81
No	5	14,71	42	60,00	47	45,19
Blanck	0	0,00	0	0,00	0	0,00
Total	34	100,00	70	100,00	104	100,00

Would you know how to act in case of sexual or sex-based harassment?

	Women		Men		TOTAL	
	N	%	N	%	N	%
Yes	32	94,12	54	77,14	86	82,69
No	2	5,88	14	20,00	16	15,38
Blanck	0	0,00	2	2,86	2	1,92
Total	34	100,00	70	100,00	104	100,00

In the Focus Groups an important issue has been raised in this sense, the amount of people who would not raise a harassment case, because they feel it would be affecting to their career, and the limitations MPC (Even if willing to) has to act in those cases:

Even though there is a harassment committee with Gabriel and Idoia, I feel comfortable talking to Idoia about my issues because I know and trust her to keep things private. But if the goal is to address broader issues, it's obvious who started the conversation. For example, if a PhD student wants to report to their supervisor, everyone will know who initiated the report. Because of this, many people are hesitant to speak up. Even if they want to, they wait until after completing their studies, which isn't ideal.

I believe it's frustrating that Idoia can't do much to address these issues, as they are in public positions. The solution often seems to be just to stay quiet, but this doesn't solve anything. There are consequences for speaking up, but if there are no consequences for wrong actions, nobody will report them. Even though there's a way to report, it's not effective. Perhaps implementing a stricter protocol with specific consequences for certain actions, such as reporting to authorities or temporary dismissal without pay, might encourage people to speak up.

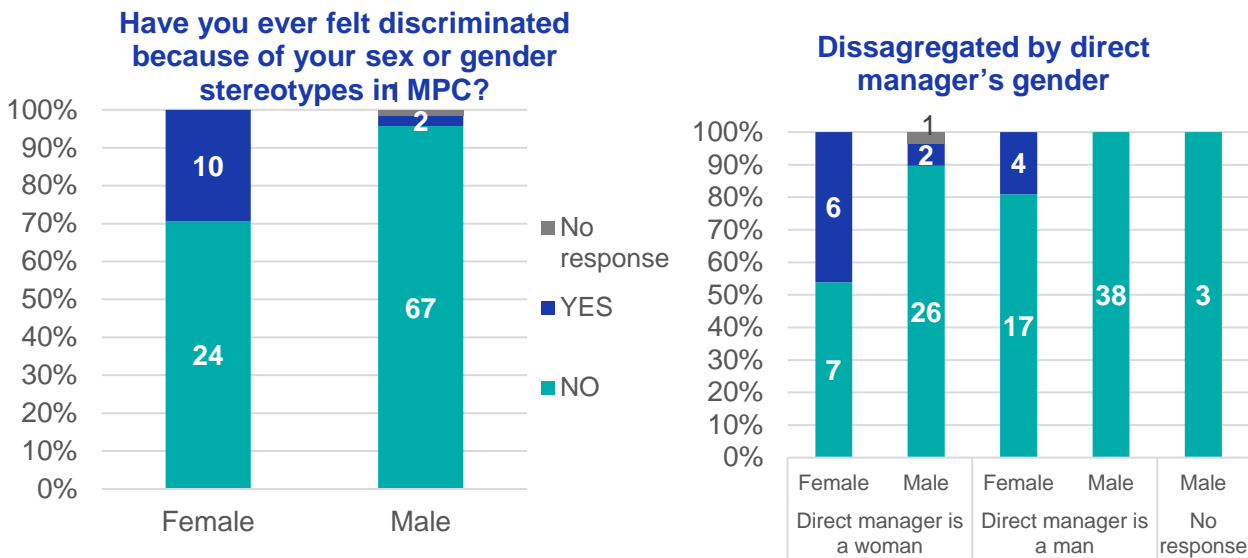
The issue is serious, and it's not enough to just talk about it without any real action...

2.10 Institutional culture

This section primarily relies on survey results and insights shared during the Focus Groups. When participants were asked about the institutional culture at MPC, a range of opinions emerged. As some Focus Group members noted, this variation may stem from each Research Group having its own distinct culture, largely shaped by the influence of individual Principal Investigators (PIs).

Survey responses indicate that most respondents at MPC have not felt discriminated against due to gender issues. However, 30% of women reported experiencing discrimination.

As we evaluated the responses based on the gender of the participants' direct managers, we noticed that men (2) reported feelings of discrimination primarily when their direct manager was a woman. While the number of these men is relatively small, this observation aligns with the perspective mentioned in the previous paragraph. Additionally, we should take into account that 30% of women, particularly those with female direct managers, indicated that they have experienced discrimination. Some of their narratives could clearly describe instances of harassment.



