

# BSE Gender Plan 2024-2027

*Version 1*

*9 November 2023*

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# 1. Introduction

Barcelona Graduate School of Economics, Private Foundation (Barcelona School of Economics or BSE) is a private non-profit foundation created in 2006 as a joint venture of its four academic units: Universitat Pompeu Fabra (UPF) - Department of Economics and Business; Universitat Autònoma de Barcelona (UAB) - Unit of Foundations of Economic Analysis; Institute for Economic Analysis (IAE-CSIC) and Center for Research in International Economics (CREI).

At BSE, education and research are closely linked. BSE is composed of researchers, students, Alumni, and staff. In 2023/24 BSE had 147 affiliated professors, appointed by the BSE academic unit, 15 postdoctoral researchers, one research fellow, 98 predoctoral researchers, registered in the Ph.D. program of Economics, Finance, and Management at UPF, or the International Doctorate in Economic Analysis program at UAB, 259 master students, hundreds of short courses participants and around 70 staff members working in different areas.

All this community of researchers, professors, students, and alumni share the BSE's core spirit which is creating value for society with rigorous work and social responsibility through pioneering research and education. To achieve this, BSE believes in the importance of creating an environment where diversity and equality are valued, respected, and promoted. In this framework, BSE has appointed a Diversity Committee which will provide valuable input to establish the BSE Gender Plan (BSE GEP), which is focused on the BSE as an education and research center.

In parallel to the Gender Plan, BSE has prepared in 2022 and 2023 the BSE's first Equality Plan, which finally has been approved on May 12, 2023, by the Negotiating Committee. The Equality Plan has been done following the Spanish work environment regulations. On May 22, 2023, the Equality Plan was registered at the Business and Labor Department of the Generalitat of Catalonia.

The BSE Gender Plan shares many parts with the Equality Plan, but there are some differences in the scope, methodology, and actions proposed. The Gender Plan is focused on the institutional research dimension while the Equality Plan is focused on the labor aspects of the institution.

## 2. Barcelona School of Economics Gender Plan (GEP) Authors and Approval

The BSE Gender Plan is prepared by Eva Pujol, Gabriel Albu and Bruno Guallar based on the internal analysis that led to the BSE Equality Plan, supported by the external consultants from *Rebés&Ferrer Advocats*, and Monica Gelambí as the main consultant. In addition, the BSE Diversity Committee, composed of BSE researchers in the 4 academic units (Jordi Caballé, Matthew Ellman, Rosa Ferrer, Luca Fornaro, Victoria Vanasco, and Hanna Wang), contributed to bringing the research perspective.

The BSE Gender Plan is approved by the BSE Director, Teresa Garcia-Milà.

## 3. Plan Description and phases

### 3.1. Plan Description

The first BSE Equality Plan, approved on May 12, 2023, for a 4-year period, establishes a clear institutional Gender Policy, consolidating its commitment to equal opportunities for women and men and undertaking to introduce intersectional<sup>1</sup> gender equality within the organization.

The BSE Gender Plan (GEP) stresses the pursuit of a long-term strategy to promote gender equality in research. The European Commission, Directorate-General for Research and Innovation (2014, p. 9) considers the strategy for research institutions as threefold:

- Women's participation in science and research must be encouraged.
- Research must address women's needs as well as men's.
- There should be research on the gender question itself, to enhance understanding of gender issues in science and research.

The BSE GEP targets the full BSE community and some external members, however some of the actions have different target audiences:

- BSE staff: employees with a work relation to the BSE.
- BSE suppliers: institutions or professionals supplying BSE.
- BSE PhD students: PhD students of the BSE.
- BSE research community: Affiliated Professors, Post-Docs, and PhD students
- BSE community: BSE staff, research community and students in BSE academic offering.
- Research community: BSE staff, BSE research community, BSE students and external researchers and students participating in BSE events.

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<sup>1</sup> The European Institute for Gender Equality (2016) has defined the concept "intersectionality" as the analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination.

The BSE commitments shared by the BSE Equality Plan and the BSE Gender Plan are:

**FIRST.** Consolidate a corporate culture of BSE, shared with researchers, students and staff committed to equal treatment and opportunities between women and men.

**SECOND.** To guarantee the implementation of the gender perspective in the management of people, ensuring that all processes guarantee equal treatment and opportunities between women and men, and to favor a greater presence of women in research.

**THIRD.** To endorse an equitable composition by gender in the political governing bodies and to make women visible within BSE and the field of economics.

**FOURTH.** To use training as an instrument to consolidate BSE's commitments to equal opportunities for women and men to consolidate a committed and shared research culture, and to incorporate gender transversality in continuous training.

**FIFTH.** To guarantee equal pay for women and men by ensuring that the decision-making processes related to remuneration, remuneration policy, and structure are based on objective and neutral criteria concerning gender issues.

**SIXTH.** To consolidate a co-responsibility policy of work conciliation, personal and family life that adapts to the specific needs of the daily life of the researchers and staff.

**SEVENTH.** To promote the gender perspective in occupational risk prevention and health surveillance to guarantee equal conditions.

**EIGHTH.** To consolidate a work environment free of any manifestation of sexual or gender-based harassment through the generation of a culture of zero tolerance for situations of gender violence and respect for equality and diversity and the implementation of the necessary instruments.

**NINTH.** To consolidate BSE's commitment to research with a gender perspective and facilitate the existing resources so that everyone shares this commitment.

