

Diagnosis of the situation of women and men at **CFM**

CFM **CFM** **CFM** **CFM**
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1. Introduction

1.1. Presentation of CFM

Centro de Física de Materiales, CFM, is a research centre focused on material physics with a ten years history. It was born as a joint initiative between Consejo Superior de Investigaciones Científicas (CSIC) and Universidad del País Vasco – Euskal Herriko Unibertsitatea (UPV/EHU), with the long-term aim “to push forward the frontiers of knowledge on advanced materials science research, by putting together stable teams with a record of excellence in scientific research”. CFM’s work has been recognized by the Basque Government acknowledging its instrumental body MPC as a Basic Excellence Research Center (BERC).

The broad guiding principles of CFM are: *Excellence in fundamental science, training of young scientists, collaborative international approach as well as outreach.*

The European Commission states that, “Evidence shows that research performance is limited by the perpetuation of direct and indirect sex discrimination and that promoting gender equality at all levels contributes to achieving excellence and efficiency” (Structural Change in research institutions, EC, 2012)¹

We could therefore presume that the promotion of gender equality at the CFM could be also a way of enhancing excellence.

CFM regularly hosts more than 170 professionals, from over 40 different nationalities. The research groups incorporate permanent scientific staff, postdoctoral researchers, pre-doctoral researchers as well as master, undergraduate students and technicians. Researchers receive continuous support from a strong team, in administrative, technical, computing, outreach, communication and project management activities.

The key targets of CFM are the following:

- To continue developing consistent international relationships and partnerships.**

¹ Structural change in research institutions: Enhancing excellence, gender equality and innovation in research and innovation, European Union, 2012.



1. Introduction

- **To assist scientists focusing their research work towards high overall impact in response to science community and market needs, maintaining the recognised track-record of research achievements and improving the technology transfer approach.**
- **To develop young and world-class scientists recruitment strategies.**
- **To train scientists in materials science, supporting / participating in scientists training programmes.**
- **To increase the visibility of the centre, reinforce science dissemination activities and outreach events.**

1.2. Gender Equality at CFM

As already explained in the presentation, CFM is the result of a joint initiative between CSIC and UPV/EHU, and therefore it is covered by the following gender equality policies in these two entities:

- **CSIC's 2nd Gender Equality Plan (II Plan de igualdad entre mujeres y hombres)**
- **UPV/EHU's 3rd Gender equality plan (III Plan de igualdad de mujeres y hombres)**

However, as CFM decided to develop its own self-tailored Gender Equality Plan on 2018. These two documents have provided a framework for the design of CFM's 1st Gender Equality Plan. In the third chapter of this document you can find CFM's specific audit report.



2. The data gathering process

This chapter describes the main steps followed in the development of the data gathering for the gender audit. During the audit process different data gathering methods have been used, such as: document analysis of CFM's existing documents and policies, gathering of sex disaggregated quantitative data, design of a survey sent to all the staff in order to gather their general perceptions on gender equality, in-depth interviews and focus groups with different collectives from CFM, and finally, a workshop held with the Gender Equality Committee in order to get their main comments on CFM's situation from a gender perspective. The GEC held another two meetings to work on the design of CFM's 1st Gender Equality Plan.

2.1. Review of CFM's existing documents and policies

These are the documents that have been analysed for CFM's audit:

- **Reglamento de régimen interno del Centro de Física de Materiales (CFM).**
- **Guía de acogida al nuevo personal. Oficina. (Mayo 2017)**
- **Guía de conciliación de la vida personal, familiar y laboral en la administración general del estado.**
- **Organigrama de la entidad.**
- **CFM Activity Report 2017.**
- **CFM Activity Report 2016.**
- **Plan de acción social año 2018.CSIC.**
- **Plan de formación año 2018. CSIC.**
- **Diagnóstico de situación para el diseño e implantación de planes de igualdad en el CSIC.**
- **II Plan de igualdad entre mujeres y hombres. Agencia Estatal consejo superior de investigaciones científicas. (15 de diciembre de 2015)**



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- **II Plan de igualdad entre mujeres y hombres. Agencia Estatal consejo superior de investigaciones científicas. Evaluación II (2 de abril de 2018).**
- **III Plan de igualdad de mujeres y hombres UPV/EHU (2019-2022)**
- **Boletín Oficial del Estado, Resolución de 28 de julio de 2011, de la Secretaria de Estado para la Función Pública, por la que se aprueba y publica el acuerdo de 27 julio de 2011 de la Mesa General de Negociación de la Administración General del Estado sobre el Protocolo de actuación frente al acoso sexual y al acoso por razón de sexo en el ámbito de la Administración General del Estado y de los Organismos Públicos vinculados a ella.**
- **Protocolo de la UPV/EHU contra las violencias de género.**

2.2. Sex-disaggregated data analysis

The quantitative data provided by CFM dates from December 2017. These are the main topics covered by the quantitative data:

- **Main characteristics of the staff**
- **Organizational structures**
- **Professional development**
- **Work-life balance**
- **Research**
- **Projects**
- **Outreach**



2. The data gathering process

2.3. Survey

In order to collect the main perceptions of CFM's community about gender equality a survey was designed. The survey was sent to all the CFM community on September 2018. These are the main areas included in the survey:

- Gender equality in research
- Gender equality within the organization
- Work-life balance and equal sharing of caring responsibilities
- Harassment and work atmosphere
- The Gender Equality Plan (GEP)

52 people (22 women and 30 men) responded the survey. With the data about the amount of staff as a reference, we could say that 40 % of the staff has responded the survey at CFM; with a higher percentage of women respondents, more than half of the female staff has replied to the survey.

	Women	Men	Total
N	22	30	52
%	42 %	58 %	100 %
Staff	40	89	129
% of the staff	55 %	34 %	40 %

2.4. In-depth interviews and focus groups

Once a draft diagnosis was done, we identified the main groups of people who could be interesting to interview in order to gather more specific information. Four group interviews were done, and 9 women and 3 men have been interviewed in total.

These are the four groups that were interviewed for the audit:



2. The data gathering process

Interviewed groups	Participants
Female Post-docs	3 women
PhD students	2 women and 1 man
Administrative and technical staff	2 women and 1 man
Senior researchers	2 women and 1 man

2.5. The Gender Equality Committee

A Gender Equality Committee was created as part of the process. This has been a key structure both in the audit and GEP design processes. The Gender Equality Committee will also be an essential asset for the GEP implementation, the views and comments shared by its participants have help Elhuyar in designing a really self-tailored tool that responds to the needs of CFM. The GEC is composed by 9 people of diverse areas and roles in the institution, 3 men and 6 women. These are the participants of the Gender Equality Committee:

Participants	Gender
Javier Aizpurua Director of CFM	Male
Alberto Sainz de Murieta Manager	Male
Elixabet Sarasketa Technology Transfer & R+D+i Project Manager	Female
Idoia Mujika Outreach manager	Female
Cristina Sanz PhD	Female
Gabriel Molina Torriza Ikerbasque Professor, MPC, group leader	Male



2. The data gathering process

Participants	Gender
Maria Ester Verde Post-Doc	Female
Sara Barja Ikerbasque Fellow	Female
Nerea Zabala Associated Profesor, UPV/EHU	Female

The Gender Equality Committee has carried out 3 morning workshops during the audit and GEP design process, in which the following topics have been elaborated:





2. The data gathering process





3. Diagnosis of the situation of women and men at CFM

3.1. Institutional culture

As we are analysing the institutional culture at CFM, we will first have a look at its organizational chart, the different governing structures that exist in the institution and their composition disaggregated by sex.

The Association "Materials Physics Centre" MPC is a non-profit

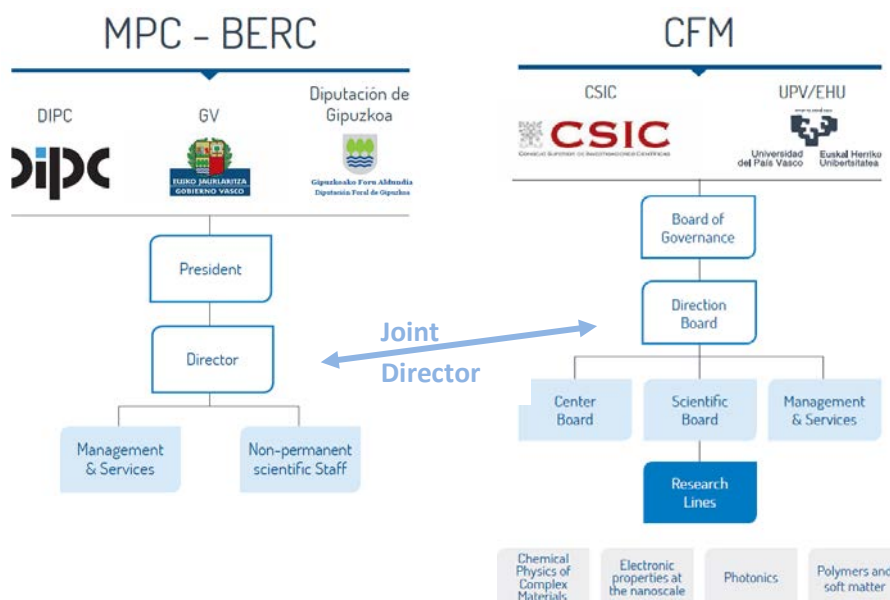


Fig. 1: MPC-CFM Governance

research association declared as Basque Excellence Research Centre (BERC) in all the calls of the Basque Government (2009-2012, 2013, 2014-2017; 2018-2021). MPC is intrinsically united to, and shares goals and scientific activity with, *Centro de Física de Materiales* (CFM), a joint centre between the University of the Basque Country (UPV/EHU) and the Spanish Council of Scientific Research (CSIC), serving as an instrumental body of activity in a totally synergistic and combined activity. The body of governance of the MPC-BERC is constituted by the Board of Founder Partners of the MPC Association, which has three partner institutions: (i) the Basque Government (EJ/GV), (ii) Gipuzkoa Province Government (Gipuzkoako Foru Aldundia), and (iii) Donostia International Physics Centre (DIPC). The Board of Founder Partners is the highest level of governance of the MPC Association and, therefore, the maximum level of decision making and it is composed by 3 men.



