



IGFAE
Instituto Galego de Física de Altas Enerxías



**XUNTA
DE GALICIA**

IGFAE's Gender Equality and Diversity Strategy

Santiago de Compostela/WG-Gender

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**EXCELENCIA
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Instituto Galego de Física de Altas Enerxías (IGFAE)

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Introduction

The IGFAE's Gender and Diversity Strategy aims to implement and monitor the measures aimed at encouraging and promoting gender equality in access, presence, promotion and representation within the institute, following the guidelines of the [3rd Strategic Plan for Equal Opportunities for Women and Men of the USC](#) (Approved by the Governing Council on 28 May 2021). This document has been produced by the IGFAE's Gender and Diversity Working Group, whose work is comparable to that of a Gender Commission and which may be formalised as such in the near future.

The data collected in the report [Women Scientists in Numbers 2021](#) show a situation of inequality between women and men in the Spanish R&D&I system. This inequality is reflected in dimensions such as, for example: horizontal segregation (under-representation of women in some scientific-technological areas) and vertical segregation (glass ceiling); the salary gap; interruptions and obstacles in their professional career; their under-representation in management or decision-making positions (22% of female rectors in public and private universities in 2019); or the success rate of grants for AEI projects (5.1% more for male researchers (47.9%) than for female researchers (42.8%), according to the data in the aforementioned report. All these dimensions and others specific to the field of science and innovation are areas for improvement and possible actions for full gender equality in R&D and innovation.

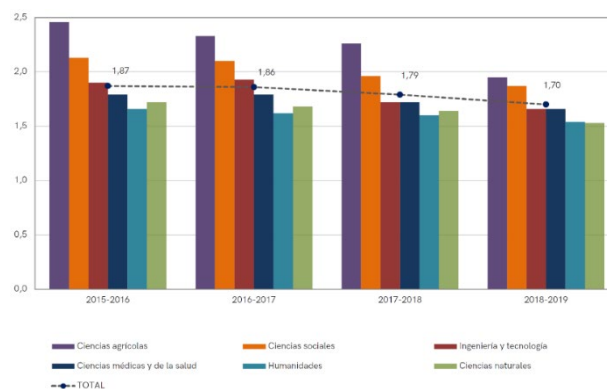


Illustration 1. Evolution of the glass ceiling in universities by scientific-technological area. Academic years 2015-16 to 2018-19. ¹

¹ Source: Report of the Editorial Programme 2020 of the Ministry of Science and Innovation undertaken by the Women and Science Unit of the Ministry of Science and Innovation. "[Women Scientists in Numbers 2021](#)".

However, women are not the only minority group under-represented in research. Groups such as certain ethnic or religious minorities, people with functional diversity, from unfavourable socio-economic backgrounds or from backgrounds different from the majority in our environment are also often under-represented.

Paying attention, from an intersectional approach (gender, ethnicity, age or sexual orientation), to the diversity of today's societies and developing measures for the inclusion of these groups is not only an obligation to fundamental human rights, but also necessary to harness all available talent in order to improve competitiveness and excellence ([Collaboration: Strength in diversity](#), Nature News, 2014).