**TENTH.** To consolidate BSE's commitment against sexism and violence in any form and maintain strict vigilance against any sign of aggression against women.

All individuals and legal entities that collaborate or work with BSE must be aware of and share these commitments, which will be carried out jointly.

BSE will not accept behaviors that go against the commitments assumed in this gender plan.

## 3.2. Phases

The phases followed to elaborate the Gender Plan have been the following ones:

### PHASE 1: INITIATIVE AND DIAGNOSIS

Over the last years, an extensive legal framework has been developed concerning equality that requires public authorities, including work centers, universities and research centers, to take steps to advance the achievement of gender equality. Research institutions, as part of a complex society, reproduce existing practices and stereotypes against gender equality and diversity. Accordingly, BSE has prepared a Gender Plan based on the new requirements of the legal framework, at Spanish and European level, to bring awareness of gender inequality and propose a systematic approach to some actions and principles that were already in place before the Plan's approval.

A diagnosis was made to gather a detailed analysis of the gender perspective at BSE, describing the reality of the institution from a gender perspective.

This diagnosis analyzes the following matters, which are integrated into the different parts of the report:

- Organizational Culture and Management
- Working Conditions and Professional Classification
- Selection and Hiring Process
- Training
- Promotion and Professional Development
- Female Representation
- Remuneration: Salary Audit
- Working Time and Co-responsible Exercise of Personal, Family and Work-Life Rights
- Prevention of and Action against Sexual and Gender-based Harassment
- Occupational Health
- Communication with a Gender Perspective and Use of Inclusive, Non-sexist and Non-androcentric Language

- Gender Violence

The diagnosis of this plan is the result of the conclusions obtained from the combination of five research techniques: Information gathering, Statistical data, In-depth interviews, Staff perception questionnaire on equal opportunities for women and men, and Focus groups with BSE staff, including researchers.

## PHASE 2: OBJECTIVES AND ACTIONS TO BE CARRIED OUT

Based on the conclusions obtained from the diagnosis and the strategic objectives to be achieved, the BSE Gender Plan proposes some actions. For each action, the plan identifies its objective, implementation schedule, department responsible, target audience, associated resources (material, human, and economic), and monitoring and evaluation indicators.

## PHASE 3: APPROVAL OF THE PLAN

The Diversity Committee of the BSE approved the proposed measures on November 20, 2023. BSE Director, Teresa Garcia-Milà, approved the Plan and informed the Board of Trustees on November 20, 2023.



## 4. Gender Diagnosis

### 4.1. Work-life Balance and Organizational Culture

#### What do we analyze?

- How BSE interprets and applies the concepts of equal opportunities for women and men and gender perspective.
- The working conditions of the BSE staff from a gender perspective.
- Existence or not of the principle of equal pay, as well as the existence of other possible discriminations (direct and indirect).
- The importance that BSE gives to personal, family, and work time and what measures are aimed at conciliation and co-responsibility.
- If occupational risk prevention applies the gender perspective, that is, if it considers how sex and gender influence occupational risks.
- If BSE communicates, from the internal and external point of view, with a gender perspective. Communication with a gender perspective means a communication free of gender and sexist stereotypes, which recognizes the importance of women and makes them visible.

#### Main results obtained:

- BSE is committed to equal opportunities for women and men and gender equality, as made visible through the design of this first Equality Plan and the first Gender Plan.
- The Ethical Code, which binds the entire workforce and all collaborators and suppliers, incorporates equal opportunities and its commitment to the principle of equal pay and non-discrimination based on sex.
- The Gender Plan is an opportunity for improvement that will allow BSE to work to eradicate sexist behaviors as well as to consolidate a corporate culture committed to the equality of women and men.
- 41 of the research workforce is female (57%).
- The gender wage gap in BSE staff, calculated by total compensation per hour worked, is -2.10% (in favor of women).

- The gender pay gap when calculated by base salary is 5.54%, Wage supplements favor women.
- BSE applies measures of flexibility in time and location, encouraging maximum self-management of time, taking into account the specific characteristics of each workplace. It also has approved a protocol for working from home and having flexible working hours.
- It is important to guarantee the right to disconnect and to create a space for reflection on work-life balance and the world of research.
- Co-responsibility is part of BSE's culture.
- The occupational health and safety company agreement specifies that necessary measures will be taken to guarantee the health of women in maternity or maternity leave situations. It does not establish that the services to be provided by the agreement will incorporate the gender perspective or equality of women and men as one of the objectives of occupational health and safety.
- BSE does not have a study on psychosocial risks from a gender perspective.
- BSE communicates mainly in English; Spanish and Catalan are mostly used in informal communications. Both the website and official communications are done with a gender perspective, giving equal importance to women and men, and placing value on everything that is carried out by BSE's researchers with a gender perspective. However, it does not have a document or protocol establishing the criteria for non-sexist communication.

## 4.2. Gender Balance in Leadership and Decision-Making

### What do we analyze?

- Whether there are gender biases, such as horizontal and vertical segregation.
- The presence of women in leadership at BSE.

### Main results obtained:

- There is no parity between women and men in Affiliated Professors (20%), post-doctoral researchers (33%), PhD students (34%) and Master students (36%). BSE Staff (57%) is beyond parity.
- There is vertical segregation. The percentage of females in the total is higher in PhD students and post-doctoral researchers, while men are concentrated among Affiliated Professors.
- In the Scientific Council, women do not represent 40% of its composition.
- There is a greater concentration of men in the field of research, implying that there is a greater representation of men than women in the most senior group.

