

Asociación de investigación MPC- Material Physics Center's 2nd Gender Equality and Diversity Plan (GEDP) 2025-2028

November 2024



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1. INTRODUCTION

1.1. About MPC

The Material Physics Center (MPC) began focusing on gender equality in 2018 by assessing the situation of women and men within the institution. Following this assessment, a Gender Equality Plan (GEP) was developed in 2019 to propose changes and measures addressing the weaknesses identified in the initial diagnosis.

After four years of implementing the first Gender Equality Plan (GEP) in collaboration with the Gender Equality Commission (GEC), established in 2018, it is now time to review and analyze the work accomplished. In 2024 MPC took the initiative to update its gender diagnostic and design the new Gender Equality and Diversity Plan (GEDP).

This report contains MPC's 2nd GEDP.

1.2. What is the gender-diagnosis and GEP

A GEP is a systematic and strategic tool that establishes priorities, concrete objectives (based on a comprehensive assessment of the current situation), and specific measures to advance on gender equality within organizations and in the Research & Innovation (R&I) field.

Real equality is reflected in equal treatment, marked by the absence of direct and indirect discrimination based on sex. Direct discrimination occurs when a person receives preferential treatment due to sex or any other sex-related treatment. Indirect discrimination is considered when an event affects a significant proportion of persons of the same sex.

This principle recognizes that differentiation is essential for achieving true equality. To facilitate this process, we must focus on providing equal opportunities and equitable outcomes. It's important to ensure that everyone is treated with dignity and has the right to those opportunities.

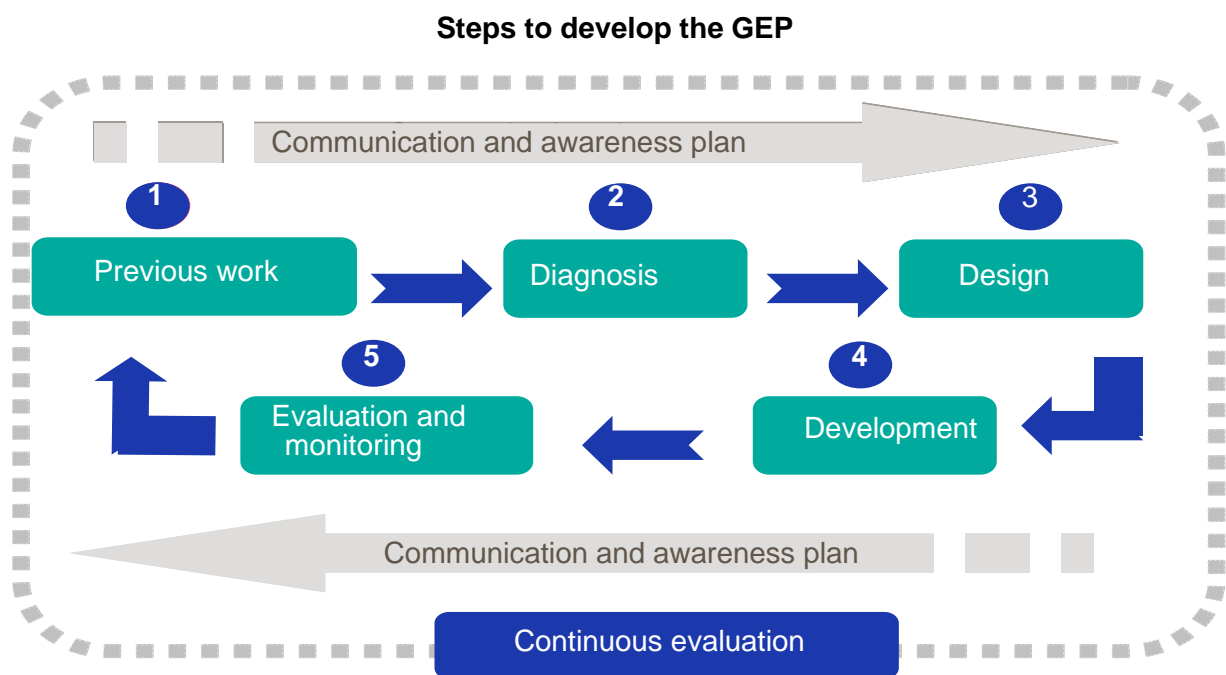
The objective of equal opportunities is to create a framework for intervention that allows all genders to participate freely in all areas of society under equal conditions, visibility, autonomy, and responsibility. It is a quality term directly related to human rights. It is a tool to achieve a higher quality of life for women and other underrepresented genders through different strategies:

- **Positive actions** are temporary measures, a starting point, and a special treatment to achieve equal opportunities. It is related to other measures, to the positive discrimination towards which it is directed: these are measures that initially guarantee the results. Positive action is a strategy for people with disadvantages at the starting point, to reach the level of those with the advantage. In this way, equal opportunities will be achieved at a given time.

These actions are grouped into the so-called Positive Action Plans. These political and administrative instruments structure the objectives and guide concrete actions to achieve equal opportunities.

- **Gender mainstreaming is the main strategy of the Gender Equality Plans.** The implementation of the gender perspective implies systematically incorporating in all phases of planning, development, and evaluation the situations, conditions, **needs, and aspirations of women and men, incorporating specific objectives** and measures to eliminate inequalities and promote equality in all policies and actions of the organization. Analyzing reality from a gender perspective means:
 - ✓ To publicize sexist trends in the analysis of the reality of women and other under-represented collectives.
 - ✓ Identify the structural factors behind the inequality between women and men, detecting all forms of discrimination that generate or reproduce these inequalities, and including an intersectional approach.
 - ✓ Redefine gender relations, making the situation of women visible, considering the needs and interests of women, and valuing women's contribution to society more.

All these aspects are analyzed when preparing the GEPs. The following are the steps to be taken to prepare the GEP:



When we talk about **Gender Equality Plans**, we are talking about tools to generate **transformation processes**, and it is convenient to follow the phases shown in the image. In this process, we have worked on the first three phases, but once these three steps are taken it will be necessary for MPC to take the initiative to develop the next phases. Continuous evaluation of communication and the steps we take will be crucial in the development of all these phases.

1.3. Legal framework

As stated in the initial declaration of Law 4/2005 on Gender Equality in the Basque Country, the Convention on the Elimination of All Forms of Discrimination against Women, approved by the **UN General Assembly in December 1979 and ratified by the Spanish State in February 1984, proclaimed the principle of equality between women and men.** In the 2nd article of that Convention, UN members committed themselves to “ensuring the effectiveness of this principle through laws or other appropriate means.”

The Recast Text of the Law for the Equality of Women and **Men and the Coexistence without Gender Violence, approved by RD 1/2023 of 16 March, refers to the same area.** Specifically, Article 43 refers to plans and policies for the equality of women and men and states that “consortia, foundations, and companies primarily involved in Basque Country’s public entities, in all cases, and private companies of more than 50 workers, following State regulations, will develop plans incorporating concrete and effective measures to promote the equality of women and men in their internal functioning and their monitoring.”

Moreover, since the entry into force of the Treaty of **Amsterdam on 1 May 1999, equality between women and men has become a fundamental principle of the European Union. Following Article 3.2 of the Treaty on the European Union, the objective of eliminating gender inequalities and promoting equality should be** integrated into all policies and actions of the Union and its Member States.