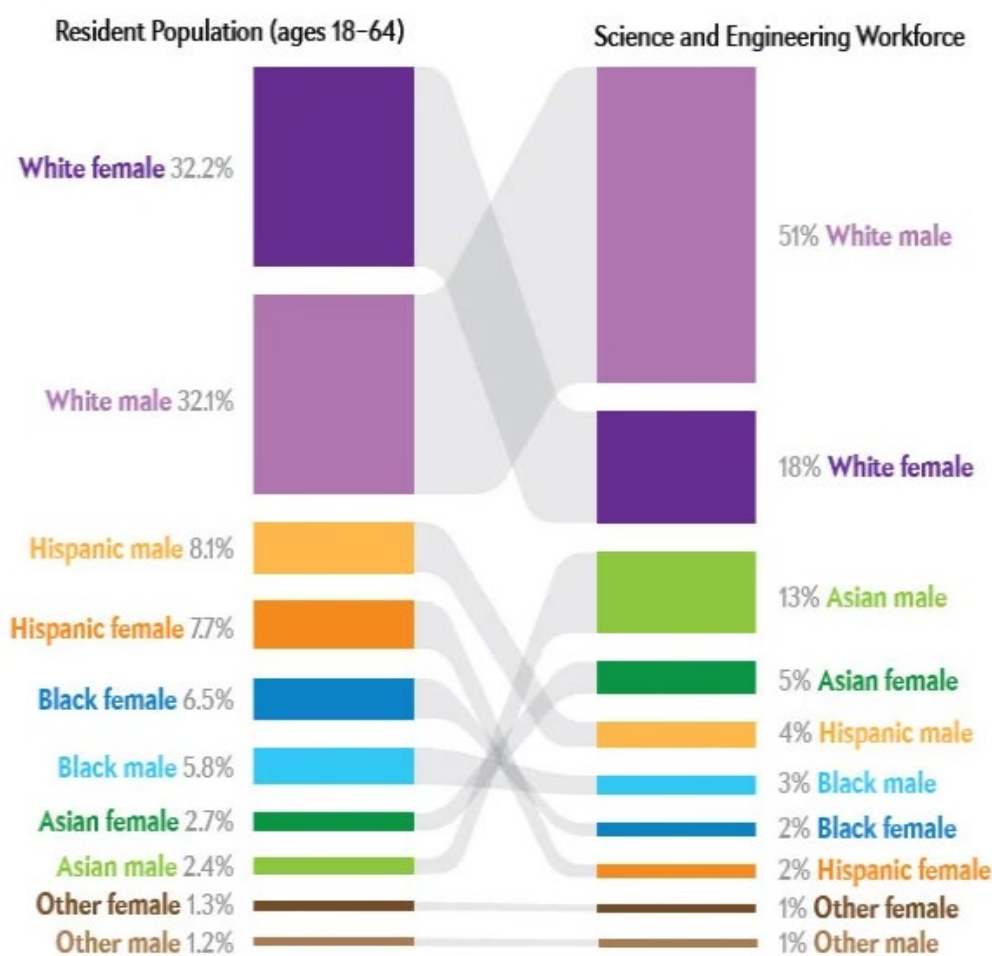


Ilustración 2. Ethnic composition of the US population in 2010 and percentage of these groups working in science or engineering. ²

² Source: *Diversity in Science: Where Are the Data?*, published on Scientific American (2014).

In the area of knowledge of Physics, the scarcity of female presence begins in undergraduate studies, where female students represent around 30%³. In the following stages - Master's, PhD, post-doctoral stage and junior and senior staff - the data show that the inequality increases, especially in those areas in which the IGFAE works: Particle Physics, Astrophysics and Nuclear Physics. In the departments of Applied Physics, with the highest female presence in Spain, there are 29% female professors, but this percentage drops to 17% in the full professorships: 39 female professors compared to 190 male professors⁴. In the area of Theoretical Physics, in October 2019, only 7 out of 86 were female professors; in Atomic, Molecular and Nuclear Physics, 15 out of 66.

	Women						Men						% Women						
	CU	TU	CEU	CD	AD	A	CU	TU	CEU	CD	AD	A	CU	TU	CEU	CD	AD	A	Total
Applied Physics	39	197	10	55	13	3	200	495	32	102	27	1	16%	28%	24%	35%	33%	75%	27%
Atomic, molecular and nuclear physics	13	16	0	9	1	2	45	45	0	10	3	0	22%	26%		47%	25%	100%	28%
Condensed matter physics	6	22	0	12	1	0	94	84	1	36	8	5	6%	21%	0%	25%	11%	0%	15%
Physics of the earth	3	26	0	8	0	0	19	40	1	6	1	0	14%	39%	0%	57%	0%		36%
Theoretical physics	6	14	0	6	0	3	81	75	0	24	4	5	7%	16%		20%	0%	38%	13%

Illustration 3. Composition of teaching and research staff at public universities by area, category and sex. Academic year 2016-17.⁵

In this context, and in accordance with the current regulations to which the IGFAE is bound, the gender and diversity working group has promoted the development and implementation of the Strategy for Gender Equality and Diversity as a first step towards integrating the principle of equality and a more balanced and diverse gender structure in the scientific field in which the IGFAE works.

³ "Women engineers, physicists and technologists wanted: why aren't there more STEM women" (Sáinz, 2017).

⁴ Source: Ministry of Economy, Industry and Competitiveness, 2016

⁵ Source: Report [Women Scientists in Numbers 2017](#).

Diagnosis of the situation. Women and men in the IGFAE

Within the quantitative analysis, the situation at the institute is similar to the average for the scientific field: there are more women among the student body, and as one moves up the research career ladder, the number of women (blue in the charts below) decreases until it almost disappears.