## 4.3. Gender Equality in Recruitment and Career Progression

### What do we analyze?

- The selection and hiring processes from a gender perspective in order to assess whether equal opportunities between women and men are being achieved.
- The training offered by BSE to the staff from a gender perspective, to assess that all employees have the same training opportunities and whether the training needs of women and men are taken into account.
- If the staff is trained in gender equality and if the training offered has incorporated the gender perspective.
- If the processes of professional promotion and development have been designed with a gender perspective and ensure equal opportunities between women and men, breaking a possible *glass ceiling*.

### **Main results obtained:**

- BSE has created instruments to ensure that the recruitment process is objective and has a gender perspective.
- The Ethical Code guarantees non-discrimination in the selection and hiring process and ensures equal opportunities for professional and personal development through its policies.
- Although the presence of women hired in research has improved these last years, BSE's does not apply positive discrimination measures to promote the hiring of women.
- Equality is considered as a training objective even though no document recalls this commitment; whenever possible, it is done during working hours and at the workplace.
- BSE does not offer training on issues related to equal opportunities for women and men to the research staff.

## **4.4. Integration of the Gender Dimension into Research and Teaching Content**

### **What do we analyze?**

- The research output of BSE researchers on gender aspects.
- The academic offer covers gender aspects.
- The events organized or co-organized by BSE that bring the gender dimension of research, including actions to promote women's participation in research events.
- The role of gender in the research projects hosted at BSE.

### **Main results obtained:**

- BSE researchers publish scientific articles that consider the gender dimension (working papers, papers, conference presentations).
- BSE academic offer includes courses both in master programs and short courses (Summer School) on gender economics and other topics related such as demography, family economics, labor markets, migration, etc.

- BSE organizes events on Gender in research (Women in Economics Day, Alumni meetings) and co-organizes large conferences where gender economics is discussed (EEA-ESEM 2023).
- BSE provides information on babysitting services and provides breastfeeding spaces during large research events.
- BSE is an active part of some research projects, such as *Mujeres por África*, aimed at training Women in Economics.

## 4.5. Measures against Gender-based Violence Including Sexual Harassment

### What do we analyze?

- BSE's policy to prevent and act against sexual and gender-based harassment.
- What actions does BSE's take to prevent and address situations of gender-based violence in and outside the workplace.

### Main results obtained:

- On the 20th of November 2022, Barcelona School of Economics approved its protocol for prevention and action against sexual and gender-based harassment. This protocol is part of the document *Compliance Plan: Code of Ethics*. This protocol regulates the complaint and the process. The Compliance Committee is responsible for opening the process, carrying out the investigation, and writing the final report. Some aspects of the protocol need to be improved.
- Training against gender-based violence including sexual harassment is foreseen but pending at the time of the writing of this Gender Plan.
- Everyone must accept and sign the *Code of Conduct* and all the regulations concerning the prevention and action in situations of sexual and/or gender-based harassment. This acceptance does not imply, in all cases, that they are aware of the content of the protocol.
- The BSE staff is still not familiar with the protocol and the process, demanding more training on this subject.
- BSE has clearly stated its zero tolerance to violence against women but has no protocol for employees who are victims of gender violence.

## 5. Action Plan

Considering the conclusions of the diagnosis, an action plan with strategic objectives (STO), strategic results (R), specific objectives (SPO), actions (A) and target audiences has been designed with a scope of four years.

### 5.1. Strategic Objectives and Results

Area of Intervention	Strategic Objectives (STO)	Strategic Result (R)
Work-life Balance and Organizational Culture	STO1- To consolidate a BSE culture shared with the BSE staff and the community committed to equal treatment and opportunities between women and men.	R1- All BSE staff knows the Gender Plan, and its content and share its values. R2- Eradicate sexist behaviors within BSE's community.
	STO2- To guarantee the implementation of the gender perspective in the management of people, ensuring that all processes guarantee equal treatment and opportunities between women and men.	R3- Incorporate the gender perspective in all people management processes to ensure equal opportunities between women and men and avoid the creation of gender gaps.
	STO3- To promote a greater presence of women in the BSE research community (Affiliated Professors, Post-docs, and PhD students).	R4- To promote the presence of greater gender parity in the BSE research community (Affiliated Professors, Post-docs, and PhD students).

Area of Intervention	Strategic Objectives (STO)	Strategic Result (R)
	STO4- To guarantee equal pay for women and men by ensuring that decision-making processes related to remuneration, remuneration policy, and structure are based on objective and completely gender-neutral criteria.	R5- Ensure transparency and objectivity in the BSE's remuneration policy.
	STO5- To consolidate a policy of conciliation of work, personal, and family life that adapts to the specific needs of the daily life of the staff and the life cycle and ensures joint responsibility. To demonstrate the BSE's commitment to co-responsibility and to make working compatible with care responsibilities.	R6- The entire BSE staff is aware of their work-life balance rights and promoting the harmonization of everyone's lifetime as much as possible.
	STO6- To promote the gender perspective in occupational risk prevention and health surveillance to guarantee equal conditions.	R7- Inclusion of the gender perspective on occupational health. R8- All BSE staff is aware of the measures implemented in occupational health and occupational risk prevention specifically aimed at women.
	STO7- To consolidate BSE's commitment to communication with a gender perspective and facilitate existing resources so that everyone shares this commitment.	R9- The gender perspective is part of BSE's communication policy. R10- All BSE staff knows and applies the principles of communication with a gender perspective and inclusive and non-sexist language.
<b>Gender Balance in Leadership and Decision-Making</b>	STO8- To endorse an equitable gender composition in institutional bodies.	R11- To increase the Scientific Council, and other bodies, parity in gender composition.
	STO9- To make women visible in BSE research and in the economic field.	R12- To increase the visibility of women in Economics research.