Article **9.1** of the Statute of Autonomy of the Basque Country, referring to the provisions of the Spanish Constitution, proclaims the right to equality and non-discrimination on grounds of sex. Furthermore, Article 9.2.d of the Statute states that public authorities must promote the conditions for equality of people and groups and remove barriers to their achievement, to make such equality effective and effective.

In addition, the Basque Parliament, by adopting Law 2/1988 of **5 February on the creation of Emakunde, the Basque Institute for Women, as stated in its explanatory statement, considered as a** matter of first order the effective elimination of all forms of discrimination against women and the adoption of the necessary measures to promote the intervention of women in all areas of our Community, as well as joint action in this field.

In the development of this Law 2/1988, the Basque Government has approved seven **positive action plans for women in the Autonomous Community of the Basque Country. These plans reflect the basic lines of intervention of the Basque public administrations in relation to the promotion of equality between women and men in all areas of life.**

The successive GEPs approved by the Basque Government have enabled the promotion and development of the measures that Law 4/2005, of **18 February, for the Equality of Women and Men, provides for the promotion of equality in the business environment. This law, among others 40. The article obliges public and private enterprises (depending on the number of workers) to implement plans or measures to promote the equality of women and men** both in internal and external functioning. It also requires the definition of mechanisms for monitoring and evaluating these Plans.

The legal framework on gender equality in higher education, science and research is precise and comprehensive.

The **Organic Law for Effective Equality between Women and Men (3/2007)** introduced gender equality as a basic principle for public action, applicable to universities and research centers. The Law made it compulsory for institutions and companies with more than 50 employees to adopt and implement gender equality plans.

Considering the urgent need to adopt measures to guarantee equal opportunities between women and men, the government approved decree **RD 6/2019 in March 2019. Two subsequent decrees (RD 901/2020 and RD 902/2020) were approved in October 2020. These three decrees together develop and detail aspects of the Organic Law for Effective Equality (3/2007).** RD 6/2019 extends the obligation to approve equality plans to all companies and institutions with more than 50 employees (previously >250 employees). It reinforces the rights of equal salary for equal work and work-life balance; and establishes equal (non-transferable) childbirth leave for both parents.

RD 901/2020, on the regulation and registration of Gender Equality Plans (GEPs), details the minimum content of a GEP, including a detailed gender diagnosis as a baseline. It establishes deadlines for companies and institutions with at least 50 employees to approve and implement their GEPs. It also describes the procedure for negotiation, approval, and public registration of GEPs, including participation of employees' and unions' legal representation.

RD 902/2020, on equal pay for women and men, establishes mechanisms to identify and correct discrimination in remuneration. It obliges all companies to have a salary register for all staff, including management and senior staff. Companies with a GEP must include a salary audit in their gender diagnosis. That audit should analyze whether the company's remuneration system, in a transversal and complete way, complies with the principle of equality between women and men.

The Basic Statute of Public Employees (Law 7/2007) established the necessity for public administrations to adopt equality plans. The Law on Universities (Law 4/2007, known as LOMLU) further clarified these requirements for universities by stating that "universities will include equality units within their organizational structures to promote and implement tasks related to the principle of equality between women and men." Additionally, the Science, Technology, and Innovation Law (Law 14/2011, known as LCTI) extended the requirement to adopt Gender Equality Plans (GEPs) from universities to public research organizations.

The Organic Law for Effective Equality between Women and Men (3/2007) required all ministries to have a gender unit, dependent on their governing bodies. That unit is responsible for developing relevant functions related to the principle of equality between women and men.

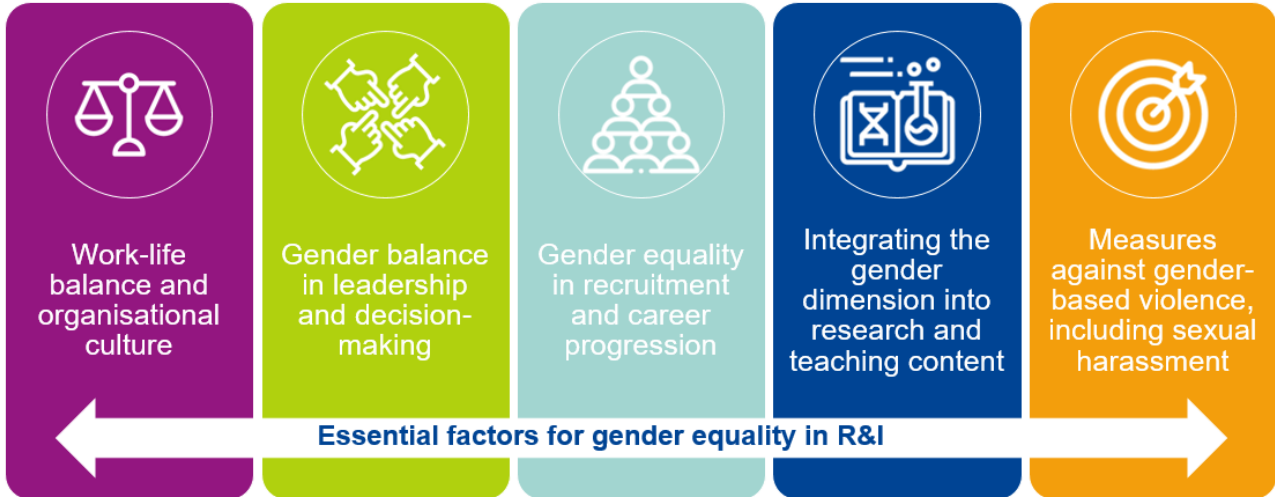
Both LOMLU and LCTI establish gender equality as a fundamental goal of the Spanish System of Science, Technology, and Innovation. They outline several requirements regarding recruitment, promotion, and decision-making processes. Specifically, they aim for gender parity, with a target of 40-60% representation in nominations for panels, advisory boards, and committees.

Additionally, they propose a review of selection and evaluation procedures for recruitment, accreditation, and the awarding of financial grants to eliminate gender bias, barriers, and gaps. The provisions also aim to increase the participation of women in research groups and to integrate gender issues into research activities.

MPC has also wanted to integrate the diversity perspective within its 2nd Plan, and therefore we have also considered the relevant legislation to this topic: **Law 4/2023, of February 28, for the real and effective equality of trans people and the guarantee of the rights of LGTBI people**, which has the aim to develop and guarantee the rights of lesbian, gay, bisexual, trans and intersex people (LGTBI) by eradicating situations of discrimination and guaranteeing their right to live freely; and **Royal Decree 1026/2024, issued on October 8, outlines a series of measures aimed at promoting equality and preventing discrimination against LGTBI individuals in the workplace.** This decree specifies the obligation of businesses to implement a comprehensive framework of measures and resources to ensure real and effective equality for LGTBI people, as mandated in Article 15.1 of Law 4/2023.

Additionally, the eligibility criteria for Horizon Europe include GEPs that consist of both mandatory and recommended building blocks.

1. **Mandatory process-based elements**, which represent standard minimum components of action plans to promote gender equality.
2. **Recommended content-related elements**, which are key gender equality issues that a GEP should seek to address.



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

2. WORKING PROCESS

The design process of the 2nd Gender Equality and Diversity Plan (GEDP) has been carried out from April to November 2024. The process had four main phases:



Launch



Diagnostic



**Design of 2nd
GEDP**



**Evaluate the
result**

The following lines provide a more detailed explanation of the work carried out this year from a methodological perspective.

2.1. Methodology

For the methodological design of the process, we considered the basis of the methodology known as IAP (Investigation, Action, Participation). The goal is to enhance collective reflection and group relationships, thereby modifying interactions and constructing positions, projects, and strategies.