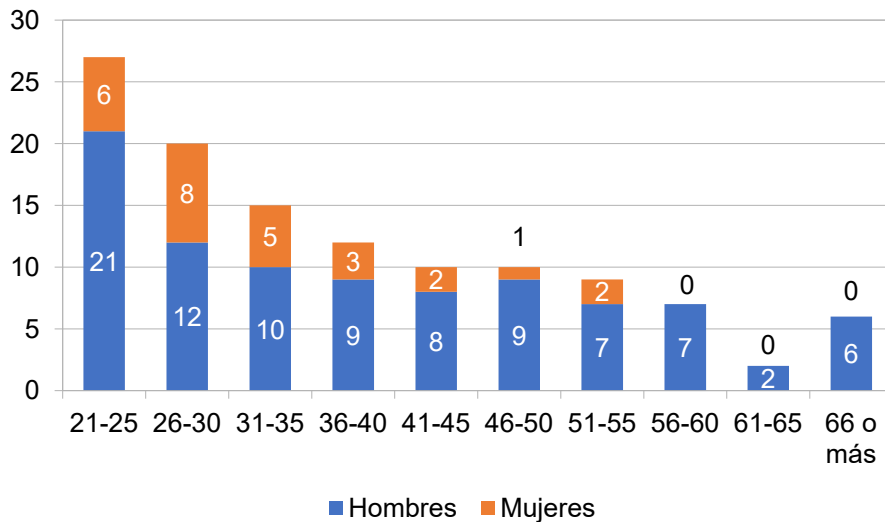


Illustration 4. Distribution of women and men by age groups in the IGFAE (September 2020).⁶

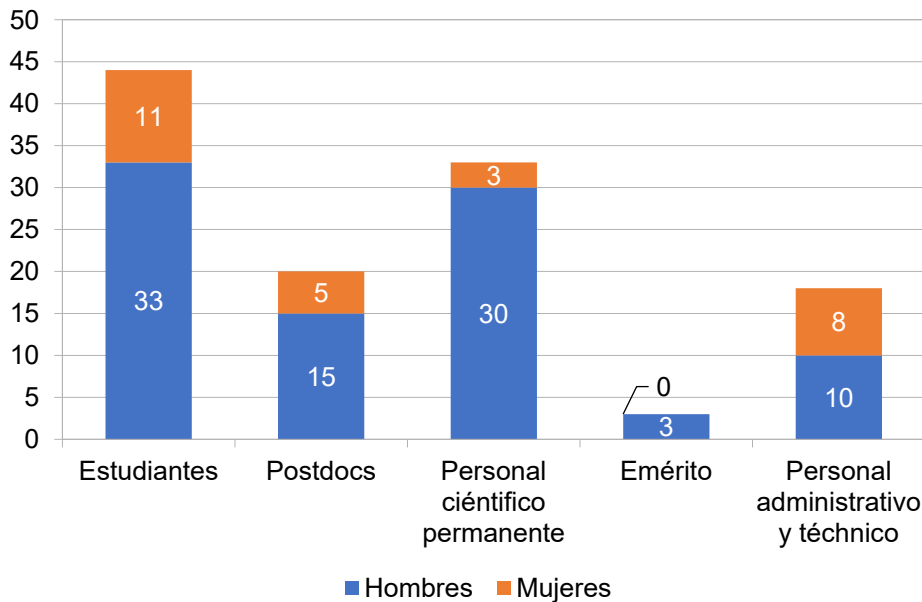


Illustration 5. Distribution of women and men by category in the IGFAE (September 2020).⁷

⁶ Source: IGFAE.

⁷ Source: IGFAE.

Governing bodies	Women	Men
Governing Board	1	1
Scientific Advisory Board (SAB)	3	4
Direction	0	3

Illustration 6. Distribution of women and men in the IGFAE's governing bodies.⁸

To complete the qualitative analysis implemented by the working group, a survey is being conducted to assess the perception of the institute's staff on issues such as the existence of possible gender barriers to promotion.