Area of Intervention	Strategic Objectives (STO)	Strategic Result (R)
Gender Equality in Recruitment and Career Progression	STO10- To use training as an instrument to consolidate BSE's commitment to equal opportunities for women and men and to consolidate a committed and shared research corporate culture.	R13- The BSE staff is trained in key aspects to ensure the introduction of gender equality in their daily work.
	STO11- Incorporate gender in continuous training.	R14- Continuous training done by BSE for upskilling personnel has a gender perspective.
Integration of the Gender Dimension into Research and Teaching Content	STO12- To increase the visibility of research in gender-related topics in both teaching and research materials.	R15- To produce cutting-edge research in topics where the gender dimension is considered.
Measures Against Gender-based Violence Including Sexual Harassment	STO13- To consolidate an environment free of any manifestation of sexual or gender-based harassment based on the generation of a culture of zero tolerance for situations of gender-based violence and respect for equality and diversity and the implementation of the necessary instruments.	R16- The entire BSE staff and community knows the protocol, and the people of reference and has no doubts about what to do in case of experiencing or observing behavior of harassment.  R17- That everyone is clear about the behaviors that are not tolerated within the BSE community.
	STO14- To consolidate BSE's commitment against sexism and violence in any form and maintain strict vigilance against any sign of aggression against women.	R18- To create a culture of zero violence shared by everyone.  R19- To have a protocol as a guarantee for any woman who is in a situation of gender violence.  R20— BSE staff is aware of the existence of the protocol and the labor rights of women in situations of gender violence.



## 5.2. Specific Objectives and Actions

Area of Intervention	Specific Objectives (SPO)	Actions (A)	Target Audience
Work-life Balance and Organizational Culture	SPO1-To publicize BSE's commitment to equal opportunities for women and men.	A1- Internal and external dissemination of the Gender Plan: dissemination of the Gender Plan in the research community.	-BSE community
	SPO2-To generate a culture committed to gender equality shared with the BSE Community.	A2- Summarize the main commitments assumed by the BSE Gender/Equality Plan in a decalogue and publicize it among the staff, collaborators, and suppliers.	-BSE community -BSE suppliers
		A3- Incorporate the figure of the gender agent within the BSE and provide her/him/they with resources. Describe the functions of the equality agent, look for a candidate within the company, and offer her/him/they the necessary training to carry out the new responsibilities.	-BSE community
		A4- Collect all information related to the BSE community disaggregated by gender and include the disaggregated information in BSE reports.	-BSE community
		A5- Incorporate compliance with gender regulations among the requirements requested of companies that collaborate with BSE.	-BSE suppliers
		A6- Create a mailbox for proposals on improvements that could be applied to the different issues regulated in the Gender Plan:	-Research community
		A7- Communicate to the BSE community the main conclusions of the follow-up report on the Gender Plan.	-BSE community

Area of Intervention	Specific Objectives (SPO)	Actions (A)	Target Audience
	SPO3- To ensure greater pay transparency.	A8- Publish and disseminate a summary document of the BSE remuneration policy.	- BSE staff
	SPO4- To disseminate the existing measures for the reconciliation of work, personal, and family life and to ensure equal enjoyment of women and men.	A9- Inform all employees of their work-life balance rights: 1) Create a summary document of all work-life balance rights at BSE. 2) Publish the document on the intranet. 3) Communicate and explain this document to all team leaders.	- BSE staff
	SPO5- To consolidate an institutional culture that facilitates the harmonization of work- life and co-responsibility.	A10- Approve and publish a plan of conciliation and co-responsibility adapted to the specific characteristics of BSE.	- BSE staff
		A11- Promote with the four academic units [DEE-UPF, UFAE-UAB, CREI and IAE-CSIC] the creation of a space for dialogue with doctoral students on the harmonization of time to talk about motherhood and fatherhood in the research career and the problems related to the uses of time in this moment of the life cycle to break stereotypes and promote a better personal balance and mental health.	-BSE PhD students
	SPO6- To incorporate the gender perspective in the prevention of occupational hazards.	A12- Inclusion of the gender perspective in the services provided by the external occupational risk prevention service.	-BSE staff
	SPO7- To advertise existing resources on occupational health with a gender perspective.	A13- Compile the measures implemented in occupational health and occupational risk prevention specifically aimed at women.	-BSE staff