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We have analysed the composition of all the governing boards of CFM². The only balanced structure at CFM is the Centre Board, which is composed by 40% women and 60% men. Men are predominant in all the other boards, although at different grades.

	Women		Men	
	N	%	N	%
The board of founder partners	0		3	100
Rector board	1	25	3	75
Direction board	1	33	2	67 ³
Centre board	4	40	6	60
Scientific board	8	24	25	76

Even though there are several structures in the institution, both in the meetings carried out with the GEC and in the focus groups, members of staff have pointed out CFM's horizontal organizational culture as an asset of the organization. They have underlined, that the direction is reachable, and it is worth to highlight that members of staff from different levels (PhD, post-docs, senior researchers and permanent staff) have stated so. We have gathered a selection of examples from the interviews to illustrate this:

"In general terms, I feel, research entities like CFM, which are linked to the university, are nice places, where a woman can feel comfortable to work, as the environment is good and respectful. But beyond that, I think this kind of entities should also be an example for the society; not only in the field of gender equality but also in the environment, diversity, etc. I think in this sense if there is sensitivity in the direction of the centre, and if you propose to change something, it is also

² As already stated at page 6 of this document, all the quantitative data was for this report was gathered on 2018 and dates from December 2017.

³ This was the situation at the moment all the data was gathered, this has changed and nowadays 100% of the Direction Board composition are men.



3. Diagnosis of the situation of women and men at CFM

possible, they listen to you. ” (Translation of the original quote)⁴

“I think CFM, both because of how it was created, and because of its size, is a fairly horizontal institution. It is true that the more people, the more need for structures, organization. (...) Here still, I think it's a good size, both CFM, and DIPC (,...) ” (Translation of the original quote)⁵

“In what does not have to do with science, in the operation as an entity, it seems to me that it is completely anti-hierarchical: I feel free to come here and propose something, and I know that at least it will be valued and taken into account. But as for my work itself, I can't compare, because I haven't been to any other centre; I understand that there is a hierarchy, but I don't feel limited to give my vision. ” (Translation of the original quote)⁶

“It seems to me to be a totally horizontal centre, of verticality I think we have two steps of direction, and then there is the rest. I think there is no pyramid scheme, where there is a boss who makes all the decisions. It may be true that some research groups are still vertical, but I know in my experience that they are very horizontal. ”(Translation of the original quote)⁷

In the survey we asked members of staff about the working atmosphere at CFM. Most of the women (95.45%) and men (96.67%)

⁴ *“Yo creo que en general las entidades como CFM, un centro de investigación, y vinculado a la universidad, son buenos lugares donde como mujer te sientes cómoda para trabajar, el ambiente es bueno y respetuoso. Pero más allá de eso, creo que también deberían ser un ejemplo para la sociedad no solo en el ámbito de la igualdad, también en medio ambiente, diversidad, etc. Creo que en este sentido si existe una sensibilidad en la dirección del centro, y si propones cambiar algo, también es posible, te escuchan.”*

⁵ *“Creo que CFM tanto por cómo se ha creado, como por su tamaño es una institución bastante horizontal. Es verdad que cuanto más gente, mas necesidad de estructuras, organización. (...) Aquí todavía, yo creo que es un buen tamaño, tanto CFM, como DIPC (,...) ”*

⁶ *“En lo que no tiene que ver con ciencia, en el funcionamiento como entidad, me parece que es totalmente anti-jerárquica: me siento con total libertad de venir aquí y proponer algo, y sé que al menos se va a valorar y tener en cuenta. Pero en cuanto a mi trabajo en sí, no puedo comparar, porque no he estado en ningún otro centro; entiendo que existe una jerarquía, pero no me siento limitada para dar mi visión.”*

⁷ *“A mí me parece un centro totalmente horizontal, de verticalidad creo que tenemos dos escalones dirección, y luego estamos el resto. Creo que no hay un esquema piramidal, donde hay un jefe que toma todas las decisiones, Puede ser cierto que algunos grupos de investigación sean aun así verticales, pero yo en mi experiencia los que conozco son muy horizontales. ”*



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stated that the relations between women and men at CFM are based on respect. (The remaining 3.85% did not answer.)

23. Would you say that relations between women and men at DIPC/CFM are based on respect?

	Female		Male		Total	
	N	%	N	%	N	%
Yes	21	95,45	29	96,67	50	96,15
No	0	0,00	0	0,00	0	0,00
NA	1	4,55	1	3,33	2	3,85
Total	22	100,00	30	100,00	52	100,00

We also asked them if they had ever felt discriminated in the organization for their sex, sexual identity or gender stereotypes. 3 women and 1 man have felt discriminated in the organization because of their sex, sexual identity or gender stereotypes.

15. Have you ever felt discriminated in the organisations because of your sex, your sexual identity or gender stereotypes?

	Female		Male		Total	
	N	%	N	%	N	%
Yes	3	13,64	1	3,33	4	7,69
No	18	81,82	27	90,00	45	86,54
NA	1	4,55	2	6,67	3	5,77
Total	22	100,00	30	100,00	52	100,00

However, 7 women and 1 man made comments on this issue. Women mentioned issues such as: having to hear comments and/or behaviours that they did not like, having to perform a mere operative role in a project they had worked to achieve, a lack of value of the work they perform, having heard that being a mother is an obstacle to promote in the career ladder, or having told to present a poster in a conference in order to attract more researchers.

The man has a negative vision on gender issues, and believes his own achievements are devaluated.

Regarding gender awareness, we asked the CFM community whether they knew what a Gender Equality Plan (GEP) is, 45.45% of women and



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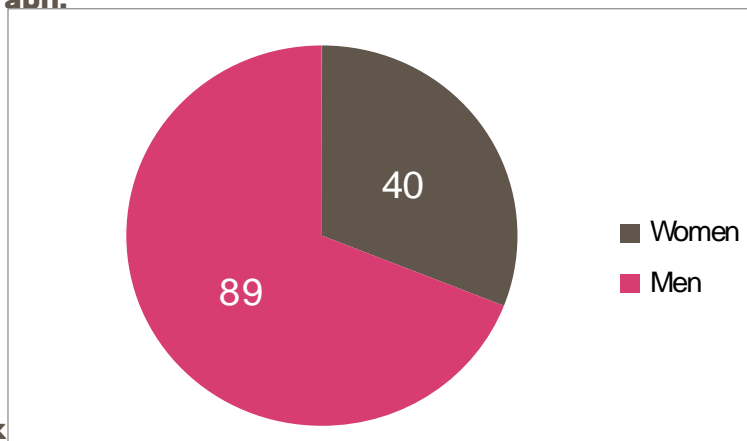
36.67% of men said they know what a GEP is; and 53.85% of respondents consider it necessary to have a GEP at CFM.

29. Do you think it is necessary to have a Gender Equality Plan in your organisation?

	Female		Male		Total	
	N	%	N	%	N	%
Yes	13	59,09	15	50,00	28	53,85
No	5	22,73	10	33,33	15	28,85
NA	4	18,18	5	16,67	9	17,31
Total	22	100,00	30	100,00	52	100,00

3.2. Description and working conditions of CFM’s workforce⁸

CFM has a workforce of 129 people: 40 women and 89 men. It is a much masculinized workforce, 69% of the staff are men, as we can see in the following graph:



We will look see how
 these people are spread within the organization.

⁸ As already stated at page 6 of this document, all the quantitative data was for this report was gathered on 2018 and dates from December 2017.

⁹ Concentration of women and men in different grades, levels of responsibility or positions.(Definition from EIGE’s Thesaurus)

¹⁰ Concentration of women and men in different sectors and occupations. (Definition from EIGE’s Thesaurus)

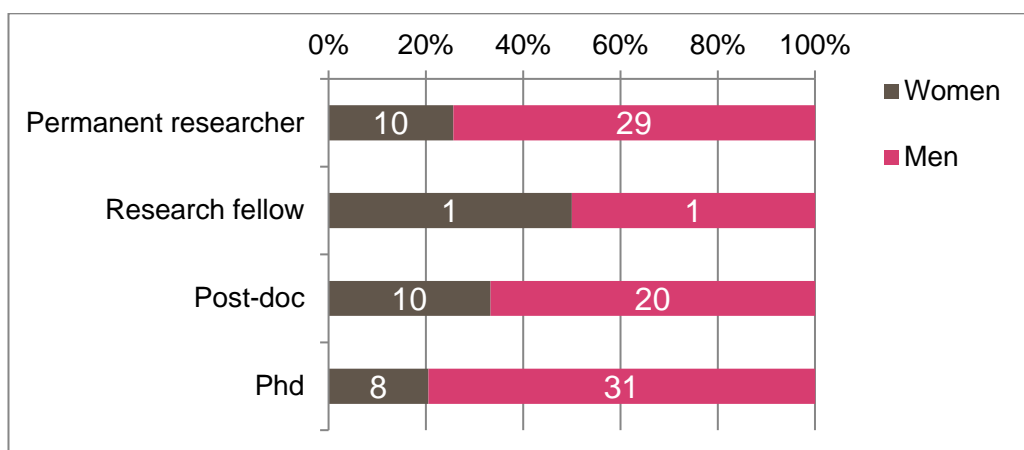


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Vertical segregation

In the following graph we can see very clearly the vertical segregation at the organization. Among the research staff, we can see that women tend to disappear as they go up in the career ladder, and there are percentage-wise less women in permanent positions. In the same way, there are no women at the direction.

Furthermore, if we look at research groups, we will see that only 2 out of 15¹¹ have female Group Leaders: spectroscopy at atomic scale (experimental) and Laser physics and photonic materials (experimental)



These are the biggest differences we can see between women and men:

- Among administrative staff, the percentage of women is 11 points higher than the percentage of men.
- Among PhDs, the percentage of men is 15 points higher than the percentage of women.
- Among Post-docs, the percentage of women is two points higher than men's.
- Among Permanent research staff, the percentage of men is 8 points higher than the percentage of women.