Women's responses:

As a Young woman, I have felt sometimes that my ideas and opinions were in a way disregarded or ignored or not very considered. I have felt some kind of paternalism from my supervisors. (5)

Because of gender (and maybe age), some people think you are less good at work than you really are

Certain administration tasks have been and continue to be SYSTEMATICALLY entrusted to me and my female colleagues. I have never seen them entrusted to my male colleagues, not even when I have pointed this out to my superiors.

I have been requested to participate in PhD Thesis examination boards because of my gender, not my proximity with the research topic, to comply with the directive about gender parity in boards.

I have felt less respect than was given to my male colleagues. I have received less relevant information regarding funding opportunities. When I helped in research projects, I was not given co-authorship, whereas I see male researchers get co-authorship for less work.

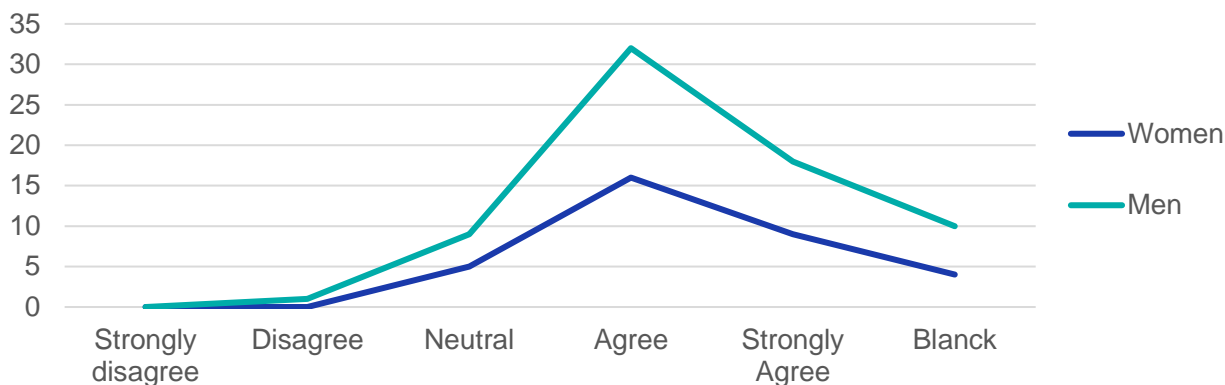
In a congress, a man (a "pope" on the field) behaved inappropriately and even offered me to go to his room to further discuss things...he was offering me a talk at the next congress. He touched me and spoke too closely ...uncomfortable. A female colleague noticed it and gave me support. I never went to that conference again. I never report it either

Men's responses:

Others assumed my personal opinions based on my age and gender.

Most respondents agree that MPC is a nice workplace for women and LGTBIQ+ people. Men express a stronger agreement- level, than women. Those who strongly disagree (2) mention that it is due to the lack of consideration of the collective within the center.

Do you think MPC is a nice workplace for women and LGTBIQ+ people? (N)



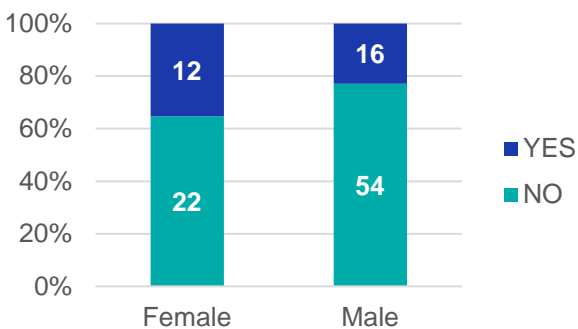
2.11 Inclusive and transparent communication

MPC developed a decalogue in English, Basque, and Spanish language to promote inclusive communication in the center. In this respect, a specific training session was organized as well, mainly focused on administration and service staff; there was broad participation, but according to the survey respondents, most of the people do not know these guidelines.

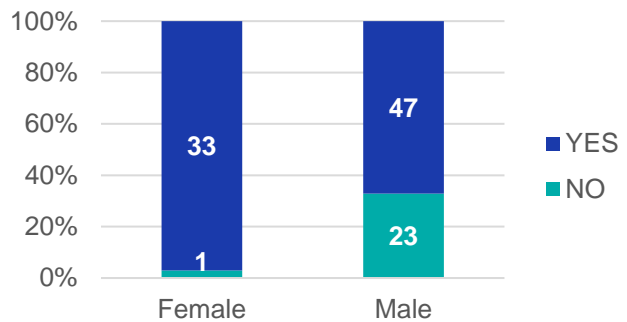
News related to the center's performance is communicated via email, social media and CFM's web page. Additionally, CFM as a center has a specific platform with relevant data to ensure transparency.