In addition, following the criteria set by Emakunde and EIGE (European Institute for Gender Equality), as well as the obligations contained in the latest legal framework, we have designed and developed the process of preparing the diagnosis and MPC's 2nd GEDP. In the specific case of EIGE, we have used the so-called GEAR TOOL to design GEPs in academic environments and research institutions.

Data collection involved both qualitative and quantitative information. Quantitative indicators are essential for understanding the initial situation, while qualitative information helps us better interpret and comprehend this context.

The sources of information used for data collection are:

- **Documents and Report:** Internal regulations, human resources policies, organization charts, external communication media, relevant protocols of interest, etc.
- **Excel Data Collection:** Data on MPC, including the number of men and women in various positions and areas of responsibility, information on new hires, departures, internal promotions, and salary records.
- **Online Questionnaire:** Distributed to the entire staff to gather their perceptions and experiences.

- **In-depth Interviews:** Two interviews were conducted to deepen the understanding of the organization. Even if the center is worried about the well-being of the entire community, we decided to focus the interviews on two specially vulnerable collectives:
 - **Post-doctoral researchers:** To gather their main views and experiences on gender equality and diversity.
 - **Pre-doctoral researchers:** Gained insights from them on their first contact with the center, psychosocial risks, and the institutional culture at different research groups among others.
- **Working Sessions with the Gender Equality Committee (GEC):** Elhuyar held two sessions to present the analysis results, finalize the draft diagnosis of the current situation, and identify key strengths and weaknesses.

2.2. Structures

In designing MPC's 2nd GEDP, we have had two main working structures.

WORKING GROUP

PARTICIPANTS

- MPC's General Manager: Arkaitz Nagore
- Administration: Jon Ganuza
- MPC's GEDP Coordinator: Idoia Mugika
- Elhuyar's Technician: Naiara Arri Garcia

TASKS

- Receive and exchange the necessary information for the implementation of the project.
- Design and channeling of internal communication.
- Coordinate and channel project actions.
- Project monitoring and finding solutions to potential problems.
- Prepare the meetings of the GEC.
- Continuous monitoring of the project.
- Assessment of the process and the outcome.

OPERATION

- This group has **held 5 meetings** throughout the project.

The GEC serves as the main body for discussing and reaching a consensus on the process's content. Its composition is based on legal requirements while maintaining a comprehensive perspective.

GEC

PARTICIPANTS

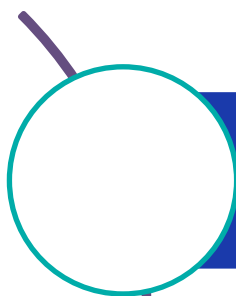
- Idoia Mugika Mendiola (GEDP Coordinator)
- Jon Ganuza (Administration and services)
- Ion Errea Lope (Vice-director of the Center)
- Nerea Zabala (Senior researcher)
- Gabriel Molina (Group Leader)
- Ester Verde (Postdoctoral researcher)
- Ruben Pellicer (Postdoctoral researcher)
- Isabel Pascual Robledo (Predoctoral researcher)
- Divya Jyoti (Predoctoral researcher)
- Zuzanna Lawera (Predoctoral researcher)
- Paschalis Agapitos (Predoctoral researcher)
- Naiara Arri Garcia (Elhuyar; Equality Advisor)
-

TASKS

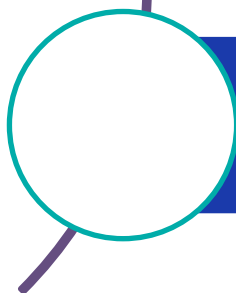
- Contrast and discussion of the evaluation and diagnostic.
- Contrast and discussion of the 2nd GEDP.
- Approval of the final documents.
- Evaluation of the process.

OPERATION

- The GEC **has held** two working sessions of around 5 hours each on:



1st session: presentation, contrast and elaboration of evaluation results and draft diagnosis, identifying priority lines of work and identifying the mains challenges for the 2nd GEDP



2nd session: presentation, contrast and collection of comments to the draft of the 2nd GEDP

3. MAIN CONCLUSIONS OF THE DIAGNOSIS

MPC's gender diagnostic report for 2024 is available separately. However, the main conclusions from that report are included here for reference:

- 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.

3.1. Key challenges for MPC

After working, analyzing, and reflecting with the GEC, we have identified four main challenges to work on as a priority in the forthcoming years:

1. To enhance the gender perspective within MPC's organizational structures, by defining a leadership model that aligns with it
2. Ensure all members of the center are aware of the Gender Equality and Diversity Policy that has been developed, focusing on communication campaigns.
3. To take steps to incorporate a gender perspective in research.
4. To improve mechanisms to combat sexual harassment and sex-based harassment.

4. GENDER-SENSITIVE PAY AUDIT

The wage audit carried out by Sayma sought to obtain the necessary information to verify whether MPC's pay system complies with the effective application of the principle of equal pay for women and men. This analysis was planned to be carried out in the context of the gender diagnosis of MPC, but due to the prolongation of the process of the job evaluation to date we do not have the updated result, so we have taken as a basis the wage audit carried out in 2023, and as the new one is updated, it will be incorporated in the diagnostic report as an annex.

4.1. Validity of the Pay Audit

The new Pay Audit will be valid until 2028.

4.2. Pay Audit findings

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.

	Nº	Nº 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.

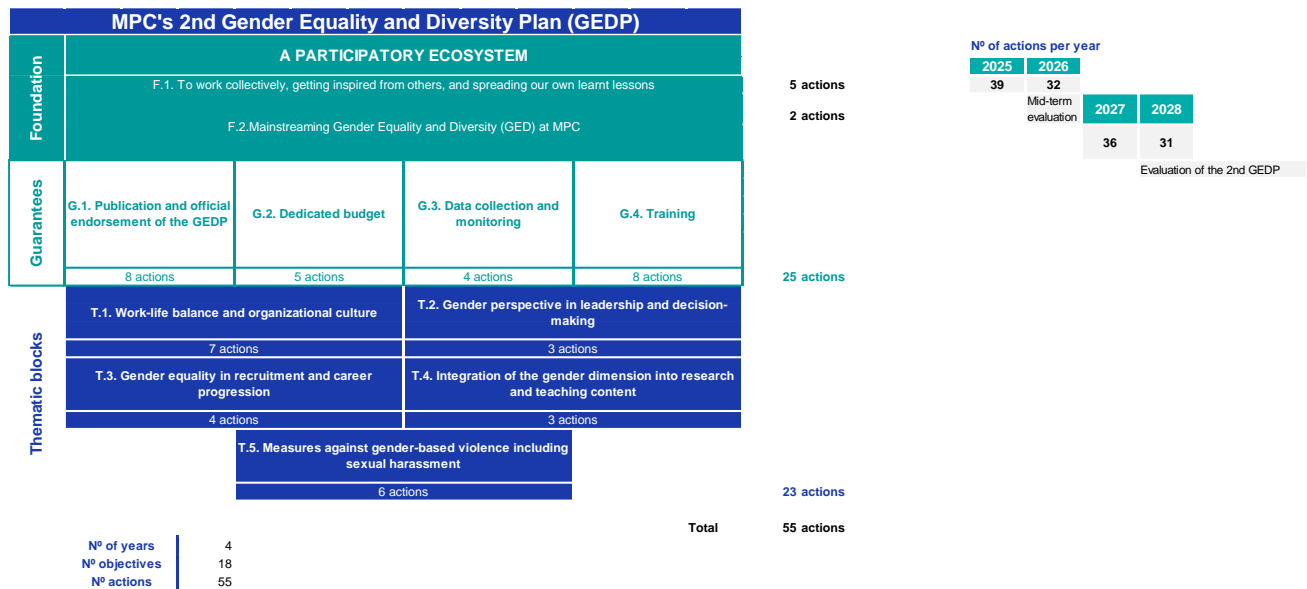
4.3. Action plan arising from the conclusions of the Pay Audit

The new Pay Audit will specify the actions MPC is willing to implement in order to improve the situation.