¹¹ Nowadays CFM has 16 Research Groups, but at the time the data gathering was done and analysed there were 15.



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	Women (N)	% women	Men (N)	% men
STRATEGICAL LEVEL	1	3%	2	2%
Management	1	3%		
Direction			2	2%
RESEARCH LEVEL	29	73%	81	91%
Permanent staff	10	25%	29	33%
Pos-doc	10	25%	20	22%
Ikerbasque fellow	1	3%	1	1%
Phd	8	20%	31	35%
TECHNICAL LEVEL	10	25%	6	7%
Technical staff	3	8%	1	1%
Administrative staff	5	13%	2	2%
Services and maintenance	1	3%	1	1%
IT staff	1	3%	2	2%

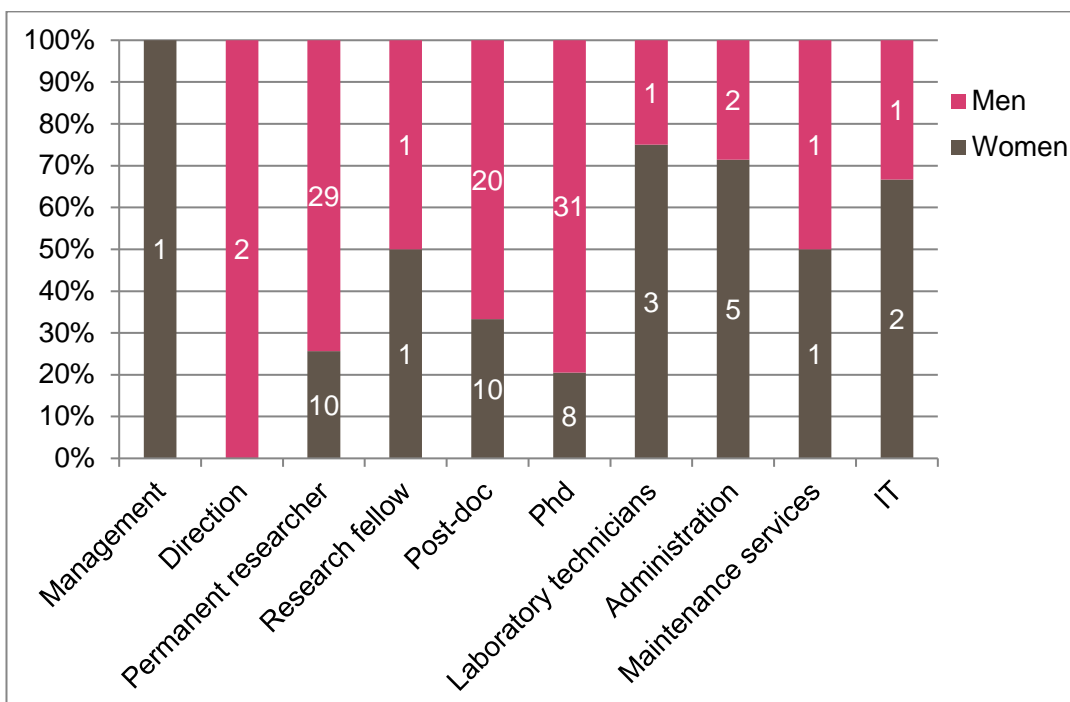
Horizontal segregation

We can see a very clear segregation among Research and Technical staff: In general, we could say that the female workforce is more diversified than the male workforce: while 91% of the men are at the research level, among women even if most of them are also working at research (73%), 25% are part of the technical staff and 3% are at the strategical level. Therefore, the concentration of men at the research level is 18 points higher than the percentage of women; and the concentration of women at Technical level is 18 points higher than the percentage of men.

In the following graph we can see the horizontal segregation among women and men at CFM. 63% of the overall technical staff are women, this is the only level at which the amount of women overcomes the amount of men. Among the overall research staff 74% are men, and 67% of Strategic staff is also men.



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We would also like to point out that among Permanent Research Staff a higher percentage of women have CSIC or Ikerbasque contracts; and UPV/EHU has the lowest rate of women contracts. This could be specific to this year, but it could be interesting to monitor and look at the evolution:

- 50% of women have a CSIC contract
- 45% of men have a UPV/EHU contract

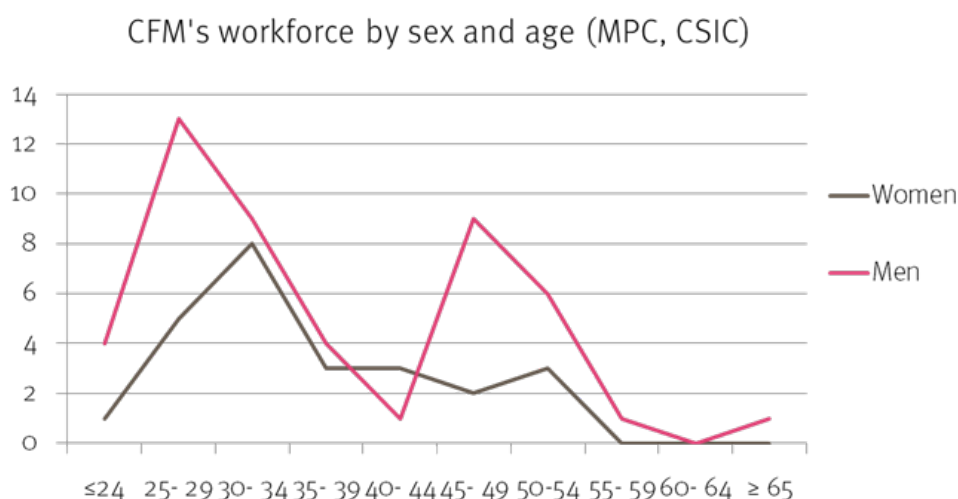
The research activities at CFM are grouped along four main lines: Photonics, Polymers and Soft Matter, Chemical Physics of Complex Materials and Electronic Properties at the Nanoscale. According to what interviewee's told us the culture at each group might vary, depending on the size and participants. However these are not static structures and CFM actively seek cross-linked, multidisciplinary research



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The age of the workforce

Female staff is perceptually younger than male staff. Most female workers are between 30 and 34 years old, while men have two peaks: between 25 and 29 years, and between 45 and 49 years. In the previous section we have seen how women's career paths are not consistent, in the sense they seem to "drop-off" the ladder after the post-doc, and this surely affects the age partition of the staff. However, if this issue is pro-actively considered, and the young researchers stay, there could be a chance to balance the overall workforce, in terms of amount of women and men.



Note: This graph does not include UPV/EHU staff and collaborators, as this data was not available for them..

Caring responsibilities

CFM does not gather data about the caring responsibilities of its staff. Therefore we only have the quantitative information gathered through the survey regarding this topic.

According to the survey responses, 50% of respondents do not have caring responsibilities and 48.08% of respondents have caring responsibilities in CFM. There is a 10 point difference between women and men with caring responsibilities: more than half of the women have caring responsibilities and 43% of men do. The percentage does not differ much between women (54.55%) and men (43.33%):



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People with caring responsibilities by gender

	Female		Male		Total	
	N	%	N	%	N	%
Yes	12	54,55	13	43,33	25	48,08
No	10	45,45	16	53,33	26	50,00
NA	0	0,00	1	3,33	1	1,92
Total	22	100	30	100	52	100,00

Among the people with caring responsibilities, we can see that women have a higher percentage of younger children. And, 28,57% of women are taking care of under 3-years-old children; 42.86% of women and 36.84% of men are carers of 3-6 year-old-children and 42,10% of men take care of over 12 years-old teenagers. Apart from this, 2 men take care of disabled people, elderly people or people who are ill.

	Female				
	1 p.	2 p.	3 p.	N	%
Children under 3	4			4	28,57
Children between 3 and 11	4	2		6	42,86
Children between 12 and 16	2			2	14,29
Teenagers over 16	1	1		2	14,29
Disabled people				0	0,00
People who are ill				0	0,00
Total	11	3	0	14	100
%	78,57	21,43	0,00	100,00	



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	Male				
	1	2	3	N	%
Children under 3		1		1	5,26
Children between 3 and 11	3	3	1,00	7	36,84
Children between 12 and 16	3	1		4	21,05
Teenagers over 16	3	1		4	21,05
Disabled people	1			1	5,26
People who are ill	2			2	10,53
Total	12	6	1	19	100
%	63,16	31,58	5,26	100,00	

Diversity and mobility

Regarding diversity we will look at disability and ethnicity to describe how diverse CFM’s community is. As there is no sex-disaggregated data of these two items in the institution, we will also describe this section based on the survey results.

One woman from the workforce stated to have a disability in the survey, she represents 1,92% of the respondents.

N of respondents by disability and gender

	Female		Male		Total	
	N	%	N	%	N	%
Yes	1	4,55	0	0,00	1	1,92
No	21	95,45	29	96,67	50	96,15
NA	0	0,00	1	3,33	1	1,92
Total	22	100	30	100	52	100,00

Regarding country of origin, and based on the survey results, there are not many differences among women and men who are originally from



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Spain (63, 64% of women and 63, 33% of men), but we can see that there is a higher percentage of men who are originally from foreign countries than women (33,333% of men and 18, 18% of women).

	Female		Male		Total	
	N	%	N	%	N	%
Other countries	4	18,18	10	33,33	14	26,92
Spain	14	63,64	19	63,33	33	63,46
NA	4	18,18	1	3,33	5	9,62
TOTAL	22		30		52	100,00

This issue was also raised at the interviews, in which some interviewees mentioned that traditional gender roles and the feminization of caring responsibilities still have an impact in this sense. They said it is more usual to see a man who has gone to a foreign country with all his family, than a woman at the same situation. However, their perception was it is more balanced in the case of dual-researcher's couples. Some of the interviewed CFM's female staff, also stated that after their PhD's they really valued stability, and being able to be stay close to their families, and that could also be the case of many women in other countries.