According to survey responses, there seems to be a conscience, especially among women, and most of the people (90% women and 70% men) try to do an inclusive use of written and visual communication; however, they don't think that MPC uses inclusive and non-sexist communication.

Do you know the Decalogue for the inclusive use of the language of MPC?



Do you try to use an inclusive and non-sexist communication in your written and visual communication?



In the Focus Groups, another issue has been raised. In such an international environment language can be a way of power and creating belonging. Again, there is a demand to systematize processes in this area too.

Inclusive in all social situations, I am unsure about how to address people of all genders. For example, I am unsure how to write in a more gender-neutral manner. This is my first year, and I still feel the same.

I find that the directors and other staff here are quite approachable. However, non-Spanish speakers may feel somewhat excluded in cultural and language-based situations. Some processes are not that clear, even though most people know each other.

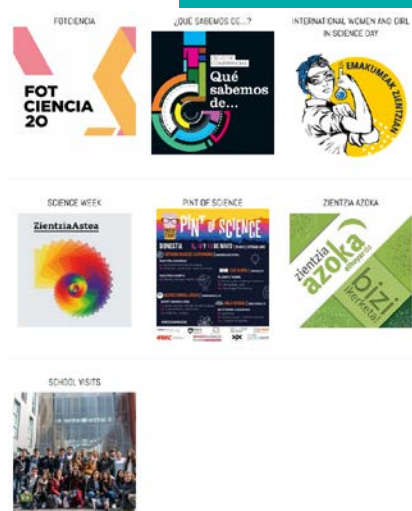
•Language is important, and working with the PIs to change their mindset is crucial. Managing and communicating as leaders with empathy and a positive mindset is vital, given their influential position.

2.12 External dimension: outreach

The center has a specific section on the intranet that includes the annual schedule of the main outreach activities organized by the center. These activities include Emakumeak Zientzian, Pint of Science, Donostia WeekINN, Zientzia Astea, FotoCiencia, Zientzia Azoka, and school visits to MPC.

We have collected data regarding Congresses/seminars/outreach event participation. In general terms, there is a balanced participation among women and men. The disproportion we see at Outreach is due to the impact Emakumeak Zientzian has in this area.

Nombre del evento	Ponentes	
	Mujeres	Hombres
Congresos	35	59
Seminarios	24	9
Eventos de Divulgación	322	38
Interviews/media appearances	2	2



2.13 Gender perspective in research

Here, we have a look at some research indicators. We have observed that 26% of the PhD theses defended in 2023 were by women, and 74% were by men. As for the number of researchers who are directing thesis, we can see that the number of male senior researchers has an impact on this, as 70% of the mentors were men in 2023. Bearing in mind that 84% of PIs in the center are men, women seem to be directing more thesis in proportion.

Regarding the average amount of researchers who are participating in organizing congresses, seminars, and conferences we can see that women are a minority (contrary to the effect in outreach activities) only 20% of organizers were women in 2023.

	2023			
	Women	Men	% women	% men
Number of researchers who have reached the highest research titles in the center	13	37	26,0	74,0
Number of researchers who have received individual funding for their research, other than from competitive public funding	13	37	26,0	74,0
N of people directing thesis in 2023	7	16	30,4	69,6
N. of theses directed at the center	7	23	23,3	76,7
Group leaders	3	16	15,8	84,2
N of people who organized congresses, seminars, conferences	2	8	20,0	80,0

Londa Schiebinger, in her *Gendered Innovations research (2012)* speaks about the three main approaches research centers and universities have taken over the past several decades:

- 1. **"Fix the Numbers of Women"** focuses on increasing women's participation.
- 2. **"Fix the Institutions"** promotes gender equality in careers through structural change in research organizations (NSF; European Commission, 2011).
- 3. **"Fix the Knowledge"** or "gendered innovations" or the "gender dimension" stimulates excellence in science and technology by integrating sex and gender analysis into research.

MPC has concentrated on the first two aspects in the development of their first Gender Equality Plan (GEP). While they are aware of the third aspect, addressing it will require additional resources, a robust network, and support to enhance their knowledge in this area. The goal is to join the GENERA Gender Equality Network in Physics within the European Research Area. Within the 2nd GEDP

3 MAIN CONCLUSIONS

During the first session with the GEC the main strengths and things to improve from the diagnostic were collectively identified:

1 Gender equality at MPC (6,28/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • Progress is positive, especially for women. • The initiatives organized so far are working. • Surveys work! 	<ul style="list-style-type: none"> • Not many people know the plan (GEP). • Just a few men know it deeply. • Need to implement the “Welcoming Policy” and include the plan (GEP) there. • The higher number of women might be driven by how much easier it is to push them to work harder/over the limit. CONTROLLING! • OPEN FORUM-

2 Main characteristics of the employees (5,62 /10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • It is good to track the evolution of the number of women and men. 	<ul style="list-style-type: none"> • This data should be shown differently, and more representative, including the number of people (perhaps only research areas and not groups). • When showing data make it clear if it is CFM/MPC. Whole community.