5. MPC's 2nd Gender Equality and Diversity Plan (GEDP)

5.1. The main structure of the 2nd GEDP

MPC's second Gender Equality and Diversity Plan (GEDP) will be implemented for four years, starting in 2025 and concluding in 2028, with a total of 55 actions planned.



The **foundation of the GEDP is to be part of** a participatory ecosystem in two main senses:

- ✓ **Externally, this means collaborating and networking with other organizations,** learning and inspiring what others have done and disseminating MPC's. (5 actions)
- ✓ When we talk about internal cooperation, however, we are talking **about the transversality of gender equality and diversity within the center and promoting the collaboration of all areas of the organization in developing the 2nd GEDP.** (2 actions)

The plan is organized in line with the framework suggested by Horizon Europe. We have distinguished between the necessary guarantees for the smooth implementation of the GEDP, which include the process-based mandatory components proposed by Horizon Europe, and the specific thematic areas where structural changes are planned. The Plan foresaw the following 4 guarantees:

Guarantee	Description	Specifications
G.1. Publication and official endorsement of the GEDP	In addition to the official approval and dissemination of the Plan, the degree of knowledge of the GEDP and the involvement of the whole community of the organization will be necessary for the appropriate implementation of the GEDP.	2 objectives 8 actions
G.2. Dedicated budget	To ensure the proper development of the GEDP, we must ensure that the necessary economic budget is allocated and that the partners who will develop the Plan have the time and recognition needed for the work carried out.	2 objectives 5 actions
G.3. Data collection and monitoring	Identifying and monitoring the evolution of gender inequalities will be another essential element. To	2 objectives 4 actions

Guarantee	Description	Specifications
G.4. Training	develop the appropriate conditions for this, the first step will be to reach an agreement and concrete the indicators that will be gathered.	
	Efforts will be made to ensure that all MPC partners possess a fundamental understanding of gender equality and diversity. Additionally, training will serve as a crucial tool for the development of the Gender Equality and Diversity Plan (GEDP). Through collaboration with the soft skills training program organizers in the center efforts to raise awareness on gender equality and diversity will be made.	3 objectives 8 actions

As previously mentioned, the 2nd GEDP is organized in five distinct thematic blocks or lines of work, which are derived from the main challenges identified in the gender equality diagnosis.

- ★ **T.1.** Work-life balance and organizational culture.
- ★ **T.2.** Gender balance in leadership and decision-making.
- ★ **T.3.** Gender equality in recruitment and career progression
- ★ **T.4.** Integration of the gender dimension into research and teaching content
- ★ **T.5.** Measures against gender-based violence including sexual harassment

These are the objectives and number of actions in each thematic block in the 2nd GEDP:

T.1. Work-life balance and organizational culture	T.1.1. Working towards a co-responsible center at which all workers, no matter their gender identity or social background, feel satisfied with their work-life balance and the options offered by MPC to fulfill it.	4	7
	T.1.2. Working towards an inclusive and welcoming center, that is gender-aware and responds to the needs of its staff.	3	
T.2. Gender balance in leadership and decision-making	T.2.1. Rethinking the leadership-model, towards a more horizontal and inclusive collaborative leadership model	3	
T.3. Gender equality in recruitment and career progression	T.3.1. Working towards the well-being and empowerment of non-permanent research staff	4	
T.4. Integration of the gender dimension into research and teaching content	T.4.1. Working towards a better understanding of how the gender perspective could be applied at the different Working Groups in MPC	3	
T.5. Measures against gender-based violence including sexual harassment	T.5.1. Working on the prevention of gender-based violence at MPC	3	6
	T.5.2. Adapt and improve the actual Harassment Protocol considering the new legal requirements from EU, and Spain.	2	

5.2. The Action Plan

In the following pages, we will present the key actions and measures outlined in MPC's second Gender Equality and Diversity Plan (GEDP), along with the schedule, indicators, and the individuals responsible for its implementation. Additionally, the center will compile all this information into an Excel tool, which will be explained later. This tool will be used to monitor the implementation of the GEDP and to prepare the annual action plans.

Foundation: PARTICIPATORY ECOSYSTEM							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
F.1. Getting inspired: This GEDP will be getting inspiration and learning from what others are already doing, and self-tailoring it to MPC's specific needs.	F.1.1. Be aware of the news proposed by the European Institute for Gender Equality (EIGE), Emakunde, Mujeres y Ciencia, and the materials developed by ongoing GED projects	GEDP coordinator	x	x	x	x	N of issues/GED-related news developed at the Motor Group per year
	F.1.2. Proactively participate at Emakunde (Basque Institute for Gender Equality) Working Group on Gender Equality and Diversity (GED) on Research and Technological centers	GEDP coordinator	x	x	x	x	N of hours spent per year N of meetings assisted/year
	F.1.3. Proactively participate in Donostia City Hall's Gender Equality Board and as a member of that Board take part in the design and monitoring (development) of the City Hall's 5th GEP.	GEDP coordinator	x	x	x	x	N of hours spent per year N of meetings assisted/year N of actions developed in cooperation
	F.1.4. Strengthen the existing networks such as Emakumeak Zientzian, CSIC Gender groups, EHU equality, Ikerbasque's Intercenter Forum, GEFES-RSEF...	GEDP coordinator	x	x	x	x	N of actions developed in cooperation with the networks
	F.1.5. Keep an active search of GED ecosystems, agencies, and collaborators at the local, national and international level to broaden and reinforce the existing network.	Project Management	x	x	x	x	New collaborations? Yes/no If yes: local, national, or international level?

Foundation: PARTICIPATORY ECOSYSTEM							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
F.2. Mainstreaming Gender Equality and Diversity at MPC Responsibility of the GEDP will be shared among different areas in the center, there will be a coordinator/manager but the tasks will involve the specific area responsible.	F.2.1. Present the GEDP directly to all areas responsible for implementing actions in this GEDP, profiting from the meeting to identify specific training needs they may have. (Linked to action G.4.3.2)	GEDP coordinator	x				Having presented the GEDP to all responsible areas: yes/no
	F.2.2. Invite GEDP actions responsible areas to the Motor Group meetings during the period they are implementing actions, to make sure there is coordination and monitoring of the tasks performed. This will help to work collaboratively.	GEDP Motor Group	x	x	x	x	N of Motor Group meetings with other collaborators/year

G.1. PUBLICATION AND OFFICIAL ENDORSEMENT OF THE GEDP							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
G.1.1. Aproving, publishing, and presenting the new GEPD and regular progress reports publicly.	G.1.1.1. Officially approve the Gender Equality and Diversity Plan (GEDP), sign it, and publish it on the website.	Direction	x				2nd GEDP published in a website: yes/no
	G.1.1.2. Register MPC's 2nd GEDP at REGCON local register.	Direction	x				GEDP registered: yes/no
	G.1.1.3. Yearly reports with descriptions and monitoring of the implementation of the GEDP written and published on the website.	GEDP Coordinator	x	x	x	x	Yearly report published on the website: yes/no
	G.1.1.4. The GEC will organize a session to socialize/present the new GEDP to the MPC community.	GEC (Ion Errea)	x				Nº of attendants to the GEDP presentation (disaggregated by sex)