"For me now, my family is much more important than my career. If I was on my own, I would like to be able to do a post-doc here, another one there, etc ... But, having a family, that's not possible." (Translation of the original quote)¹²

"In my case, I believe that I will continue (or would like to continue) in the scientific career, but not forever; I will continue while it does not suppose something negative in my life, that could be for example not being able to return here to work, because there are no means to do so.

I want to return to Spain, because I have my family there, and if at some point that was not possible, the scientific life would be over; because for me, the other one is more important. (...) Well, and really not just for not returning, in the end if we are here today, it is for something, and for a woman it will always be

¹² *"Para mi ahora, mi familia es mucho más importante que mi carrera. Si yo estuviera sola, me gustaría poder ir haciendo un post-doc aquí, otro allí, etc... Pero, teniendo una familia no es posible."*



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much more difficult. If I cannot establish a life that I like: to be a mother or not; and to be able to settle in a place, etc. then, bye-bye academia!" (Translation of the original quote)¹³

Professional level's and levels of study

Most of the staff at CFM has a doctorate degree, and this does not only respond to the research staff. We can't see any clear tendencies, or differences among women and men linked to the level of study and their job at the institution.

If we look at the general numbers, we can see that:

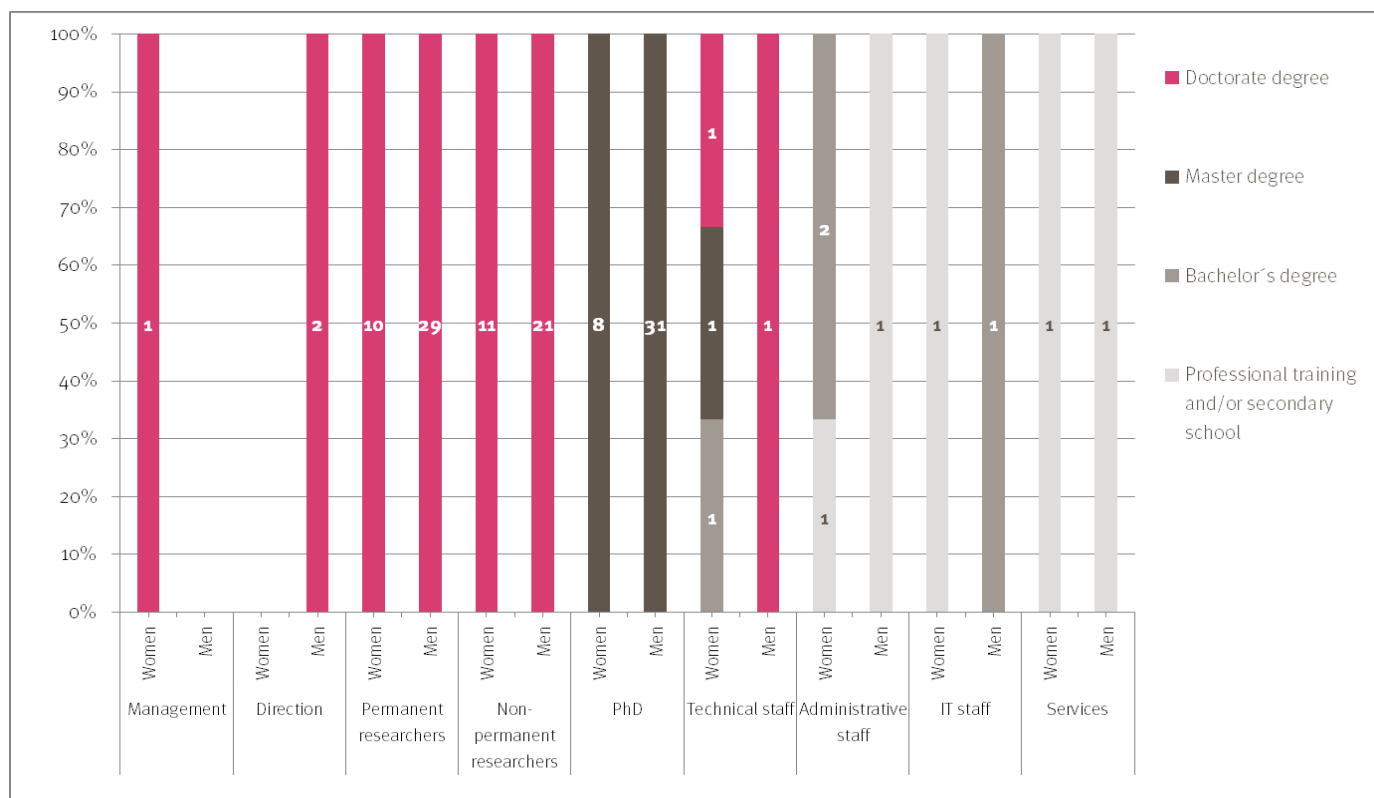
- **58 % women and 60% of men, have a doctorate degree.**
- **23% of women and 35 % of men have a master's degree.**
- **8% of women and 1 % of men have a bachelor's degree.**
- **8% of women and 2 % of men have done Professional training.**

¹³ *"En mi caso, yo creo que voy a seguir (o me gustaría seguir) en la carrera científica, pero no para siempre; voy a seguir hasta que no suponga algo negativo en mi vida, que sería por ejemplo no poder volver aquí a trabajar, porque no haya medios para ello.*

Yo quiero volver a España, porque tengo a mi familia, y si en algún momento eso no fuera posible, se acabó la vida científica, porque para mí lo otro es más importante. (...)A ver, y realmente no solo por no volver, al final si hoy estamos aquí reunidas, es por algo, y para una mujer siempre va a ser mucho más difícil. Si yo por lo que sea no puedo establecer una vida que me guste, poder ser madre, o no; y poder tener la posibilidad de asentarme en un sitio, y no pueda porque no vea la posibilidad de que voy a poder hacerlo, pues agur!"



3. Diagnosis of the situation of women and men at CFM



In the graph, we have divided the staff by levels of study and type of staff, to analyse if there were any tendencies or differences between women and men. But as we can see, there aren't any clear tendencies. There are some areas in which women have a bit higher level of study, and other areas in which men do. But there are no clear tendencies for any of these, as we are only talking about 1 or 2 people in each of the cases.

Type of contract

If we look at the overall staff, we can see how women have a higher percentage (52.5%) of permanent positions, while men have a higher rate of temporal ones, with almost 10 points of difference among the two. However, it needs to be pointed out that most of the researchers have temporal contracts.



3. Diagnosis of the situation of women and men at CFM

We can conclude that even if women have better working conditions, this does not necessarily correspond with their advancement in the career ladder. The Academic sector is very particular in this sense and it is very rare and difficult to get into a permanent contract that would give you further stability.

	Women		Men		TOTAL	
	N	%	N	%	N	%
Permanent	21	52,5	37	41,57	58	44,96
Temporal	19	47,5	52	58,43	71	55,04
Total	40	100	89	100	129	100

Mentions to the lack of stability most researchers face were also made during the in-depth interviews:

*“According to the latest statistics the age by which we will have some stability and a fixed position, is around 40 years. So what am I supposed to do if I want to continue doing science? I go every 2 or 3 years changing cities, and who depends on me: sons or daughters, my mother and father, or myself ... What do I do? Every 3 years I drag you to a new place? That has to destroy lives, be it to daughters and sons, or to relatives ... Not being able to settle anywhere, I don't know, it seems to me that I would hate my parents if I had moved so much as a child.”
(Translation of the original quote)¹⁴*

¹⁴ “Según las últimas estadísticas que conozco en las que se mencionaba a qué edad podríamos conseguir un poco de estabilidad y una plaza fija, rondaba los 40 años. Entonces, ¿que se supone que tengo que hacer si quiero seguir haciendo ciencia? Voy cada 2 o 3 años cambiando de ciudad, y a quien dependa de mí: hijos o hijas, mi madre y mi padre, o yo misma... ¿Qué hago? ¿Cada 3 años le arrastro a un nuevo lugar? Eso tiene que destruir las vidas, ya sea a hijas e hijos, o a familiares... No poder estabilizarte, no sé, me parece que yo odiaría a mis padres si me hubiera tenido que mover tanto de pequeña.”



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Wage policy

As explained in the structure CFM has no staff itself. Some of the staff is contracted by UPV-EHU, others by CSIC, Ikerbasque or other public entities. Both the analysis of the wage policy and the hiring protocol were difficult to analyse in this sense, as the institute does not pay the salaries of the staff, but each worker has a contractual relationship with the entity paying their salary, and CFM has no data on it.

We have gathered data¹⁵ about the wage bonuses that CFM workers receive, and these also vary depending on the contractual institution. MPC staff (41 people; 17 women and 24 men) does not receive any kind of bonus¹⁶. It must be noted that MPC gathers the highest amount of CFM workers, and it is the contractual institution which gathers the highest percentage of women at CFM. 43 % of the women who work at CFM have a MPC contract while only, 27% of the men do.

	Women		Men	
	N	%	N	%
MPC staff towards total CFM staff	17	43	24	27
CSIC staff towards total CFM staff	8	20	22	25
UPV-EHU staff towards total CFM staff	10	25	21	24

As CSIC and UPV-EHU staff does get some bonuses, we will now analyse the way these are shared. All workers with a CSIC contract get exceptional wages (8 women and 22 men), when it comes to productivity bonuses and seniority, all the women receive them, but only 59% of the men with a CSIC contract get those.

¹⁵ As already stated at page 6 of this document, all the quantitative data was for this report was gathered on 2018 and dates from December 2017.

¹⁶ At the time MPC staff did not receive bonuses, but currently they have acquire the right to perceive bonuses for their career revised every three years (seniority).



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CSIC staff (30 people; 8 W and 22 M)	Women		Men	
	N	%	N	%
Seniority	8	100	13	59
Exceptional wage	8	100	22	100
Productivity bonus	8	100	13	59

Regarding the UPV-EHU contracted staff, we have the opposite tendency: a high percentage of the men (86%) get those three bonuses and only half of the women do.