In order to correct this situation, and with the boost of the implementation of the accreditation as a María de Maeztu Unit of Excellence in 2016, the following measures have been adopted in recent years:

- Inclusion of at least one woman among the people who make up the governing committees.
- Inclusion of at least one woman among the members of the selection committees.
- Inclusion of IGFAE's statement of commitment to equality and diversity in all calls for human resources.
- Adoption of measures to favour flexible working hours in order to reconcile work and family life.
- Support from the management unit staff in administrative procedures for family reconciliation.
- Organisation of events to raise awareness and raise the profile of gender inequality and lack of diversity in Physics:
 - Conferences to promote STEM vocations among young women.
 - Round tables on the situation of women in this scientific field.
- Inclusion of information on gender and diversity in the fortnightly newsletter.
- Adequacy of statistics. Creation of specific indicators with the gender variable and revision of the IGFAE's strategic indicators to include the gender variable.
- Institutional press release expressing the IGFAE's commitment to equality on the occasion of International Women's Day (8M).

⁸ Source: IGFAE.

- Incorporation into the GENERA network (Gender Equality Network in the European Research Area), a project of the H2020 Programme, on 11 June 2020.

However, the measures aforementioned have not been sufficient to observe significant changes or trends during this 4-year period. In particular, the recruitment of junior female researchers in different calls has been null. Among other obstacles have been identified:

- Training in gender equality among research staff is scarce, as is the training offered by the IGFAE itself..
- The difficulty of implementing measures that go beyond those regulated by the regulations immediately above (University of Santiago de Compostela).
- The impossibility of intervening in personnel selection processes with gender criteria that depend on external calls for applications.
- The saturation of activities of the IGFAE's female researchers. As there are very few of them, the same women always participate in all the governing and selection committees. This means an extra workload.

Our own learning process aims to implement more effective measures adapted to the reality of the IGFAE, and the new measures to be implemented through this action strategy take into account this experience and previous analysis.

Legal framework

Always following the guidelines set by the [3rd Strategic Plan for Equal Opportunities between Women and Men of the USC](#) and based on the diagnosis developed, the strategy designed by the IGFAE is in line with the precepts of the international, European, national and autonomous legal system on gender issues.

In 1983 Spain ratified the Convention on the Elimination of All Forms of Discrimination against Women, approved by the United Nations General Assembly in 1979, which declares equality between men and women as a universal principle ⁹. It is also

⁹ The references to equality in the international legal system are completed by Articles 7 and 23 of the [Universal Declaration of Human Rights](#), The Conventions of the International Labour Organisation ([100](#) and [111](#)) which prohibit discrimination on the basis of sex in the workplace. [The International Covenant on Civil and Political Rights](#) (art. 3 and 26). The [International Covenant on Economic, Social and Cultural Rights](#) (art.2, 6 and 7).

incorporated as a universal principle in the European Union with the [Charter of Fundamental Rights](#), in force since 1 December 2009, with the signing of the Treaty of Lisbon. This principle is developed through several Directives of compulsory application: the Strategy for Equality between Women and Men; the European Women's Charter; the European Pact for Gender Equality.

The Spanish Constitution advocates equality as a superior value of the legal system in Article 14, referring to formal equality, and in Article 9, establishing material equality. Accordingly, the Statute of Autonomy of the Xunta de Galicia includes the commitment of the Autonomous Community of Galicia in defence of equality (art. 4).

[Legislative Decree 2/2015](#) develops the legal provisions of the Autonomous Community of Galicia in matters of equality; [Organic Law 3/2007](#), of 22 March, for the effective equality of women and men establishes the criteria for action and includes in its article 46 the concept and content of the equality plans of the organisations.

[Law 14/2011, of 1 June, on Science, Technology and Innovation \(LCTI\)](#) incorporates specific provisions applicable to public research organisations that inspire the drafting and implementation of this strategy. The objectives included in accordance with the Organic Law 3/2007 are carried out in order to fulfil the mission and vision of the IGFAE in accordance with its values. These values actively integrate equal opportunities in all areas of the institute.

The design of this strategy and its implementation aims to attract and retain talent, regardless of its origin; optimise human resources, taking into account the circumstances and characteristics of each person; improve the working environment and work-life balance; increase the internal reputation within the institute's staff; improve the projection of the institute in this area and, in short, achieve equality in a cross-cutting way.

Scope of the strategy

The strategy applies to all the institute's staff, the guidelines contemplated will be included as an Annex in the IGFAE's current Strategic Plan and includes the objectives and actions that should accompany them. This action strategy will be reviewed at least 4 years after its formal approval by the Governing Board.

The strategy, after consultation with the IGFAE Scientific Committee and the Vice-rectorate for Equality, Culture and Services of the USC, will be approved by the Governing Board on 6 July 2021.