3 Working conditions of the employees (3,57/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • Salary policy is more transparent MPC. • Harassment protocol is working, but still there are people not complaining... 	<ul style="list-style-type: none"> • Administration and research should be considered separately. • “GET TO KNOW YOUR RIGHTS” (Welcoming Policy)- Students and foreigners do not know their rights (for example, tax return, etc.) • Not that many transparent policies for non-native Spanish speakers (at DIPC at least) • Often people with indefinite contracts are “asked” to resign. (They lose the benefits that they would have in case of being fired/end of contract) • Create a “goodbye policy”- to identify complaints, reports that were never communicated (like toxic environment, etc.)- Not only negative issues, but good things are also welcomed. ;P

4 Co-responsible conciliation (2,85/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • We are in the process of redefining EXCELLENCE. • We have learned and identified patterns of PIS and are trying to correct them. – PI mentorship program. 	<ul style="list-style-type: none"> • To define a clear vacation policy; and what to do when you find a problem, how to react? (*same about over-hours) • Official policy of work-life balance measures.

5 Selection, promotion and departures (6,62/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • More women willing to take higher responsibility. 	<ul style="list-style-type: none"> • Difficulty balancing higher responsibility positions with other

<ul style="list-style-type: none"> • General perception is balanced among genders. • We have changed the way to advertise job offers. • We have analyzed all the processes and collected them in a report. • Collect resources (real ones) to share the offers, including specific women's organizations. • Encouraging PIs to look hard to include "some" women on their shortlist when hiring. 	<p>areas of life (especially in the case of women- 50% of no responses)</p> <ul style="list-style-type: none"> • Even if women are willing to take top positions, they feel they are not considered. • Some men still think that positive discrimination is against them. • The evaluators often reproduce old habits or mindsets, and they are not up to date with current policies.
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6 Gender pay gap (4/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • There isn't a structural gender salary gap that we know of! • . 	<ul style="list-style-type: none"> • The promotion of gender imbalance affects the pay gap. • Maternity leaves, and reductions to take care of minors or other people, have a negative impact in income.

7 Training and career development (2,75/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • Even though there is an imbalance in the number, all genders want to receive training related to GE. 	<ul style="list-style-type: none"> • More training would help. • It's a challenge to get people to attend the training and work honestly while there. • Training and development in gender equality are not prioritized.

8 Health and safety (4,25/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • Overall there is a low illness and accident rate. • Physical safety is OK 	<ul style="list-style-type: none"> • Health and safety report does not give enough information. • Pregnancy: more information. • Mental health and safety is very low.

9 Sexual and gender-based harassment (6,5/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • Include on the 2nd GEP a yearly session on the inclusive use of language. • 85% of women and 55 % of staff know the protocol. 	<ul style="list-style-type: none"> • No external committee related to sexual harassment (people might be afraid to talk, because of the boomerang effect)

10 Institutional culture (3,66/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<ul style="list-style-type: none"> • Mandatory training to be offered (through Emakunde?) on: <ul style="list-style-type: none"> ✓ How to handle with people ✓ New leadership Based on positive reinforcement, something good. 	<ul style="list-style-type: none"> • More awareness about psychological help (ENG/SPA) for students. • And create possibility for PIs.

11 Inclusive and transparent communication (3/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
<p>People try to use inclusive communication, but do not know how? Maybe, they need more information.</p>	<ul style="list-style-type: none"> • No course on inclusive communication and gender equality in the institute, so people might have problems using an inclusive language.

12 Outreach (6,6/10)

10	9	8	7	6	5	4	3	2	1
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STRENGTHS	THINGS TO IMPROVE
Outreach has a better women/men ratio as compared to the gender ratio of the center. This highlights the effort made by Idoia!	<ul style="list-style-type: none">

Main conclusions

These are the main conclusions we found at this diagnostic:

- A need to develop a specific systematized policy in the center: such as the work-life balance policy, a welcoming policy, and a goodbye policy.
- Explore ways towards the inclusion of gender perspective in research, especially focused on offering tools and strategies for proposal writing.
- Special attention should be paid to ensuring a satisfactory relationship between PhD students and their supervisors.
- Strategies should be analyzed to try to develop gender-aware leadership models within the center.
- It is important to evaluate whether the actual sexual and gender-based anti-harassment protocol works or improvements need to be realized based on the experience from the last years.