G.1. PUBLICATION AND OFFICIAL ENDORSEMENT OF THE GEDP							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
G.1.2. Guaranteeing that all MPC community is aware of the GEDP and its implementation.	G.1.2.1. Send an e-mail to the community informing them about the new GEDP.	Outreach manager	x				E-mail sent to all the MPC community: yes/no
	G.1.2.2. Design and implement a communication campaign to socialize the new GEDP visually among the MPC community.	Outreach manager	x				Communication campaign developed: yes/no Qualitative perception of GEC members on the level of knowledge of the new GEDP by MPC colleagues
	G.1.2.3. Public speech of the Direction including the main highlights from the implementation of the GEDP on the year for all the center members, including PhDs, Post-docs, admin, etc.	Direction	x	x	x	x	Public speech of the Direction done: yes/no
	G.1.2.4. Include GEDP implementation highlights/summary in the Scientific Board of MPC at least in one of the meetings held per year.	Direction	x	x	x	x	GEDP implementation highlights included at Scientific Board: yes/no N° of Scientific Board meetings /year at which GEDP issues have been mentioned N of participants to the meeting (disaggregated by sex)

G.2. DEDICATED RESOURCES							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
G.2.1. Monitoring and valorisation of the human resources dedicated to the GEDP.	G.2.1.1. Monitor the hours to be spent on Gender Equality and Diversity by the GEDP Coordinator, Motor Group members, GEC members, and Harassment Committee to organize better their work-load.	GEC		x	x	x	Hours to be spent monitored at the beginning of a year: yes/no
	G.2.1.2. Stablish ways to recognize and give value to the working hours invested in the GEDP by the GEDP Coordinator, Direction members, GEC members especially, and any other colleagues proactively participating in the GEDP implementation.	GEC		x	x	x	New ways to recognize the contribution thought: yes/no
	G.2.1.3. Include participation in the development of the new GEDP by the GEDP Coordinator, Direction members and GEC members especially, in the Activity Report and the website.	GEDP Coordinator	x				Participation to GEDP policy included at the yearly Activity Report: yes/ no Participation to GEDP policy included at the website: yes/ no
G.2.2. Guaranteeing the center will provide the necessary economic resources to develop the GEDP.	G.2.2.1. Identify and monitor the evolution of the budget dedicated to Gender Equality and Diversity Policy yearly.	GEDP Motor Group	x	x	x	x	Evolution of the yearly budget analyzed at the Working Group/monitored: yes/no
	G.2.2.2. Include the evolution of the yearly budget (both time spent and economic) in the Yearly report.	GEDP Motor Group	x	x	x	x	Evolution of the yearly budget included in the Yearly Report: yes/no

G.3. DATA COLLECTION AND MONITORING							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
G.3.1. Identifying the data that needs to be collected and monitored at MPC.	G.3.1.1. Define a selection of indicators for data collection and monitoring, and provide ways to collect and analyze those data regularly (for example every year at the Yearly Report)	GEDP Motor Group	x				Selection of indicators included in the Yearly report: yes/ no
	G.3.1.2. Analyze the option of furtherly breaking down the data to enable intersectional analysis (such as disabilities, age-group, minority backgrounds, members of LGBTIQ community...)	GEDP Motor Group		x	x	x	Further indicators proposed: yes/no Analysis done at Working Group: yes/ no
G.3.2. Clearly defining the methods for collecting gender-related data and outlining the intended purpose at MPC.	G.3.2.1. Defining how MPC will ask about sex and gender in surveys, and other data-collections (such as the welcoming or goodbye policies...)	GEC		x			Indicator/question defined: yes/ no
	G.3.2.2. Include the most relevant indicators in the Yearly Activity Report, to see the development.	GEDP coordinator	x	x	x	x	Selection of indicators included in the Yearly report: yes/ no

G.4. TRAINING							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
	G.4.1.1. Organizing an unconscious bias training session for all staff and leaders, to help them think of ways to act more inclusively.	GEDP Motor Group			x		Nº of initiatives to train on unconscious bias Nº attendants (disaggregated by sex) Evaluation of each initiative/session

G.4.TRAINING							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
G.4.1. Working towards an MPC community that is aware of gender bias and other types of discrimination.	G.4.1.2. Analyzing Gizonduz's training offer, and providing the opportunity to all men to do the online course that is offered.	GEDP Motor Group	x	x	x	x	N of men interested in the course N of men who have completed the course
	G.4.1.3. Analyzing Formakunde's training offer to identify general online training options that could be shared with all the MPC community.	GEDP Motor Group	x	x	x	x	N of people interested in the course (disaggregated by sex) N of people who have completed the course (disaggregated by sex)
G.4.2. Ensuring knowledge of tools for effective inclusive communication.	G.4.2.1. Revise and communicate the inclusive communication decalogue to all the staff, and include it in the Welcoming Pack.	Outreach manager	x	x	x	x	Inclusive communication guide communicated: yes/no
	G.4.2.2. Use EIGE's (European Institute for Gender Equality) Inclusive Communication Tool materials to socialize it internally.	Outreach manager	x				EIGE's Communication Toolkit checked: yes/no Awareness-raising initiatives developed
G.4.3. Considering the gender perspective in the training plans and contents of dosft-skills training courses.	G.4.3.1. Ensure that all Transferable Skills courses are transversally gender-sensitive, and that more employees are trained on gender issues by coordinating with the program responsables.	GEDP Motor Group	x	x	x	x	N of people participating in Transferable Skills courses/ year (disaggregated by sex) N of hours spent in Transferable Skills courses/year (disaggregated by sex) Evaluation of each course (disaggregated by sex)
	G.4.3.2. Identify the specific GED related training needs every year, and organize them along the year.	GEDP Motor Group	x	x	x	x	GED training identified and organized: yes/ no N of training developed by

G.4. TRAINING							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
	<p>G.4.3.3. Inform about the ongoing public training available to all GEC members, or specific public from the center. Such as trainings organized by Emakunde, or EU projects organizing specific webinars.</p>	GEC	x	x	x	x	<p>year (overall participation disaggregated by sex)</p> <p>Information about ongoing public training shared: yes/no</p> <p>N° of trainings attended</p> <p>Evaluation of each training</p>

T.1. Work-life balance and organisational culture							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
<p>T.1.1. Working towards a co-responsible center at which all workers, no matter their gender identity or social background, feel satisfied with their work-life balance and the options offered by MPC to fulfill it.</p>	<p>T.1.1.1. Analyze the workload management in the institution, and provide clear advice on how to manage daily work in a healthy way.</p>	GEDP Motor Group			x		Workload management advice provided: yes/no
	<p>T.1.1.2. Search options (in the calls, or specific calls) to offer child-care support for young researchers (Predoctoral + Postdoctoral) for research-related activities (conferences, work trips, etc.)</p>	Project Management	x	x	x	x	New options found: yes/no
	<p>T.1.1.3. Gather the main conclusions from the Report on results from the Work-life balance survey (2023) and the measures that are already in place in a brochure and communicate them to the MPC community. Include the brochure as part of the Welcoming Pack.</p>	GEDP Motor Group	x				Work-life balance brochure created: yes/ no Brochure included in the Welcoming Pack: yes/no