UPV-EHU staff (31 people; 10 W and 21 M)	Women		Men	
	N	%	N	%
Seniority	5	50	18	86
Exceptional wage	5	50	18	86
Productivity bonus	5	50	18	86

But the clearer image comes from looking at the overall percentages, of CFM's staff. If we look at the overall numbers from the grid above, we can see that the biggest difference found is related to the exceptional wage, only a third of the women (33%) get it, while almost half of the men (45%) do. As a conclusion, we can say that bonuses are linked to the position, or career stage and all permanent-staff receives some kind of bonus.

However, we mustn't forget that most of the researchers we find at CFM have non-permanent positions, this is not a CFM issue, but as it was already mentioned at the previous section (linked type of contract) it is linked to their unstable situation. This way, having all the CFM community into account, we see that most of CFM's staff does not get any kind of bonus to their wages (67% of women and 65 or 55% of men, depending on the type of bonus).



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Overall staff	Women		Men	
	N	%	N	%
Seniority	13	33	31	35
Exceptional wage	13	33	40	45
Productivity bonus	13	33	31	35

Even if we don't have any quantitative data about the specific amounts, during the in-depth interviews there were also mentioned both the precarious conditions regarding wages, and the differences that exist among same-level-researchers depending on the type of funding they have:

"It seems to me that, another of the great inequalities that we are facing, is the one that exists between different scholarships. Doing the same job, some scholarships give a certain amount, and others don't; so, that also creates differences between people at the same rank." (Translation of the original quote)¹⁷

The precariousness for me is having studied so much, to have arrived here, and to gain 1100 euros per month. I think that this is a lack of consideration towards our work from the state, and from the institutions." (Translation of the original quote)¹⁸

3.3. Selection, promotion and career progression

Selection processes

¹⁷ "Me parece que, otra de las grandes desigualdades a las que nos enfrentamos, es la que existe entre distintas becas. Haciendo el mismo trabajo, unas becas dan una cierta cantidad, y otras no; entonces eso también crea diferencias entre las personas de un mismo rango."

¹⁸ "La precariedad para mí es haber estudiado tanto, haber llegado hasta aquí, y cobrar al mes 1100 euros. Me parece que por parte del estado, y de las instituciones, es una falta de consideración hacia nuestro trabajo."



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According to the 3rd article of the *“Reglamento de regimen interno del Centro de Fisica de Materiales (CFM)”* CFM has no contractual capacity, and only the titular entities (CSIC and UPV-EHU) will be competent to develop contractual activities. However, it also mentions the way to proceed when one of CFM’s research groups needs to hire a researcher in order to develop an specific funded R+I project, in such cases the contracts are made through CFM’s management. Changes in this could therefore be challenging, as it is an area which is not completely under CFM’s control.

Aware of these limitations, we gathered data on the new contracts made during the last 4 years:

- 65% were made to men and only 35% were made to women.
- At the operative level, 75% of the new contracts were made to women.
- At the Research staff 75% of the new contracts were made to men.
- The Permanent Research Staff success rate of women has been a little bit higher than men’s. There were fewer candidates, but on average more successful than their male peers.

During the in-depth interviews we gathered more details that will help us understanding better the way selections processes are performed at CFM. Mainly they perform three types of contracts plus Ikerbasque: CSIC, UPV-EHU and MPC. They also mentioned us that CFM has an inclusivity policy, by which gender and/or origin should be taken into account when choosing a candidate from a hiring-pool; however it was also suggested that some senior researchers might not apply this policy:

“If I am not mistaken, our centre’s policy says that the entry of women should be promoted as much as possible, and even, concerning the origin, if, for example, someone came from Africa and applied for a job, they would have priority over someone from Europe, because we have many people who come from Europe.” (Translation of the original quote)¹⁹

¹⁹ *“Si no me equivoco, nuestra política del centro dice que, se debe potenciar dentro de lo posible la entrada de mujeres, e incluso, en relación al origen, si viniese alguien de África, por ejemplo, tendría prioridad frente a alguien de Europa, porque tenemos muchas personas que provienen de Europa.”*



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“In this centre, I have also heard, the girl is good but I am going to take the boy, because there is a chance she might get pregnant. I have heard that expression at this centre.” (Translation of the original quote)²⁰

“As the centre has three legs, there are three types of contracts plus Ikerbasque: CSIC, UPV-EHU and MPC. The MPC takes out a “call” every year for the hiring of students, and a joint gender balanced Commission is created, at the evaluation importance is given to how applicants could contribute to the centre and to their curricula; another call is also published for the hiring of post-doctoral researchers, another joint committee is formed to evaluate these with researchers from the centre. (...) On the other hand, there are some projects that are managed by MPC, and in those cases if a contract is made it depend directly on what the head of the project wants.” (Translation of the original quote)²¹

*“There are two types of contracts that can be made in the centre from CSIC: the first would be for projects, within a project the hiring of someone can be needed for the accomplishment of certain tasks, in this case the centre publishes a call for curricula, and among the CVs that are presented a gender balanced commission of five investigators of the centre makes the decision; the latter is, when there are pre-doctoral aids or calls for technical support staff of the laboratories; the process is similar, but the decision in these last two cases is taken in Madrid.
It is true that in the contracts made for CSIC projects are often so specific that in many cases there is not a wide range of*

²⁰ *“En este centro si he escuchado, la chica es buena pero voy a coger al chico, porque que hago luego si esta chica se me queda embarazada. Esa expresión, yo la he escuchado en este centro.”*

²¹ *“Como el centro tiene tres patas, hay tres tipos de contrataciones más Ikerbasque: CSIC, UPV-EHU y MPC. El MPC saca todos años un “call” para la contratación de estudiantes, y se crea un tribunal paritario (formado por hombres y mujeres) y se da importancia a lo que puedan aportar y a sus currículos; también se saca otro call para la contratación de investigadores post-doctorales, donde se forma otro comité paritario con investigadoras e investigadores del centro. (...) Por otra parte hay algunos proyectos que se gestionan por MPC, y en esos casos si se hace una contratación depende de manera directa de lo que la jefa o jefe de proyecto quiera.”*



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applications, there have been cases in which a single person has applied.” (Translation of the original quote)²²

As stated in the last two quotes decisions tend to be based on researcher’s curriculums, some interviewees stated their doubts about the way curriculums are made here, some others explained good or interesting practices they know. There was also a reflection about the importance these days is given to the creation of gender balanced hiring committees and the effects this has on the areas at which we find only very few women:

“In Australia, for example, when you prepare a call for a project, within the curriculum model, some of the questions they ask you are, what has been your dedication to research during each period, and if you have had to dedicate yourself to any caring work, if you had to combine it with your teaching activity, etc. That seems very important to me because it helps you to understand better the specific path of each candidate. The curriculum model we have here is: I finished my thesis in such a year, I have published so many articles, with such impact factor ... and you do not have any type of scale to help you assessing it, you do not know if in the meantime they had any parental leaves, or not; if they have X number of daughters or sons and take care of them at such percentage of the day; or if they have been Head of Department and has been dedicated to management rather than writing articles in the last years, if a serious illness has happened... All of these life circumstances have an influence in our career paths, and it would be interesting to see them in the CV. That information would help us factoring the conditions and assess the number of items, etc. based on that real dedication they may have had during that period.” (Translation of the original quote)²³

²² *“Por parte del CSIC, hay dos tipos de contratos que se pueden hacer en el centro: una sería por proyectos, que dentro de un proyecto se necesite la contratación de alguien para la realización de ciertas tareas del mismo, en tal caso se saca la plaza pidiendo currículos, y entre los CV que se presentan un tribunal paritario formado por cinco personas investigadoras del centro toma la decisión; el otro tipo es, cuando hay ayudas pre-doctorales o convocatorias para personal técnico de apoyo de los laboratorios, el proceso es parecido, pero la decisión en estos dos últimos casos se toma en Madrid.*

Es cierto que en las contrataciones por proyectos de CSIC, muchas veces es algo tan específico lo que se pide, que en muchos casos no existe un gran abanico de candidaturas, ha habido casos en los que se ha llegado a presentar una sola persona.”

²³ *“En Australia, por poner un ejemplo, cuando tu preparas convocatorias a proyectos, dentro del modelo de currículo, algunas de las preguntas que te hacen son, cual ha sido tu dedicación a la investigación durante cada periodo, si has tenido que dedicarte a algún*



3. Diagnosis of the situation of women and men at CFM

“The fact of doing blind CVs could also be effective; but depending on the field, I get the feeling that in some cases you might know who it is even if the name is not included.”
(Translation of the original quote)²⁴

Welcoming policy

CFM’s administrative services created a document called “Guia de acogida de Nuevo personal” on May 2017. We have analysed the contents of this document, and asked about it on the interviews. Some of the staff (the newest ones) is aware of this guide, but many others aren’t. The guide’s aim is to make easier the welcoming of newly arrived staff, and includes the following contents:

- General information about the centre: such as, timetable, admission procedures, available services and facilities and the workers placement.
- Health and safety issues and procedures (includes summary of the main procedures in different flyers)

trabajo de cuidados, si has tenido que compaginarlo con tu actividad docente. Eso me parece súper importante, porque te ayuda a comprender mejor el recorrido de cada candidato o candidata. El modelo de currículum que tenemos aquí es: acabe el doctorado en tal año, he publicado tantos artículos, factor de impacto.. y no tienes ningún tipo de baremo para valorar, no sabes si entre tanto ha tenido alguna baja parental, o no ha tenido bajas pero tiene X número de hijas o hijos y se ocupa de ellos tanto por ciento del día o ha sido jefa de departamento y se ha dedicado a trabajos de gestión, si ha pasado alguna enfermedad grave... Todas esas circunstancias de vida influyen, y sería interesante que se contemplasen en los currículos. Esa información nos ayudaría a factorizar las condiciones y valorar el número de artículos, etc. en base a esa dedicación real que hayan podido tener durante ese periodo.”