Area of Intervention	Specific Objectives (SPO)	Actions (A)	Target Audience
	SPO8 - To consolidate the commitment to communication with a gender perspective.	A14- Publish the commitments of BSE to include the gender perspective in its communication policy and communicate these commitments to all staff.	-BSE staff
		A15- Conduct training on communication with a gender perspective and inclusive and non-sexist language.	-BSE staff
<b>Gender Balance in Leadership and Decision-Making</b>	SPO9 - To introduce within the regulation of the political bodies of BSE that the bodies must have a gender-parity composition, whenever possible.	A16 - Introduce a gender clause in the regulation of the government bodies (E.g., the Scientific Council).	-BSE community
<b>Gender Equality in Recruitment and Career Progression</b>	SPO10 - To guarantee objectivity and gender perspective in the processes of professional classification, hiring, and professional promotion; and to encourage greater recruitment of women in the field of research.	<p>A17 - Incorporate a section on the equality of women and men in the BSE's recruitment and selection guide and provide this guide to all persons participating in the recruitment process of research staff. Incorporate the gender perspective in the process through the following proposals:</p> <ul style="list-style-type: none"> <li>• Incorporate equality of women and men as a principle and value.</li> <li>• Develop strategies to ensure the equality of women and men in the drafting of offers, the external dissemination of the offers, the reception of applications, the selection process, and the development of selection tests.</li> <li>• Incorporate the principle of positive discrimination to favor the hiring of women (a clause that will be applied only as a resolution in case of a tie between candidatures).</li> </ul>	-BSE staff -BSE community

Area of Intervention	Specific Objectives (SPO)	Actions (A)	Target Audience
		A18- Include a clause in the contract with external companies that participate in the hiring process regarding their commitment to comply with the guidelines included in the section on equality of women and men in the BSE's recruitment and selection guide.	-BSE suppliers
	SPO11- To supervise the evolution of the wage gap.	A19- Annual analysis of the gender pay gap by category, professional group, and job positions of the same value.	- BSE staff
	SPO12- To include gender equality as one of the objectives of the BSE's training plan.	<p>A20- Design a BSE Training Plan that incorporates equal opportunities for women and men as an objective and ensures that everyone receives training in equal opportunities and non-discrimination:</p> <ul style="list-style-type: none"> <li>• When schedules are decided, the schedules of people with reduced working hours must be taken into account, and whenever possible, training sessions will be carried out during working hours.</li> <li>• The possibility of taking the training in an online format will be considered when problems of conciliation about space and timetable are identified.</li> <li>• When necessary, a reservation of places will be made for people who come back from leaves of absence or other leaves.</li> <li>• Every year several courses will be proposed on relevant topics to ensure equality between women and men.</li> </ul>	-BSE staff

Area of Intervention	Specific Objectives (SPO)	Actions (A)	Target Audience
		A21- Organize training proposals within the Training Plan with the objective that staff shares and participates in the corporate culture committed to gender equality and diversity: Design training that focuses on the values that BSE has assumed in relation to equality and non-discrimination. Work on behaviors that are considered contrary to BSE's institutional culture as manifestations of gender microaggressions	-BSE staff
		A22- Prepare an annual report, to be included in the plan's follow-up report, with data disaggregated by gender on the activities carried out by BSE's community, both internally and externally.	-BSE staff
	SPO13- To ensure that all courses done at BSE for its employees (continuous training) incorporate the gender perspective.	A23- Include in the contracts with companies responsible for training a clause in which they commit to include the gender perspective in their proposals and to use inclusive and non-sexist language.	-BSE suppliers
<b>Integration of the Gender Dimension into Research and Teaching Content</b>	SPO14- To bring visibility to research made by women	A24- To organize a yearly event that values the research work of women in general and of the work done at BSE by women.	-Research community
	SPO15- To bring visibility to research and teaching focused on gender.	A25- Add "Gender Economics" as a research tag within the BSE research areas on the BSE webpage.	-BSE research community
	SPO16- To increase the number of women	A26- Provide breastfeeding space and information on daycare in all BSE research events.	-Research community

Area of Intervention	Specific Objectives (SPO)	Actions (A)	Target Audience
	attending research events.	A27- Adopt a code of conduct for researchers participating in BSE events.	-Research community
<b>Measures Against Gender-based Violence Including Sexual Harassment</b>	SPO17- To improve the existing Protocol.	A28-Revise the protocol to incorporate the names of the persons of reference and guarantee the diligence and speed of the procedure, establish timing for the resolution of complaints; and include respect to the principle of presumption of innocence of the alleged offender	-BSE community
	SPO18- To generate a culture of respect for equality and zero tolerance towards situations of sexual and/or gender-based harassment.	A29. Organize an annual dissemination action to inform about the process, the reporting channels, and the people of reference.	-BSE community
		A30- Conduct a mandatory 2-hour workshop for everyone to clarify the behaviors that constitute sexual and gender-based harassment. Offer this training to all new hires.	-BSE community
SPO19- To approve a protocol of detection and treatment within the company of situations of gender violence produced inside and outside the workplace.	A31-. Approve and disseminate the protocol for the detection and treatment within the company of situations of gender violence produced inside and outside the workplace, which will incorporate the labor rights of women in situations of gender violence.	-BSE community	

## 6. Calendar of Actions

	2024				2025				2026				2027			
	1T	2T	3T	4T	1T	2T	3T	4T	1T	2T	3T	4T	1T	2T	3T	4T
WORK-LIFE BALANCE and ORGANIZATIONAL CULTURE																
A1- Dissemination of the Gender Plan (E1) <sup>2</sup>																
A2- Summary main commitments (E3)																
A3- Equality agent (E4)																
A4- Gender disaggregated data (E5)																
A5- Companies supplying compliance (E6)																
A6- Mailbox for proposals (E7)																
A7- Dissemination follow-up report (E8)																
A8- BSE remuneration policy (E20)																
A9- Inform conciliation (E21)																
A10- Conciliation & responsibility plan (E22)																
A11- Propose a space for reflection for PhD (E23)																
A12- Gender perspective ext. Services PRL (E24)																
A13- Measures occupational health women (E25)																
A14- Gender in BSE Communication Policy (E29)																
A15- Inclusive language training (E30)																