T.1. Work-life balance and organisational culture							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
T.1.2. Working towards an inclusive and welcoming center, that is gender-aware and responds to the needs of its staff.	T.1.1.4. Boost co-responsible conciliation: encourage men to benefit from measures (working time reductions, flexibility, etc.). For example by implementing an awareness-rising "campaign" to give more visibility to male PIs conciliation.	GEC		x	x	x	Awareness-raising campaign developed: yes/no
	T.1.2.1. Participate in the creation of a Welcoming Policy that includes: 1) Tax policy; 2) Employee rights; 3) Measure to fight against harassment; 4) Psychologist info/UPV students; 5) Paperwork explained- Guide on the formalities.	General Manager/ Direction	x				Welcoming Policy created: yes/no
	T.1.2.2. Creation of a Goodbye Policy to share experiences and honest opinions, giving the option to report what was not said while working at the center.	General Manager/ Direction	x				Goodbye policy created: yes/no N of people responding per year (disaggregated by sex)
	T.1.2.3. Facilitate informal socializing spaces or moments to encourage interaction between different Groups.	General Manager/ Direction			x		N of new moments/spaces proposed to socialize

T.2. Gender balance in leadership and decision-making							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
T.2.1. Rethinking the leadership-model, towards a more horizontal and inclusive collaborative leadership model	T.2.1.1. Analyze the impact of the organizational culture on research teams, departmental levels, and decision-making. Explore the leadership types promoted in the center, and develop a roadmap of MPC's wanted leadership model. Coordinate with the transferable skills program to follow up on the process.	GEDP Motor Group and Direction		x	x	x	Analysis of the organizational culture done: yes/no
	T.2.1.2. Coordinate with the Transferable Skills Responsible for offering training for a more inclusive leadership, based on the conclusions of the previous action, making a special effort to promote the participation of PIs in such a program.	GEDP Motor Group and Direction			x		N of people participating in Transferable Skills leadership courses/ year (disaggregated by sex) N of PIs participating in TS leadership courses/year (disaggregated by sex) Evaluation of each course (disaggregated by sex)
	T.2.1.3. Require that you undergo specific supervision training in advance to supervise a student and provide options for completing the training.	GEDP Motor Group and Direction	x	x	x	x	N of supervisors with specific supervision training done disaggregated by sex

T.3. Gender equality in recruitment and career progression							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
T.3.1. Working towards the well-being and empowerment of non-permanent research staff	T.3.1.1. Define the way to monitor the relationship between PhD students and their supervisors periodically. It could be by providing safe spaces to speak about "how they are" with other 3rd/4th year peers, creating an informal network to monitor if something is not working properly.	GEDP Motor Group and Health and safety manager	x	x	x	x	PhD student/supervisor relationship regularly monitored: yes/no
	T.3.1.2. Do a satisfaction survey every 2 years to pre-doctoral students, as a way to check and see the evolution of their level of satisfaction.	GEDP Motor Group and Health and safety manager	x		x		Satisfaction survey done: yes/no Participation in the survey disaggregated by sex
	T.3.1.3. Review the prevention plan and detailed job risk assessments to include the gender perspective; revise the pregnancy protocol accordingly.	Health and Safety manager			x		Gender perspective included in the prevention plan and job risk assesment: yes/no
	T.3.1.4. Keep updating hiring-process-related data every year, and include these data in the Yearly Report.	GEDP Motor Group and Administration	x	x	x	x	Hiring-process-related data included at the Yearly Report

T.4. Integration of the gender dimension into research and teaching content							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
T.4.1. Working towards a better understanding of how the gender perspective could be applied at the different Working Groups in MPC.	T.4.1.1. Join GENERA (Gender Equality Network in Physics in the European Research Area) Network of physic related RPO's working on gender equality to explore together specific options to include the gender-perspective in the project proposals.	GEDP Motor Group	x				GENERA network joined: yes/no
	T.4.1.2. Organize an introductory workshop with Project Leaders/ thematic groups on how to include the gender perspective in projects and proposals. Define specific indicators to monitor this action.	GEDP Motor Group coordinated with Transferable Skills Program managers	x				Introductory workshop done: yes/no N of participants disaggregated by sex Evaluation disaggregated by sex
	T.4.1.3. Keep track of impact indicators related to the inclusion of the gender perspective in projects and proposals, analyze them, and propose further actions if needed.	GEDP Motor Group			x	x	x

T.5. Measures against gender-based violence including sexual harassment							
OBJECTIVES	ACTIONS	RESPONSIBLE	2025	2026	2027	2028	INDICATORS
T.5.1 Working on the prevention of gender-based violence at MPC.	T.5.1.1. Analyze Gizonduz's training offer, and organizing an specific workshop on masculinities, and the prevention of harassment.	GEDP Motor Group		x		x	Workshop on masculinities organized: yes/no N of participants disaggregated by sex Evaluation disaggregated by sex
	T.5.1.2. Organize a yearly open seminar and/or communication campaign linked to the socialization of the Harassment Protocol and awareness-rising about gender violence, it could be done in November and link it to 25N.	GEC	x	x	x	x	Yearly awareness raising campaign/seminar organized: yes/no Participation disaggregated by sex
	T.5.1.3. Offer specific training for confidential counselors every two years, and yearly revise the composition to avoid burn-out.	GEDP Motor Group	x		x		Confidential counsellors regularly trained: yes/no
T.5.2. Adapt and improve the actual Harassment Protocol considering the new legal requirements from EU, and Spain.	T.5.2.1. Evaluate whether the actual sexual and gender-based anti-harassment protocol with a focus on what is working, and what should be improved. Take the opportunity, to update it taking into account the new legal requirements.	Harassment Committee	x				Protocol evaluated and revised: yes/no
	T.5.2.2. Create contact and yearly coordination with UPV/EHU's Protocol's manager.	GEDP Working Group and Harassment Committee	x	x	x	x	Coordination with UPV/EHU's Protocol manager yearly done: yes/no

6. STRUCTURES AND RESOURCES FOR GEDP IMPLEMENTATION

6.1. Structures

MPC is committed to advancing gender equality, and it has established various working structures to address the responsibilities and tasks of implementing the 2nd GEDP within the organization.

The GEDP Coordinator will be primarily responsible for overseeing the proper development of the Plan. This person will manage and monitor the implementation of the GEDP daily. Additionally, the coordinator will prepare the annual action plan and coordinate with other colleagues to ensure the effective implementation of the Plan.

In the following lines, we describe the three main structures that will be participating in the implementation process: the GEDP Coordinator, the GEDP working Group and the Gender Equality Committee (GEC).

GEDP COORDINATOR: Idoia Mugica Mendiola

PROFILE

- MPC worker with gender awareness and training on gender issues.
- With an overview of MPC and approachable coordination with staff in all areas.

TASKS

- Actively participate, at the GEDP Working Group and the Gender Equality Commission (GEC)
- Monitoring the development of the GEDP.
- Continuously receiving training in equality and feminism for proper function.
- Coordination with other areas in charge of actions of the GEDP, and reporting about it to the GEDP Working Group.

FUNCTIONING

- She will implement and monitor the plan closely, integrating it into her daily operations. The intensity of monitoring will vary depending on the actions being developed.