²⁴ *“Lo de hacer los currículos “blind” también podría ser efectivo, pero dependiendo del campo, en algunos casos me da la sensación de que podrías saber de quién se trata aunque no se incluya el nombre.”*



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Internal promotions

There have been 14 internal promotions in the last 4 years. We can see several differences among women and men in this sense: on the one hand, 71, 43 % of the internal promotions were made to men (28, 57 % to women); on the other, most men (50 % of men) were promoted to permanent researcher positions, and 40% of men were promoted to directive positions. In the case of women 40% went from PhD to Post-doc, and only 20% got promoted to a permanent researcher position.

	Women		Men	
	N	%	N	%
Direction			4	40
RESEARCH STAFF				
Permanent research staff	1	25	5	50
Post-doc	2	50		
Phd				
OPERATIVE STAFF				
Technical staff	1	25		
Administrative staff			1	10

In the survey, 64% of women and 53% of men said that, if they were offered a position with more responsibility, they would accept it. Only 15% of all the respondents (14% of women and 17% of men) said that they would not accept a position of higher responsibility.

17. If you were offered a position with more responsibility, would you accept it?

	Female		Male		Total	
	N	%	N	%	N	%
Yes	14	63,64	16	53,33	30	57,69
No	3	13,64	5	16,67	8	15,38
NA	5	22,73	9	30,00	14	26,92
Total	22	100,00	30	100,00	52	100,00

They mentioned mainly taking care of their families as a main reason for not accepting such a promotion. These are in detail the reasons that



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were mentioned by women and men who responded negatively to this question, the numbers in brackets indicate the amount or number of people stating each argument:

Women, (3·)

- Taking care of my family is a key priority at this moment, I would not accept it (2)
- In the future I don't count to follow with my research career; therefore, no.

Men (4)

- Taking care of my family is a key priority at this moment, I would not accept it (2)
- I do not want to have higher responsibility.(2)

Finally, regarding the real possibilities to promote to key positions of responsibility, women and men differ in their views. Most of men think that women have the same possibilities as men (80%) and even if more than half of the women (54%) think they do, but there is a significant third part of the women (32%) who thinks they don't.

Do you think that in DIPC/CFM women and men have the same possibility to get positions of responsibility?

	Female		Male		Total	
	N	%	N	%	N	%
Yes	12	54,55	24	80,00	36	69,23
No	7	31,82	1	3,33	8	15,38
NA	3	13,64	5	16,67	8	15,38
Total	22	100,00	30	100,00	52	100,00

These are in detail the women and men who responded negatively mentioned, the numbers in brackets indicate the amount or number of people stating each argument:



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Women (7)

- They mentioned it is a social problem that goes beyond CFM. An how caring responsibilities can still be a burden for women, as men in many cases might have someone around who takes care of the children and the caring work.
- If women would have the same possibilities, we would have women top managers. But we don't. All the board members of DIPC and CFM are men - directors, presidents, deputy directors.

Men (1)

- Still at low positions in the ranking

Leaving the organization

Research institutions tend to have a high flux of new people coming and leaving, this is linked to the lack of stability already mentioned in this section. 11 people left CFM in the last 4 years: most of them (2 women and 7 men) left because their contracts were finished, 1 man left because he got retired and only one person, and a woman left voluntarily, without any other reason obliging her to leave.

As we have no further data regarding their reasons to leave the organization, we can't conclude anything from these data.

3.4. Professional development and training

CFM has access to CSIC's and UPV's formative offers. CSIC's offer includes two specific gender equality related training courses: one of them is a present course about gender equality policies, and the other one, is a general online training course.

UPV-EHU has several online courses linked to the inclusive use of languages and new masculinities among others, we have found them on UPV's website, but they are not present at the documents sent by CFM.



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Information about the already existent gender equality courses could be sent to the staff, there is no record of people attending professional development training, and it could be interesting to create it, disaggregated by sex.

The data we have gathered comes out from the survey, and 5 men said that they have received gender equality training, some of them have received informal training from their work in social movements, other have attended specific courses and seminars. It is surprising, but, in general terms men at CFM seem to have received further training on this issue than women. 95, 45 % of women said they have never received any gender equality training and 15 points less, 80 %, of men were at the same situation.

28. Have you ever received gender equality training?

	Female		Male		Total	
	N	%	N	%	N	%
Yes	0	0,00	5	16,67	5	9,62
No	21	95,45	24	80,00	45	86,54
NA	1	4,55	1	3,33	2	3,85
Total	22	100,00	30	100,00	52	100,00

3.5. Work-life balance

CFM's structure means that working conditions of workers will vary depending on the institution they are contracted by. There isn't a document in which all the different measures are gathered, and no general information on this subject is provided to the staff.

According to the data analysis done, all the staff has flexibility to define their working-timetable. The only mention found to this in the document analysis, appeared at the *Welcoming guide* (Guía de acogida) where it says that, the building will be open from 8:00 to 20:00 on weekdays, and it is closed on weekends, Dues to health and safety issues they advise staff not to stay out of these in the building. However, if a worker needs to do so, they need the approval of their supervisor for it.

At the data-gathering we asked about the use of the different work-life balance measures. These data are not recorded at CFM, and it is not



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easy to conclude anything too relevant out of the data that we have. We only have data regarding the use of the permits that are available linked to maternity and paternity, and we can see that mostly women made use of these permits, but according to the data, all the people (women and men) who were in a situation to get these permits asked for them no matter if they were part of the administrative, technical or research staff.

CSIC offers CFM workers with a set of social helps, and they have a guide with all the different measures they have for the integration of work and personal life. However, some of them apply to CFM workers, others don't. It could be interesting to create an ad-hoc collection of the measures available for the different types of CFM staff.

Even if we don't have much quantitative data on this issue, we have qualitative data gathered through the survey and the interviews.

71, 15 % of the survey respondents does not have difficulties to balance their current position with caring responsibilities. But, as we can see in the following chart, the situation changes if we only focus just on the people with caring responsibilities.

Do you have difficulties to conciliate your current position with your caring responsibilities? (PEOPLE WITH CARING RESP.)

	Female		Male		Total	
	N	%	N	%	N	%
Yes	5	41,67	5	38,46	10	40,00
No	6	50,00	8	64,54	14	56,00
NA	1	8,33	0	0,00	1	4
Total	12	100,00	13	100,00	25	100,00

Even if people with caring responsibilities state to have more difficulties than the people with no-caring responsibilities, most women (50%) and men (64.54%) with caring responsibilities have no difficulties to integrate their position with caring responsibilities.

Regarding their spare time, 63,46 % of the survey respondents does not have difficulties to coordinate their current position with their social responsibilities and hobbies; people notice more difficulties for this than to conciliate caring responsibilities. In this case, the situation also changes if we focus just on the people with caring responsibilities.



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19. Do you have difficulties to coordinate your current position with your social responsibilities and your hobbies?

PEOPLE WITH CARING RESPONSIBILITIES	Female		Male		Total	
	N	%	N	%	N	%
Yes	4	33,33	7	53,85	11	44
No	7	58,33	6	46,15	13	52
NA	1	8,33	0	0	1	4
Total	12	100	13	100	25	100

We can see a tendency: regarding spare time, women perceive to have fewer problems to balance their spare time and working hours than men. And this is common in other organizations as well, our main hypothesis is that due to the caring workload women tend to have, they don't even conceive having spare time at some stages of life, and therefore they have no sense of a lack of it.

These are some issues that were mentioned in the interviews:

In one of the interviews they highlighted the positive outcomes of a flexible timetable, and being able to organize oneself's work:

"I think that the work in research is not like, for example, a bakery where you have to be there in person at an established time. This work allows you to reconcile, and you organize yourself with total flexibility. There will be jobs or people who do better at home, others here in the centre..." (Translation of the original quote)²⁵

Linked to the long working hour's culture that is still present in most research institutes and in the culture of such institutions, there was an interesting comment made, describing to what extent due to the traditional gender roles, still, there are not the same expectative and evaluation of women and men in this sense:

"For example, if a man does nothing but work; and works, let's say 90 hours a week, he will be perceived very positively, he will be a referent at his field, etc. and it is not perceived too often, that so in order for him to work so much, there is a woman at home taking care of everything that has to do with care and

²⁵ "Yo creo que el trabajo en investigación, pues por ponerte un ejemplo, no es como una panadería en la que tienes que estar ahí presencialmente en un horario establecido. Este trabajo te permite conciliar, y tú te organizas con total flexibilidad. Habrá trabajos o personas que hagas mejor en casa, otros aquí en el centro..."



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family. But, if we find a woman with the same characteristics, she would not be perceived in the same way, it would be perceived that she is not devoting enough time to her family.” (Translation of the original quote)²⁶

Linked to this idea, the need to give value and naturalize the integration of caring work as part of a researcher’s career was also mentioned, which would be linked to the Australian CV example that was mentioned at the section about selection, promotion and career pr:

“I am theoretical, and today I think that if I got pregnant, I would continue to work (at home) because I don't want to risk it... But I think we shouldn't think like that; I think that we should normalize that if a person has been a mother or a father, there is a period during which she/he does not produce, because they will be dedicating to something else.” (Translation of the original quote)²⁷

Another interesting reflection arose on the need to differentiate among flexibility and availability and the expectative the centre or research groups might have on their members: “

“I think that flexibility and availability are sometimes confused. One thing is the flexibility to work on your own research, that is the responsibility of each of us. But do not confuse it with availability, it should not be allowed for a boss to call his students during the weekend, or from a certain time in the afternoon. And even if that person may be working on Saturday, you can't presuppose and call them during the weekend... the same with the e-mails, you can't expect to be answered during the weekend. If you send an e-mail during the weekend you can ask them to answer by Monday morning, but not before. And I think they are two different things, flexible hours are each ones responsibility, and we work to move from thesis to post-doc, and then to become a professor... but the

²⁶ “Por ejemplo, si un hombre no hace más que trabajar, y trabaja digamos que 90 horas a la semana, se observa aún muy positivamente, se ve como un referente en su campo, trabajador, etc... y no se ve muchas veces, que para que él pueda trabajar tanto, hay una mujer en casa cuidando de todo lo que tiene que ver con los cuidados y la familia. Pero, si encontramos una mujer con las mismas características, no se ve como algo positivo, parece que no está dedicando suficiente tiempo a su familia. “

²⁷ “Yo soy teórica, y a día de hoy creo que si me quedará embarazada, seguiría trabajando (en casa) porque no me la quiero jugar... Pero creo que no deberíamos pensar así; creo que, deberíamos normalizar, que si una persona ha sido madre o padre, haya un periodo en el que no produzca, porque está dedicándose a otra cosa.”