Lines of action

Following the [3rd Strategic Plan for Equal Opportunities between Women and Men of the USC](#) (SPEOWMU from now on), the general objective is to promote and advance equality between men and women.

The lines of action defined by the University of Santiago affect areas such as recruitment procedures, professional careers, training in gender equality, conciliation and co-responsibility, incorporation of the gender perspective in research and combating situations of harassment.

The general objectives of the strategy following the 3rd SPEOWMU are:

- To make visible the institutional commitment to gender equality.
- To promote the incorporation of the gender perspective in research and transfer.
- Promote equal opportunities in careers.
- To achieve balanced participation and representation in different decision-making bodies and levels.
- Guarantee the exercise of work-life balance rights and promote co-responsibility.
- Detect and combat situations of harassment.

The specific measures to be implemented are divided according to the areas defined by the III PEIOMH of the University of Santiago de Compostela:

1. Institutional culture.
2. Teaching, research and transfer.
3. Presence, promotion and representation.
4. Conciliation and co-responsibility.

1. Institutional culture

Objective: Visibilise the importance of gender equality in IGFAE's policies

Action 1 **Organisation of regular meetings of the working group for the implementation and monitoring of the strategy**

Periodicidad Action	Monthly
Responsibles	WG Gender
Indicators	No. of meetings per year
Objective	10
Budget	0€

Action 2 **Require IGFAE staff to sign a commitment to comply with the Strategy within the Code of Conduct**

Frequency of action	In every new recruitment
Responsibles	Direction/HHRR
Indicators	No. of signed commitments per year
Objective	100% of staff and new recruits
Budget	0€

Action 3 **Participation in regional, national or international networks on gender equality issues**

Frequency of action	Permanent
Responsibles	WG Gender
Indicators	No. of actions implemented within each network per year
Objective	2
Budget	1000€

Action 4 **Organisation of events to promote gender equality in particle physics**

Frequency of action	Annual
Responsibles	WG Gender
Indicators	No of events and attendees
Objectives	No. of events: 3 Attendees: 200
Budget	2.500€

Action 5 **Dissemination of the Strategy to all IGFAE staff**

Frequency of action	Annual
Responsibles	Direction/ Communication
Indicators	No. of actions per year
Objectives	1
Budget	0€

Action 6 **Dissemination of IGFAE's commitment to diversity and gender equality in calls for proposals and general documents**

Frequency of action	Each time a new call is launched
Responsibles	Direction/HHRR

Indicators	No. of new recruitment calls reporting IGFAE's commitment to gender equality per year. No. of calls for proposals/documents corrected to eliminate sexist language.
Objectives	100% of new calls published by IGFAE
Budget	0€

Action 7 **Dissemination of the WG Gender and Diversity Strategy initiatives and activities in the IGFAE newsletter**

Frequency of action	Monthly
Responsibles	Communication
Indicators	No. of dissemination actions per year
Objectives	10
Budgets	0€

Action 8 **Dissemination of the USC [Protocol for the prevention of and action against sexual harassment and harassment based on sex, sexual orientation and gender identity](#)**

Frequency of action	Annual
Responsibles	Direction/ Communication
Indicators	No. of actions per year
Objective	1
Budget	0€

2. Teaching, research and transfer

Objective: promote the vision of an intersectional gender perspective in research and transfer.

Action 9 **Offer courses for all staff on gender and intersectionality awareness and training as part of the soft skills programme.**

Frequency of action	Annual
Responsibles	WG Gender
Indicators	Number of courses offered per year Number of attendees per course
Objectives	1 100% new recruits
Budgets	4000€

3. Presence, promotion and representation

Objective: promoting equal opportunities during the career development of IGFAE staff

Action 10 **Monitoring of the implementation of the principle of parity of composition**

Ensure the presence of non-permanent IGFAE women or external staff on staff selection committees.

Frequency of action	Each time a committee is convened
Responsibles	Human Resources
Indicators	No. of women per committee Total no. of women in committees
Objectives	No. of women per committee: at least one. Total no. of women: in all committees
Budget	0€

Action 11 **Ensure parity (40-60%) in the activities organised by the IGFAE.**

Frequency of action	Every 6 months
Responsibles	Organiser of the activity
Indicators	No. of women per organising committee No. of women in scientific programmes
Objectives	Achieve a balanced composition (40-60%) of women in both committees and scientific programmes.
Budget	0€

4. Conciliation and co-responsibility

Objective: Promoting family conciliation and fostering co-responsibility in the care of minors

Action 12 **Extension of maternity and paternity contracts¹⁰**

Frequency of action	Once
Responsibles	Direction
Indicators	No. of extensions offered per year in case of maternity/paternity.
Objectives	100% of extensions offered.
Budgets	15.000€

Action 13 **Ensuring compliance with regulations on the reconciliation of personal, family and working life.**

Frequency of action	Each time a corrective action is requested
Responsibles	Direction
Indicators	No. of applications resolved per year
Objectives	100% of requests resolved
Budget	0€

Monitoring and evaluation

Equality between women and men will be promoted by all IGFAE staff and must be taken into consideration in all areas of action as a strategic objective.