GEDP WORKING GROUP

PROFILE

- **GEDP Coordinator:** Idoia Mugica Mendiola
- **Direction/Management:** Arkaitz Nagore Ibero
- **Administration:** Jon Ganuza Jimenez
- **External Consultancy**

TASKS

- Designing the yearly GEDP action Plans and approve contributions made by other colleagues (such as GEC members).
- Be informed of the development of the Plan and make contributions.
- Monitor the level of implementation of the GEDP every year and propose corrective measures if needed.

FUNCTIONING

- The GEDP Working Group will meet periodically to coordinate and monitor the development of the GEDP. It will make between 6 and 8 meetings per year.

GEC

PROFILE

- The GEC will be renewed periodically, participants on 30/10/2024:
Idoia Mugica, Jon Ganuza, Ion Errea Lope, Paschalis Agapitos, Arantza Iturrioz Ezeiza, Gabriel Molina, Maria Ester Verde, Nerea Zabala, Ruben Pellicer, Isabel Pascual Robledo, Divya Jyoti and Zuzanna Lawera

TASKS

- Make and approve contributions to the annual management plan.
- Know the development of the Plan and make contributions.
- Proactively participate in the implementation of specific actions.

FUNCTIONING

- It will meet periodically, around 3/4 meetings per year depending on the actions that are being implemented.

6.2. Resources for the Implementation of the Plan

MPC will provide annually the necessary resources for the implementation of the 2nd GEDP:

- Working hours will be **allocated** for those actively involved in the implementation of the GEDP, in particular the GEDP coordinator.
- **Training will be provided for those responsible for the GEDP's implementation with the option of support from a consultancy service.**
- Each year, a dedicated budget should be allocated for the actions outlined in the Plan, with progress monitored by the GEDP Working Group.

7. MONITORING AND EVALUATION OF THE GEDP

7.1. Monitoring

It is crucial to establish a system for continuous monitoring and evaluation of the GEDP. The GEDP coordinator, along with the support of colleagues involved in its implementation, should regularly track the measures outlined in the created Excel tool. This ongoing monitoring will provide insight into the level of implementation of the planned actions each year.

The implementation of actions will be assessed annually in a straightforward manner, documenting whether each action has been fully implemented, is currently under development, has not been initiated, or has required adjustments. Additionally, we will record the level of compliance for each year and detail the progress made regarding each action. To facilitate this process, each action has been assigned specific monitoring indicators, which will help the MPC team gather relevant information effectively.

ACTION	EXPLANATIONS AIMS/OBJECTIVES	PROPOSED ACTIONS	RESPONSIBLE AREA	2025	2026	2027	2028	Indicator	Level of implementation	
									2025	2026
ECOSYSTEM	F.1. Getting inspired: This GEDP will be getting inspiration and learning from what others are already doing, and self-tailoring it to MPC's specific needs.	F.1.1. Be aware of the news proposed by the European Institute for Gender Equality (EIGE), Emakunde, Mujeres y Ciencia, and the materials developed by ongoing GED projects	GEDP coordinator	x	x	x	x	N of issues/ GED related news developed at the Motor Group per year	On track	
		F.1.2. Proactively participate at Emakunde (Basque Institute for Gender Equality) Working Group on Gender Equality and Diversity (GED) on Research and Technological centers	GEDP coordinator	x	x	x	x	N of hours spent per year N of meetings assisted/year		
		F.1.3. Proactively participate in Donostia City Hall's Gender Equality Board and as a member of that Board take part in the design and monitoring (development) of the City Hall's 5th GEP.	GEDP coordinator	x	x	x	x	N of hours spent per year N of meetings assisted/year N of actions developed in cooperation		
		F.1.4. Strengthen the existing networks such as: Emakumeak Zientzian, CSIC Gender groups, EHU equality, Ikerbasque's Intercenter Forum, GEFES-RSEF...	GEDP coordinator	x	x	x	x	N of actions developed in cooperation with the networks		
		F.1.5. Keep an active search of GED ecosystems, agencies, and collaborators at the local, national and international level to broaden and reinforce the existing network.	Project Management	x	x	x	x	New collaborations? Yes/no If yes: local, national or international level?		
	F.2. Mainstreaming Gender Equality and Diversity at MPC Responsibility of the GEDP will be shared among different areas in the center, there will be a coordinator/manager but the tasks will involve the specific area responsible.	F.2.1. Present the GEDP directly to all areas responsible for implementing actions in this GEDP, profiting from the meeting to identify specific training needs they may have. (Linked to action G.4.3.2)	GEDP coordinator	x				Having presented the GEDP to all responsible areas: yes/no		
	F.2.2. Invite GEDP actions responsible areas to the Motor Group meetings during the period they are implementing actions, to make sure there is a coordination and monitoring of the tasks performed. This will help to work collaboratively.	GEDP Motor Group	x	x	x	x	N of Motor Group meetings with other collaborators/year			

At the end of each year, we will complete assessments that evaluate the progress and impact of the GEDP. The results will be shared and analyzed during meetings of the GEDP Working Group and the GEC for their review. This analysis will inform the management plan for the upcoming year. All this information will be compiled in the Yearly Reports.

7.2. Evaluation

The GEDP will be **continuously** monitored and analyzing the degree of development of the measures, feeding the Excel tool and working on the topic in the management plan follow-up meetings.

A mid-term review of the Plan will take place at the end of 2026 to analyze its development further.

The general evaluation criteria shall be as follows:

- **Impact:** Changes, both internal and external, driven by the GEDP.
- **Efficiency:** The degree to which objectives and actions have been achieved.
- **Scope:** Assessment of the number of beneficiaries of the Plan, their participation, and the quality of its implementation.
- **Implementation:** Ensuring compliance with the schedule and evaluating whether the allocated budget is adequate.

- **Quality:** The data and information collected for monitoring and evaluating the plan must be of high quality.

After the Plan expires in 2028, a comprehensive evaluation of compliance with the Plan, its measures, and its impact should be conducted.

7.3. Modification procedure

The procedure for resolving discrepancies in the implementation, monitoring, review, or evaluation of the GEDP has been clearly defined. The Negotiation Committee, which is responsible for negotiations, will serve as the central body for dispute resolution.

If an agreement is not reached on modifications or proposals, both parties may seek the assistance of external experts to resolve any discrepancies.

Annex: Action Plan 2025

These are the actions outlined in the GEDP that will be implemented in 2025:

KEY AREAS	OBJECTIVES	ACTIONS
<p>F. PARTICIPATORY ECOSYSTEM</p>	<p>F.1. Getting inspired: This GEDP will be getting inspiration and learning from what others are already doing, and self-tailoring it to MPC's specific needs.</p>	<p>F.1.1. Be aware of the news proposed by the European Institute for Gender Equality (EIGE), Emakunde, Mujeres y Ciencia, and the materials developed by ongoing GED projects</p> <p>F.1.2. Proactively participate at Emakunde (Basque Institute for Gender Equality) Working Group on Gender Equality and Diversity (GED) on Research and Technological centers</p> <p>F.1.3. Proactively participate in Donostia City Hall's Gender Equality Board and as a member of that Board take part in the design and monitoring (development) of the City Hall's 5th GEP.</p> <p>F.1.4. Strengthen the existing networks such as: Emakumeak Zientzian, CSIC Gender groups, EHU equality, Ikerbasque's Intercenter Forum, GEFES-RSEF...</p> <p>F.1.5. Keep an active search of GED ecosystems, agencies, and collaborators at the local, national and international level to broaden and reinforce the existing network.</p>
	<p>F.2. Mainstreaming Gender Equality and Diversity at MPC Responsibility of the GEDP will be shared among different areas in the center, there will be a coordinator/manager but</p>	<p>F.2.1. Present the GEDP directly to all areas responsible for implementing actions in this GEDP, profiting from the meeting to identify specific training needs they may have. (Linked to action G.4.3.2)</p> <p>F.2.2. Invite GEDP actions responsible areas to the Motor Group meetings during the period they are implementing actions, to make sure there is a coordination and monitoring of the tasks performed. This will help to work collaboratively.</p>