<sup>2</sup> Code for the equivalent action in the Equality Plan

	2024				2025				2026				2027			
	1T	2T	3T	4T	1T	2T	3T	4T	1T	2T	3T	4T	1T	2T	3T	4T
<b>GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING</b>																
A16- Parity regulation governing bodies (E12)																
<b>GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION</b>																
A17-Recruitment and selection guide (E9)																
A18- Equality clause for external hiring companies (E11)																
A19- Analysis Gender pay gap (E18)																
A20- Design a BSE Training Plan (E14)																
A21- Training gender equality and diversity (E15)																
A22- Annual report on training (E16)																
A23- Equality clause for external training companies (E17)																
<b>INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT</b>																
A24- Day of Women in Science (E13)																
A25- Add “Gender Economics” tag (NEW)																
A26- Family support research events (NEW)																
A27- Code of conduct for researchers (NEW)																
<b>MEASURES AGAINST GENDER-BASED VIOLENCE INCLUDING SEXUAL HARASSMENT</b>																
A28-Revise the harassment protocol (E26)																
A29. Campaign dissemination (E27)																
A30- Conduct a mandatory 2-hr. workshop (E28)																
A31-. Protocol of gender violence in-outside BSE (E31)																



## 7. Follow-up

The follow-up and evaluation phase contemplated in the BSE's Gender Plan will make it possible to know the development of the Plan and the results obtained in the different areas of action during and after its implementation.

The follow-up will be done on a regularly scheduled basis and will provide information on possible needs and/or difficulties encountered in the execution of the measures contemplated, which will allow for their coverage and correction, providing the Plan with the flexibility necessary for its success.

The results of the follow-up of the development of the GEP will be an integral part of the evaluation.

The monitoring and evaluation of the GEP will be carried out by the BSE Diversity Committee, which will evaluate the fulfillment of the Plan, the objectives set, and the actions programmed.

The BSE Diversity Committee Gender Plan will have as main functions:

- Follow-up on the fulfillment of the measures foreseen in the GEP.
- Participation and advice on how to adopt the gender measures proposed in the GEP.
- Evaluation of the different measures carried out.
- Approval of an annual report that will reflect the progress made concerning gender objectives within the GEP, to verify the efficiency of the measures implemented to achieve the desired goal, proposing, if necessary, corrective measures.
- Knowledge and resolution of the conflicts arising from the application and interpretation of the Gender Plan.

The BSE Diversity Committee will meet yearly and will approve an annual follow-up report on the implementation of the Gender Plan.

Figure 1: GEP Follow-up



The main objectives pursued during the evaluation are:

- To know the degree of fulfillment of the Plan and to know its development.
- Check if the Plan has achieved the proposed objectives.
- To evaluate if the resources methodology and strategies used have been adequate for its implementation.
- Identify areas of improvement or new needs.

**Evaluation of results:**

- Degree of achievement of the objectives set.
- Degree of achievement of expected results.
- Level of correction of identified inequalities.

**Evaluation of the process:**

- Level of development of the actions carried out.
- Degree of difficulty encountered and/or perceived in the development of the actions.
- Type of difficulties identified, and solutions provided.
- Changes in the actions and development of the Plan.
- Degree of incorporation of equal opportunities between women and men in the BSE's research department.

**Impact assessment:**

- Changes in corporate culture: staff attitudes and practices.
- Reduction of imbalances in the presence and participation of women and men.

## 8. Annex 1: BSE community members and gender

	Affiliated Professors	Post-docs	PhD students	Master Students	Staf	TOTAL
2023/24						
Total	147	15	98	259	72	591
Female	30	5	33	93	41	202
<b>%</b>	<b>20%</b>	<b>33%</b>	<b>34%</b>	<b>36%</b>	<b>57%</b>	<b>34%</b>
2022/23						
Total	150	14	106	211	64	545
Female	29	7	36	67	34	173
<b>%</b>	<b>19%</b>	<b>50%</b>	<b>34%</b>	<b>32%</b>	<b>53%</b>	<b>32%</b>
2021/22						
Total	152	15	106	243	60	576
Female	31	7	28	82	31	179
<b>%</b>	<b>20%</b>	<b>47%</b>	<b>26%</b>	<b>34%</b>	<b>52%</b>	<b>31%</b>

## 9. Annex 2 Legal framework

Having equal opportunities between women and men is an international legal principle recognized in numerous international conventions and treaties and is also a fundamental principle of the European Union, Spain, and Catalonia.

### 9.1. International regulations

#### Universal Declaration of Human Rights

Article 1 of the Universal Declaration of Human Rights, adopted by the UN General Assembly on December 10, 1948, declared that "*all human beings are born free and equal in dignity and rights*" and in the article 2 declared that "*every person has all the rights and freedoms enshrined in this Declaration, without distinction of any kind, such as race, color, sex, language, religion, birth or any other condition*".

#### Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

The Convention was approved by the General Assembly of the United Nations on December 18, 1979, and ratified by Spain in 1983. In its article 4.1. points out that: "*The adoption by States Parties of special measures of a temporary nature aimed at accelerating de facto equality between women and men shall not be considered discrimination in the form defined in this Convention, but shall in no way lead to, as a consequence, the maintenance of unequal or separate standards; these measures will cease when the objectives of equal opportunity and treatment have been achieved*".