¹⁰ Under the terms provided for in labour and social security regulations.

The IGFAE Gender Working Group will be responsible for monitoring the level of compliance with this gender and diversity strategy, in collaboration with the USC Gender Equality Office. It shall prepare a periodic annual report which will include all the actions undertaken.

This report will be sent to the IGFAE management and will be discussed in a working session to determine a diagnosis of the situation. This report and its assessment will be communicated to the Institute's Executive Board and Scientific Committee. After two years, a mid-term evaluation will be conducted by means of a report, which will be submitted to the Governing Board.

The IGFAE management will be responsible for providing the working group with the necessary economic resources for the development of this strategy. The IGFAE Management unit compiles, processes and disseminates data disaggregated by sex; the Human Resources area compiles data on the composition, training and age of IGFAE staff and the indicators for which it is responsible; the Projects area compiles the strategic indicators that are included in the periodic reports.

Annex 1 of this same document includes the actions by objective and those responsible for them.

Annex 2 of this document includes a timeline with the actions to be implemented.

Annex 1.

Actions by objective and responsible persons

Actions	Responsible
Objective 1: Visibilise the importance of gender equality in IGFAE's policies	
Action 1. Organisation of regular meetings of the working group for the implementation and monitoring of the Strategy.	
Sending of Monthly calls to the working group	Manuel Rey (Communication Officer)
Action 2. Require IGFAE staff to sign a commitment to comply with the Strategy within the Code of Conduct	
The assigned staff sign the commitment within 60 days from the entry into force of the strategy. All new recruits sign the commitment when they join the institute	Direction/RRHH
Action 3. Participation in regional, national or international networks on gender equality issues	
Participation in the activities of the different networks and promotion of participation in new WG-Gender networks.	WG-Gender
Action 4. Organisation of events to promote gender equality in particle physics.	
Organisation of masterclasses in particle physics 11F annually	WG-Gender + Women researchers
Organisation of at least one event focused on the subject during the Science Week	WG-Gender: Ana Garbayo and Beatriz García
Action 5. Dissemination of the Strategy to all IGFAE staff	
The Management will send an e-mail informing about the implementation of the Strategy and its evolution.	Direction
Action 6. Dissemination of the Institute's commitment to diversity and gender equality in calls for applications	
Include the information in the job offers published. Correct the language of general documentation.	Communication / IGFAE staff
Action 7. Dissemination of WG Gender Strategy initiatives and activities in the IGFAE newsletter	
Include the news linked to the Strategy and the activity of the working group in the IGFAE newsletter	Communication
Action 8. Dissemination of the USC's Protocol for the prevention of and action against sexual harassment and harassment based on sex, sexual orientation and gender identity.	
Direction will include the protocol in the email informing of the implementation of the Management Strategy.	Direction
Objective 2: Promote the vision of the intersectional gender perspective in research and transfer	
Action 9. Offer courses for all staff on gender and diversity awareness within the soft skills programme	
Selection of the programme of courses and implementation of the offer through the WG-Gender soft skills programme	WG-Gender
Objective 3: Promote equal opportunities during the career development of IGFAE staff	
Action 10. Presence of non-permanent IGFAE women in the selection committees for non-PAS-PDI staff	
Incorporation of non-permanent women, attached to the IGFAE, in the selection committees.	HHRR

Action 11: Ensure parity (40-60%) in activities organised by the IGFAE	
Incorporation in the organising committees and scientific programmes	All IGFAE staff
Objective 4: Promotion of family conciliation and fostering co-responsibility in child care	
Action 12. Extension of maternity contracts	
Proposal of extensions proportional to the time of maternity leave.	Direction
Action 13. Ensure compliance with the regulations on work-life balance	
Development of the procedure	Direction

Annex 2

Timeline

Acciones	2021					2022					2023					2024														
	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov
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