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availability cannot be complete within that flexibility.”
(Translation of the original quote)²⁸

During the interviews two possible measures that would help people with caring responsibilities to integrate their work with caring responsibilities were also mentioned. One is linked to the provision of services, and the latter would be related to the timing of public meetings and events:

“One thing that seems interesting to me would be the option of, since we cannot trust that parental leaves will be changed, to have the option of sending your kids to a nearby nursery, and with an affordable price. I don't know if through an agreement or financial aid, but it would be very interesting.” (Translation of the original quote)²⁹

“Another thing would be to adapt meetings and conferences to the school schedule. For example, the colloquiums could have a parallel activity for children, so that more people can attend.” (Translation of the original quote)³⁰

3.6. Health and safety policy

We have analysed the health and safety information that is provided to the workers as part of the welcoming guide, and none of the protocols

²⁸ *“Creo que a veces se confunden la flexibilidad y la disponibilidad. Una cosa es la flexibilidad para trabajar en tu propia investigación eso es responsabilidad de cada uno o cada uno. Pero no hay que confundirlo con la disponibilidad, no tendría que estar permitido que un jefe llame a sus estudiantes durante el fin de semana, o a partir de cierta hora de la tarde. Y puede que esa persona esté trabajando el sábado, pero tú no puedes presuponer y llamarle durante el fin de semana... lo mismo con los e-mails, no puedes esperar que te respondan durante el fin de semana. Si tú mandas un e-mail el fin de semana puedes pedirles que te contesten el lunes por la mañana, pero no antes. Y creo que son dos cosas diferentes, las horas flexibles son tu responsabilidad, y aquí trabajamos para poder pasar de tesis a post-doc, y luego para llegar a ser profesor... pero la disponibilidad no puede ser absoluta dentro de esa flexibilidad.”*

²⁹ *“Una cosa que a mí me parece interesante sería la opción de, ya que no podemos confiar en que los permisos parentales cambien, poder tener la opción de enviar a tus hijas o hijos a una guardería cercana, y con un precio asequible. No sé si por medio de un acuerdo, o ayudas económicas o como, pero sería muy interesante.”*

³⁰ *“Otra cosa sería adecuar las reuniones y las conferencias al horario, diríamos que escolar. Por ejemplo, los coloquios podría ponerse una actividad paralela para que pueda asistir mayor número de personas.”*



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provided to workers, included at the welcoming guide, do not include a gender perspective, and they are only head to the office staff. An analysis of the specific needs of women in the different parts of the building could be done, to improve the protocols.

From the interviews we learned that the specific needs of women are often linked to maternity and pregnancy, and the restrictions to use some of the labs during that period of a woman's lifetime. Regarding this, interviewees had the feeling that the work of a woman could be adapted during those months, instead of directly putting them on a sick-leave:

"I believe that in science, unless what you do is totally laboratory, there are always things you can do from an office; for example, analysing data, writing up proposals, articles. My feeling is that many times adapting that job also implies extra work for the superior, and it is easier for them to send you home." (Translation of the original quote)³¹

On the other hand, in the information that is provided, there is no specific mention to sexual or sex-based harassment. Even if CFM is covered by the CSIC and UPV-EHU sexual harassment protocols there is a lack of knowledge on this issue, and CFM should agree on a common protocol to face and prevent such cases.

We asked about this issue in the survey, and CFM staff said that neither they have lived, nor have they heard of sexual or sexist harassment cases at CFM. However, a woman has specified, that she has lived sexist harassment and explicit sexual invitations out from CFM but in her academic career, especially when attending to congresses.

24. Have you ever been sexually harassed by someone in the organisation?

	Female		Male		Total	
	N	%	N	%	N	%
Yes		0,00		0,00	0	0,00
No	22	100,00	29	96,67	51	98,08
NA		0,00	1	3,33	1	1,92
Total	22	100,00	30	100,00	52	100,00

³¹ "En ciencia yo creo que a no ser que lo que hagas sea laboratorio totalmente, siempre hay cosas que puedes hacer desde una oficina; por ejemplo, analizar datos, escribir propuestas, escribir artículos. Mi sensación es que muchas veces el adecuar ese trabajo también le implica trabajo extra a tu superior, y les es más fácil mandarte a casa."



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25. Do you know anyone who has suffered sexual harassment from someone in the organisation?

	Female		Male		Total	
	N	%	N	%	N	%
Yes	0	0,00	0	0,00	0	0,00
No	22	100,00	27	90,00	49	94,23
NA	0	0,00	3	10,00	3	5,77
Total	22	100,00	30	100,00	52	100,00

During the interviews, this issue was also raised. On the one hand, they highlighted the need to have a protocol; and on the other, the need of resources to face this type of issues was also mentioned:

"We don't have any type of protocol for sexual harassment cases, and I think it would be important to have it before we find ourselves in a situation of needing it. And if there is one, we have not been informed, the entire community should know about it." (Translation of the original quote)³²

"I think that with issues such as gender equality or gender violence, harassment etc ... it's not just about having tools, Gender Equality Plan, a protocol ... I think that resources are also needed, and experts who would be able to address those issues are also needed." (Translation of the original quote)³³

3.7. External dimension, outreach and communication

In order to understand a bit better CFM's external dimension, we gathered some data about their social media followers. CFM has more men than women among its audience; however the difference is not too unbalanced, and changes from one channel to another. They have an audience of around 57% men and 43 % women both in Twitter and their website, while they have 50% of female followers on Facebook.

³² "No tenemos ningún tipo de protocolo para casos de acoso, y creo que sería importante tenerlo antes de que nos encontremos en una situación de necesitarlo. Desde luego, no se nos ha comunicado... y si lo hay, habría que informar de ello a toda la comunidad."

³³ "Creo que los temas como igualdad o la violencia de género, el acoso etc... no consiste solo en tener herramientas, un Plan de Igualdad, un protocolo... creo que también hacen falta recursos, y hace falta gente preparada específicamente para poder abordar esos temas."



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Social media followers (%)	Women	Men
Twitter	43,00	57,00
Facebook	50,00	49,00
Seguimiento de la web en google analytics	42,27	57,73

Regarding outreach activities, during 2017 CFM took part at the International Day of Women and Girls in Science (WINS) that specifically aim at promoting gender equality and vocations in Science:

If we look and compare the data about the outreach activities organized by CFM, and those organized by other entities. We can highlight the higher participation of women than men in outreach school visits and science week activities. This could be both due to the involvement and commitment of women with these type of activities, but also, it is a reflect of the effort the communication department makes in making women’s role in science visible, in order to attract further girls to Physics.

Outreach initiatives organized by CFM	Women		Men	
	N	%	N	%
Que sabemos de...	2	50	2	50
School visits	65	62	40	38
Zientzia astea	15	58	11	42
Other outreach activities	Women		Men	
	N	%	N	%
Number of participants at outreach talks	1	50	1	50
Number of participants at "Vidas científicas"	3	50	3	50

There are two sub-contracted services at CFM: the reception service and cleaning services, and we can see a clear horizontal segregation among the two: the cleaning services are completely feminized (2 women) whiles; the reception of the building is performed by 3 men.



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We have also analysed communication the way language and images are used institutionally etc. We have analysed the website and some other public documents, and even if the website is, for example, only written in English, most documents are written in Spanish and they make use of the masculine form as a generic plural. In the yearly report and posters of events, a will to use images inclusively is perceived. However, it is not systematized, and some clear and general guidelines should be agreed on this sense.

3.8. Research

CFM has gathered a set of indicators³⁴ in order to help us describe, and analyse the reality behind the researchers at the centre:

	Women		Men	
	N	%	N	%
a. Number of researchers who have reached the highest research titles in the RPO	8,00	24,24	25,00	75,76
b. Average composition of peer review teams	21,00	29,17	51,00	70,83
c1 Number of PhD mentors (at 25/ 10/ 2018)	3,00	11,54	23,00	88,46
c2 Number of of thesis tutors from the 2017 CFM thesis	5,00	36,46	8,00	61,53
c3 Number of CFM thesis today (at 25/ 10/ 2018)	6,00	36,00	14,28	85,71
d. Number of researchers who have received individual funding for their research, other than from competitive public funding programmes	8,00	24,24	25,00	75,76

³⁴ The first indicator mentions RPOs, standing for Research Performing Organizations.



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	Women		Men		
	N	%	N	%	
e. Number of congresses organized	3,00	23,08	10,00	76,92	
f. Number of people who have organized congresses or conferences	5,00	27,78	13,00	72,22	
g. Number of participants at CFM seminars	4,00	26,67	11,00	73,33	
h. Average amount of researchers who presented their research results in academic settings at national and international levels	29,00	26,13	82,00	73,87	
i. Distribution of publication by authors:					
	i1 CFM authors	72,00	20,28	283,00	79,72
	i2 First author is from CFM	18,00	30,00	42,00	70,00
	i3 High impact publications	18,00	21,18	67,00	78,82
j. Group leadres		2,00	13,33	13,00	86,67

The percentage of women is around 25% in most of the indicators, and the percentage of men lies around 75% more or less. We will focus on the ones that are below and over the tendency in our analysis. These are the elements with a higher percentage of women:



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- Peer review teams have an average participation of 29% women.
- Even if less than 12% of PhD mentors are women, the number of female thesis tutors is around 36% of all CFM theses.
- Almost 28% of the people participating in the organization of congresses are women.
- Regarding the distribution of publications by author, even if women are authors of only 20, 28 % of CFM's publications (2017), they were the first author at 30% of the cases in which the first author was a CFM researcher.