#### Beijing Declaration and Platform for Action on equal opportunities and treatment for all working women

In 1995, the Fourth World Conference on Women in Beijing marked an important turning point in the global agenda for gender equality. The Beijing Declaration and its Platform for Action, unanimously approved by 189 countries, is an agenda for women's empowerment and is considered the key global policy document on gender equality. It establishes the strategic objectives and actions for the advancement of women and the achievement of gender equality in 12 areas of special concern, which include poverty, education, health, male violence, etc. Thus, the Beijing conference, built on the political agreements reached in the three previous world conferences, consolidated five decades of legal progress aimed at guaranteeing the equality of women and men, both in legislation and in practice.

Before the Beijing Conference, the United Nations had organized three world conferences on women. These were held in Mexico City in 1975, Copenhagen in 1980, and Nairobi in 1985.

### **Global Pact and the Sustainable Development Goals**

The United Nations Global Pact pursues 2 main objectives: (1) to incorporate the 10 Principles into business activities around the world. (2) Channel actions to achieve the Sustainable Development Goals (SDGs).

The 10 Principles of the Global Compact have been essential values since the birth of the initiative in 2000. They are based on various declarations of the United Nations in the field of human rights, labor, environmental, and anti-corruption standards and enjoy universal consensus. Principle number 6 states that "*companies must support the abolition of discriminatory practices in employment*".

The SDGs provide organizations with a universal and coherent framework to guide their contributions to sustainable development and create shared value. Goal 5 "Achieve gender equality and empower all women and girls" calls for the involvement of organizations to achieve this goal.

## **9.2. European regulations**

### **Convention for the Protection of Human Rights and Fundamental Freedoms (1950)**

Agreement signed by the members of the Council of Europe. It establishes in its article 14 the prohibition of discrimination on the basis of race, sex, color, language, religion, political or other choices, national or social origin, belonging to a national minority, fortune, birth or any other situation.

### **European Social Charter (1961)**

The Council of Europe adopted the European Social Charter in 1961, which complements the Convention for the Protection of Human Rights and Fundamental Freedoms, and which recognizes the right of workers of both sexes to equal remuneration and refers to workers with family responsibilities. The European Social Charter of 1996 (which replaces the previous one) expressly prohibits discrimination, direct or indirect, on grounds of sex, offers special protection in case of pregnancy and maternity and dedicates an article to the right to dignity at work.

### **Treaty establishing the European Community. Treaty of Amsterdam (1997)**

Article 8 (former article 3, section 2, TCE) says that in all its actions, the Union seeks to eliminate inequalities between women and men and to promote their equality. And in article 10, when it regulates the definition and execution of its policies and actions, it states that the Union seeks to fight against any discrimination based on sex, race or ethnic origin, religion or convictions, disability, age or sexual orientation.

The Art. 141.4 of this treaty establishes that *"In order to guarantee in practice full equality between women and men in working life, the principle of equal treatment will not prevent any Member State from maintaining or adopting measures that offer specific advantages aimed at to make it easier for the less represented sex to exercise professional activities or to avoid or compensate disadvantages in their professional careers"*.

European legislation on gender equality has forced many member states to pass laws against employment discrimination, sexual harassment or gender-based violence.

### **Charter of Fundamental Rights of the European Union (2000)**

The Charter of Fundamental Rights of the EU proclaimed by the Presidents of the Council, the Parliament and the Commission at the beginning of the European Council in Nice on 7-12-2000 (OJ C 364 of 18.12.2000, p.1) establishes the principle of gender equality in all areas and includes several provisions with the aim of promoting equality between women and men.

In chapter III, article 23, enshrines equality between women and men, which must be guaranteed in all areas, including employment, work and remuneration, and enables the adoption of measures that offer specific advantages in favor of the less represented sex.

### **Treaty on the Functioning of the European Union (TFEU) (2010)**

The treaty in its article establishes that the Union will pursue the objective of eliminating inequalities between women and men and promoting their equality (Article 8); will support the action of the Member States to achieve equality between women and men in relation to opportunities in the labor market and treatment at work (article 153.1.i); and prohibits discrimination based on sex in terms of remuneration for the same work or work of equal value. This principle also applies to the professional classification systems used to determine remuneration (Article 157).

### **European Charter for Women (2010)**

The European Commission approved this charter to promote equality more effectively between women and men in Europe and in the world. Gender inequalities directly affect

economic and social cohesion, as well as sustainable growth, competitiveness, and demographic development.

The Commission highlights the need to consider gender equality in all its policies and the Charter proposes five specific areas of action: economic independence, equal pay, the representation of women in decision-making and positions of responsibility, the dignity and integrity of women and the external action of the EU.

### 9.3. Spanish regulations

The Spanish Constitution of 1978 recognizes equality from a triple dimension:

A) With higher value (article 1.1 SC):

Art.1.1 SC: Spain is constituted as a Social and Democratic State of Law, which advocates freedom, justice, equality, and political pluralism as the highest values of its legal system.