KEY AREAS	OBJECTIVES	ACTIONS
<p>G.1. Publication and official endorsement of the GEDP</p>	<p>the tasks will involve the specific area responsible.</p> <p>G.1.1. Aproving, publicating and presenting the new GEPD and regular progress reports publicly.</p>	<p>G.1.1.1. Officially approve the Gender Equality and Diversity Plan (GEDP), sign it and publish it on the website.</p> <p>G.1.1.2. Register MPC's 2nd GEDP at REGCON local register.</p> <p>G.1.1.3. Yearly reports with description and monitoring of the implementation of the GEDP written and published in the website.</p> <p>G.1.1.4. The GEC will organize a session to socialize/present the new GEDP to the MPC community.</p>
	<p>G.1.2. Guaranteeing that all MPC community is aware of the GEDP and its implementation.</p> <p>G.2.1. Monitoring and valorisation of the human resources dedicated to the GEDP.</p>	<p>G.1.2.1. Send an e-mail to the community informing them about the new GEDP.</p> <p>G.1.2.2. Design and implement a communication campaign to socialize the new GEDP in a visual way among MPC community.</p> <p>G.1.2.3. Public speech of the Direction including the main highlights from the implementation of the GEDP on the year for all the center members, including PhDs, Post-docs, admin, etc.</p> <p>G.1.2.4. Include GEDP implementation highlights/summary in the Scientific Board of MPC at least in one of the meetings held per year.</p> <p>G.2.1.3. Include participation in the development of the new GEDP by the GEDP Coordinator, Direction members and GEC members especially, in the Activity Report and the website.</p>

KEY AREAS	OBJECTIVES	ACTIONS
G.3. Data collection and monitoring	G.2.2. Guaranteeing the center will provide the necessary economic resources to develop the GEDP.	<p>G.2.2.1. Identify and monitor the evolution of the budget dedicated to Gender Equality and Diversity Policy yearly.</p> <p>G.2.2.2. Include the evolution of the yearly budget (both time spent and economic) in the Yearly report.</p>
	G.3.1. Identifying the data that needs to be collected and monitored at MPC.	G.3.1.1. Define a selection of indicators for data collection and monitoring, and provide ways to collect and analyze those data regularly (for example every year at the Yearly Report)
	G.3.2. Clearly defining the methods for collecting gender-related data and outlining the intended purpose at MPC.	G.3.2.2. Include the most relevant indicators in the Yearly Activity Report, to see the development.
G.4. Training	G.4.1. Working towards an MPC community that is aware of gender bias and other types of discrimination.	<p>G.4.1.2. Analyzing Gizonduz's training offer, and providing the opportunity to all men to do the online course that is offered.</p> <p>G.4.1.3. Analyzing Formakunde's training offer to identify general online training options that could be shared with all the MPC community.</p>
	G.4.2. Ensuring knowledge of tools for effective inclusive communication.	<p>G.4.2.1. Revise and communicate the inclusive communication decalogue to all the staff, and include it in the Welcoming Pack.</p> <p>G.4.2.2. Use EIGE's (European Institute for Gender Equality) Inclusive Communication Tool materials to socialize it internally.</p>
	G.4.3. Considering the gender perspective in the	G.4.3.1. Ensure that all Transferable Skills courses are transversally gender-sensitive, and that more employees are trained on gender issues by coordinating with the program responsables.

KEY AREAS	OBJECTIVES	ACTIONS
	<p>training plans and contents of soft-skills training courses.</p>	<p>G.4.3.2. Identify the specific GED related training needs every year, and organize them along the year.</p> <p>G.4.3.3. Inform about the ongoing public training available to all GEC members, or specific public from the center. Such as trainings organized by Emakunde, or EU projects organizing specific webinars.</p>
<p>T.1. Work-life balance and organizational culture</p>	<p>T.1.1. Working towards a co-responsible center at which all workers, no matter their gender identity or social background, feel satisfied with their work-life balance and the options offered by MPC to fulfill it.</p> <p>T.1.2. Working towards an inclusive and welcoming center, that is gender-aware and responds to the needs of its staff.</p>	<p>T.1.1.2. Search options (in the calls, or specific calls) to offer child-care support for young researchers (Predoctoral + Postdoctoral) for research-related activities (conferences, work trips, etc.)</p> <p>T.1.1.3. Gather the main conclusions from the Report on results from the Work-life balance survey (2023) and the measures that are already in place in a brochure and communicate them to the MPC community. Include the brochure as part of the Welcoming Pack.</p> <p>T.1.2.1. Participate in the creation of a Welcoming Policy that includes: 1) Tax policy; 2) Employee rights; 3) Measure to fight against harassment; 4) Psychologist info/UPV students; 5) Paperwork explained- Guide on the formalities.</p> <p>T.1.2.2. Creation of a Goodbye Policy to share experiences and honest opinions, giving the option to report what was not said while working at the center.</p>
<p>T.3. Gender equality in recruitment and career progression</p>	<p>T.3.1. Working towards the well-being and empowerment of non-permanent research staff</p>	<p>T.3.1.1. Define the way to monitor the relationship between PhD students and their supervisors periodically. It could be by providing safe spaces to speak about "how they are" with other 3rd/4th year peers, creating an informal network to monitor if something is not working properly.</p> <p>T.3.1.2. Do a satisfaction survey every 2 years to pre-doctoral students, as a way to check and see the evolution of their level of satisfaction.</p> <p>T.3.1.4. Keep updating hiring-process-related data every year, and include these data in the Yearly Report.</p>

KEY AREAS	OBJECTIVES	ACTIONS
<p>T.4. Integration of the gender dimension into research and teaching content</p>	<p>T.4.1. Working towards a better understanding of how the gender perspective could be applied at the different Working Groups in MPC</p>	<p>T.4.1.1. Join GENERA (Gender Equality Network in Physics in the European Research Area) Network of physic related RPO's working on gender equality to explore together specific options to include the gender-perspective in the project proposals.</p> <p>T.4.1.2. Organize an introductory workshop with Project Leaders/ thematic groups on how to include the gender perspective in projects and proposals. Define specific indicators to monitor this action.</p>
	<p>T.5.1 Working on the prevention of gender-based violence at MPC</p> <p>T.5.2. Adapt and improve the actual Harassment Protocol considering the new legal requirements from EU, and Spain.</p>	<p>T.5.1.2. Organize a yearly open seminar and/or communication campaign linked to the socialization of the Harassment Protocol and awareness-rising about gender violence, it could be done in November and link it to 25N.</p>
<p>T.5.1.3. Offer specific training for confidential counselors every two years, and yearly revise the composition to avoid burn-out.</p>		
<p>T.5.2.1. Evaluate whether the actual sexual and gender-based anti-harassment protocol with a focus on what is working, and what should be improved. Take the opportunity, to update it taking into account the new legal requirements.</p>		
<p>T.5. Measures against gender-based violence including sexual harassment</p>		<p>T.5.2.2. Create contact and yearly coordination with UPV/EHU's Protocol's manager</p>