On the other hand, we can see two indicators in which women's share is around 13%::

- Less than 12 % of PhD mentors are women (2018)
- Women represent 13 % of group leaders.

Through the in-depth interviews we also gathered researcher's perceptions on this area. On the one hand, and regarding publications they mentioned that vertical segregation has a direct influence on the amount of papers that are published by women or men.

"As for publications, women publish less. Here the ones who publish the most are the group leaders, as all the work of the post-doc and PhD they are in charge of also includes their names. But at the same rank, I wouldn't say we have differences; publishing more or less doesn't depend on us. The fact is that men have greater rank and therefore publish more. " (Translation of the original quote)³⁵

Some female researchers also mentioned, they perceive their word does not have the same value as a man's in certain research environments:

"In my case, we have always laughed a lot with this. My partner and I have worked together doing the same during our whole

³⁵ *"En cuanto a las publicaciones, las mujeres publicamos menos. Aquí los que más publican son los jefes de grupo, todo el trabajo de los post-doc y PhD que están a su cargo también se incluyen sus nombres. Pero al mismo rango, como no depende de nosotros, yo no diría que tengamos diferencias. El hecho es que los hombres tienen mayor rango y por ello publican más."*



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career; so it was very funny that me, being a woman, obtained certain results and exposed them, and meanwhile everyone looked at him. At 25, I was mad at him, even if it was not his fault. But still today, and more than twenty years have passed, it happens. Now that I'm older, I don't know if it happens to us less or if I don't care. " (Translation of the original quote)³⁶

"It does seem to me that, in general, men's proposals are taken more seriously than women's." (Translation of the original quote)³⁷

Different perceptions were also raised in relation to congresses and conferences. They mentioned the importance of visibilizing women, and the need to be aware of from the very first step of organizing a conference, as it is easier to include women from the beginning than having to include them afterwards in the name of someone else.

"For me, when I go to a congress or read a paper... I read the initials and unconsciously, for example J. that J unconsciously I think it is always a man, and that is horrible. I have spoken with my group, and we put the whole name." (Translation of the original quote)³⁸

"I think a major challenge in this area would be, for men not to give 80% of the talks at any congress." (Translation of the original quote)³⁹

"To me, the biggest difference comes at the time to make for example a list of invited speakers, and it has also happened to

³⁶ " En mi caso, nos reímos toda la vida. Mi compañero y yo, hemos trabajado juntos haciendo lo mismo, entonces era muy gracioso que yo, siendo mujer, obtenía ciertos resultados y los exponía, todo el mundo le mirara a él. Yo a los 25 años, me subía por las paredes, y todavía a día de hoy, y han pasado ya más de una veintena de años, nos sigue pasando. Ahora que soy más mayor, no sé si me pasa menos, o si ya me resbala."

³⁷ "Si me parece que, en general, se suele tomar más enserio lo que te propone un hombre que lo que te propone una mujer."

³⁸ "Para mí, cuando voy a un congreso o leo un paper... leo los nombres e inconscientemente, por ejemplo J. esa J inconscientemente pienso que es siempre un hombre, y eso es horrible. Yo lo he hablado con mi grupo, y ponemos el nombre entero."

³⁹ "Creo que un reto principal en este ámbito sería que cuando vas a un congreso, que no diesen el 80% de las charlas hombres."



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me, to be making a list, and suddenly someone says, - But if there are no women! -, and this now, that the subject is booming, and it has happened to us (...) It is the exercise of re-doing the list ... and if you have this in mind from the beginning then you do not have to remove anyone, but of course if you realize later, you have to delete someone to get the women ..." (Translation of the original quote)⁴⁰

Some female researchers also stated they feel other male colleagues do not treat them the same as their male peers. The importance of what it has been named as "old-boys-clubs" as a way of networking, and feeling as an outsider at certain types of event was also mentioned by another female researcher. In general, female researchers stated they sometimes do not feel as secure as their male peers in such events, and probably many times they tend to be more self-exigent than their male counterparts:

"Something that I have perceived in the congresses, is that they refer to me or other women by our first name; and on the other hand, when referring to men, it is always, Professor such or Doctor that ... I do not know, this has always made me laugh. As much as I am of the same rank, the treatment is different. " (Translation of the original quote)⁴¹

"I do see myself identified, in the case of women who in a congress for example, you feel out of place. I don't know for many years I have not attended that type of event, and I see more women who are at the same situation, as if it was a more hostile environment for us. And I think this also influences at presenting or giving a speech, in general we have less confidence. "(Another person interrupts her)" Yes, I agree, I think you get a lot more nervous, but in general what female

⁴⁰ "A mí, la mayor diferencia me parece que está a la hora de hacer por ejemplo una lista de invited speakers, y a mí también me ha pasado, estar haciendo una lista, y de repente alguien dice,: -¡Pero si no hay ninguna mujer!-, y esto ahora, que el tema está en auge, y nos ha pasado (...).Es el ejercicio de rehacer la lista... y si esto lo tienes en cuenta desde el principio pues no tienes que quitar a nadie, pero claro si te das cuenta a posteriori, encima tienes que borrar a alguien para meter a las mujeres..."

⁴¹ "Yo, algo que si he percibido en los congresos, es que a mí, y a otras mujeres, nos llaman por el nombre de pila; y en cambio al referirse a los hombres es siempre, Profesor tal o Doctor cual... no sé, esto siempre me ha hecho bastante gracia. Por mucho que yo sea de su mismo rango, el trato es distinto."



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researchers present is always of quality, while some men are not ashamed to present any content of lesser rigor. " (Translation of the original quote)⁴²

Linked to the last point, another researcher also pointed out that in general terms, when a poster is presented by a woman, some researchers already see it as a guarantee of quality, as they tend to present better quality contents.

"Regarding the congresses, what I can assure you is, that in my field when there is a woman presenting a poster, an agglomeration of people is created in that poster ... and I don't know, I guess it will have its anthropological explanation, But it has always caught my attention. In fact I would say that women, in general, give better talks and present better posters, I don't know if you are more self-demanding ... I don't know, but in the majority of congresses I've been to, the prize to the best poster has been taken by a woman. This could be anecdotal ... but this is my perception. " (Translation of the original quote)⁴³

We have also analysed the funded projects, and amount of funding women and men get. From the data we can see that, women have a higher success rate at Basque funding programmes than at international ones. Regarding the amount of funding they got, men got a higher amount of funding in all cases. And it is also important to point out the amount of people who attempted to get public funding in that period (2017), which contrary to what it would seem was balanced: same amount of women and men attempted for funding at

⁴² *"Yo sí que me veo identificada, en el caso de mujeres que en un congreso por ejemplo, no se durante muchos años no he asistido a ese tipo de evento, y veo más mujeres igual... Como que fuera un ambiente más hostil para nosotras. Y creo que esto también influye al presentar, en general tenemos una menor confianza." (Otra persona le interrumpe) "Sí, estoy de acuerdo, creo que os ponéis mucho más nerviosas, pero en general lo que presentáis siempre suele ser de calidad, mientras que algunos hombres no tienen o tenemos ninguna vergüenza de presentar cualquier contenido de menor rigor."*

⁴³ *"Respecto a los congresos, lo que sí te puedo asegurar es, que en mi ámbito en las presentaciones de posters, cuando hay alguna mujer, se crea una aglomeración de gente en ese poster... y no sé, supongo que tendrá su explicación antropológica, pero siempre me ha llamado la atención. De hecho yo diría que las mujeres, en general, dan mejores charlas y presentan muchos mejores posters, no sé si es que sois más auto-exigentes... no sé, pero en la mayoría de congresos a los que he ido, el mejor poster se lo ha llevado una mujer. Igual esto es anecdótico... pero esta es mi percepción."*



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international and Spanish calls, and a bit less (43%) of women than men tried to get funding from Basque programmes.

	Women		Men	
	N	%	N	%
Average composition of research teams who got public funding				
In international programmes	0,75	30,00	2,00	70,00
In Basque programmes	1,67	30,84	3,00	44,17
Funded Research Project's PI				
In international programmes	0,25	25,00	0,75	75,00
In Basque programmes	0,40	40,00	0,60	60,00
Average amount of funding the PI's received				
In international programmes			666548,00	100,00
In Basque programmes	102271,00	39,01	159895,00	60,99
Amount of funding the PI's received				
In international programmes: 100.000€- 500.000€	0,00	0,00	2,00	100,00
In Basque programmes: <50.000€	1,00	50,00	1,00	50,00
In Basque programmes: 50.000€-100.000€	1,00	33,33	2,00	66,67
Number of researchers attempting to get public funding				
In international programmes	4,00	50,00	4,00	50,00
In Spanish Ministry programmes	4,00	50,00	4,00	50,00
In Basque programmes	3,00	42,86	4,00	57,14



4. Main outcomes

These are the main outcomes or conclusions we reached after analysing all the different areas described in this report:

- **CFM has a highly masculinized workforce, 69 % are men and 31 % women.**
- **There is a clear horizontal segregation in the distribution of the workforce: we could see a higher percentage of women at administration, as lab technicians and working on IT systems.**
- **There is a vertical segregation, women are lacking from the first stage of the career ladder (PhD)**
- **Women are also lacking at the top management positions, but most staff (and specially women) would accept a position of higher responsibility.**
- **There is a need to systematize some things such as the sexual harassment policy, welcoming policy, guidelines for an inclusive use of the language and information about work-life balance support.**
- **In the research area, but linked to external communication, there is a need to promote balanced panels, talks, congresses, in terms of female and male speakers; and keep visibilizing female researchers work.**
- **Regarding work life balance support, there are no specific measures offered further than the legal ones related to child-birth and part-time working for caring reasons..**