B) As a clause on the objectives of the power or material equality (Article 9.2 SC):

Art.9.2 SC: *It is up to the public authorities to promote the conditions so that the freedom and equality of the individual and of the groups in which they are integrated are real and effective; remove the obstacles that prevent or hinder its fullness and facilitate the participation of all citizens in political, economic, cultural and social life.*

C) As a principle of equality or formal equality (Article 14 SC):

Art.14 SC: *Spaniards are equal before the law, without any discrimination based on birth, race, sex, religion, opinion, or any other personal or social condition or circumstance.*

**The Statute of Autonomy of Catalonia of 2006** provides in article 19.2, in the area of rights and duties of people "*that women have the right to participate under conditions of equal opportunities with men in all public and private areas*".

The **Organic Law 3/2007, of March 22, for the effective equality of women and men** aims to establish the normative, institutional and public policy framework to guarantee the right to equality of women and men, in particular through the elimination of discrimination against women, whatever their circumstance or condition, in any of the areas of life and, singularly, in the political, civil, labor, economic, social and cultural spheres.

Article 45 of this law states that companies are obliged to respect equal treatment and opportunities in the workplace and, to this end, must adopt measures aimed at avoiding any type of employment discrimination between women and men, measures that they

must negotiate, and if necessary agree, with the legal representatives of the workers in the manner determined by the labor legislation.

In the case of companies with fifty workers or more, the equality measures referred to in the previous section must be aimed at the preparation and application of an equality plan, which must also be subject to negotiation as determined by labor legislation.

Article 46 of the Organic Equality Law defines the equality plans of companies as an ordered set of measures, adopted after making a diagnosis of the situation, aiming to achieve equality of treatment and equality in the company opportunities between women and men and to eliminate discrimination based on sex.

Equality plans set the specific equality objectives to be achieved, the strategies and practices to be adopted to achieve them, as well as the establishment of effective monitoring and evaluation systems of the set objectives.

This same law, in Article 48, presents the measures that the company must take to prevent sexual harassment and harassment based on sex at work.

Within the **workers' statute (Royal Legislative Decree 2/2015, of October 23)** there are a large number of articles that refer to equal treatment between the sexes in companies, among these articles the following should be highlighted:

Article 4.2.c. In the employment relationship, workers have the right to:

*c) "Not be discriminated against directly or indirectly for work, or once employed, for reasons of sex, marital status, age within the limits set by this Law, racial or ethnic origin, social status, religion or convictions, political ideas, orientation sexual, affiliation or not to a trade union, as well as because of language, within the Spanish State".*

Article 4.2.e. In the employment relationship, workers have the right to:

*e) "With respect to their privacy and the consideration due to their dignity, including protection against harassment due to racial or ethnic origin, religion or convictions, disability, age or sexual orientation, and against sexual harassment and harassment based on sex".*

Article 17.1. Non-discrimination in labor relations.

*"The regulatory precepts, the clauses of the collective agreements, the individual agreements, and the unilateral decisions of the employer that take place in the work, as well as in matters of remuneration, working hours, and other working conditions, are understood to be null and void, to situations of unfavorable direct or indirect discrimination due to age or disability or to situations of direct or indirect discrimination due to sex, origin, including racial or ethnic origin, marital status, social status, religion or beliefs, political ideas, orientation or sexual*



*status, membership or not of trade unions and their agreements, family ties with people belonging to the company or related to the company and language within the Spanish State”.*

Article 54.2.g. Contractual breaches will be considered:

*g) “Harassment due to racial or ethnic origin, religion or beliefs, disability, age or sexual orientation and sexual harassment or due to gender to the employer or to the people who work in the company”.*

The **Royal Decree 901/2020, of 13 October**, which regulates equality plans and their registration and which modifies Royal Decree 713/2010, of 28 May, on registration and deposit of agreements and agreements with work groups aims at the regulatory development of equality plans, as well as their diagnosis, including registration, deposit and access obligations.

Its articles 4, 5 and 6 regulate the constitution procedure and the powers of the negotiating commission of the Equality Plan in which the representation of the company and the working people will participate equally, and that, to the extent, if possible, it will have a balanced composition between women and men.

However, articles 7 and 8 determine the minimum content of equality plans and article 9 the validity, monitoring, evaluation and review of the plan.

Finally, Chapter IV of the aforementioned Royal Decree establishes the obligations of mandatory registration and voluntary deposit of the plan's measures.

The **Royal Decree 902/2020, of 13 October**, on equal pay between women and men establishes the essential elements to combat pay inequality, developing the mechanisms to identify and correct discrimination in this area and fight against it, promoting the necessary conditions and removing the existing obstacles, through a transparent remuneration system, complemented by an appropriate information access procedure and a correct definition of the relevant aspects in the conceptualization of work of equal value.

Articles 3 and 4 respectively establish the principles of pay transparency, identifying discrimination and specifically those due to incorrect evaluations of jobs and the obligation of equal pay for work of equal value binding on all companies, regardless of the number of employees, and to all collective agreements and agreements.

In the third chapter, the instruments are established to make the principle of pay transparency effective: the pay register, the pay audit that applies to all companies that have the obligation to have equality plans and transparency in collective negotiation.

In this sense, the pay equality regulation complements the regulation contained in the aforementioned RD 901/2020, of October 13, which regulates equality plans and their registration, while developing articles 22.3 and 12.4.d) of the Workers' Statute, which were modified by Royal Decree-Law 6/2019, of March 1, and which establish, respectively, the obligation that the professional classification be carried out in accordance with criteria free from discrimination, and the guarantee of the absence of discrimination, both direct and indirect, between women and men, also in the case of part-time contracts.