

# EQUALITY PLAN 2021

FOUNDATION FOR BIOMEDICAL RESEARCH OF THE  
SAN CARLOS CLINICAL HOSPITAL



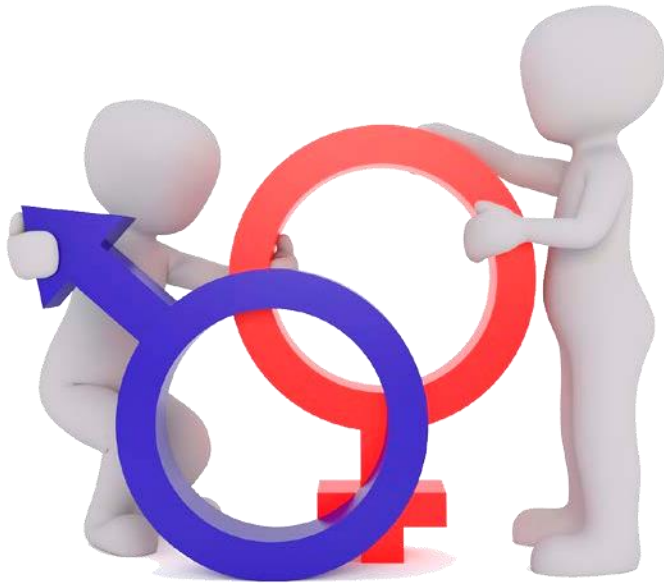
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- Proposed actions
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**FUNDACION  
PARA LA INVESTIGACIÓN BIOMÉDICA**  
**Hospital Clínico San Carlos**

# INTRODUCTION



- An Equality Plan (EP) is an orderly set of evaluable measures, adopted after a diagnosis of the situation, aimed at achieving equal treatment and opportunities between women and men in the company and eliminating discrimination based on sex.
- Equality plans will set out the specific objectives, strategies, and practices to be adopted to achieve them, as well as the establishment of effective systems for tracking and evaluating the objectives set.

# INTRODUCTION - AREAS OF ACTION

- Commitment of the Organization (culture, organization, language, internal communication channels, objective equality, training and awareness, gender dimension in R + D + i, etc)
- Situation of women and men in the Organization (working time and temporality)
- Access to the Organization (job offers, language, channels, adequacy of profiles and objectivity of criteria, participation in selection systems, etc)
- Continuous training (balanced participation of women and men in internal training, schedules, dissemination channels, participation of speakers, or semi/non-face-to-face formats).
- Remuneration policy (equal pay for equal work, elimination of differences between women and men)
- Organisation of working time and conciliation (knowledge of the measures by workers, flexibility, promotion of co-responsibility for women and men, bringing care services closer to dependent people, integrating conciliation into the Organization's culture)
- Occupational health (risk prevention, health surveillance, prevention of sexual harassment and harassment based on sex, action in cases of gender violence, etc)

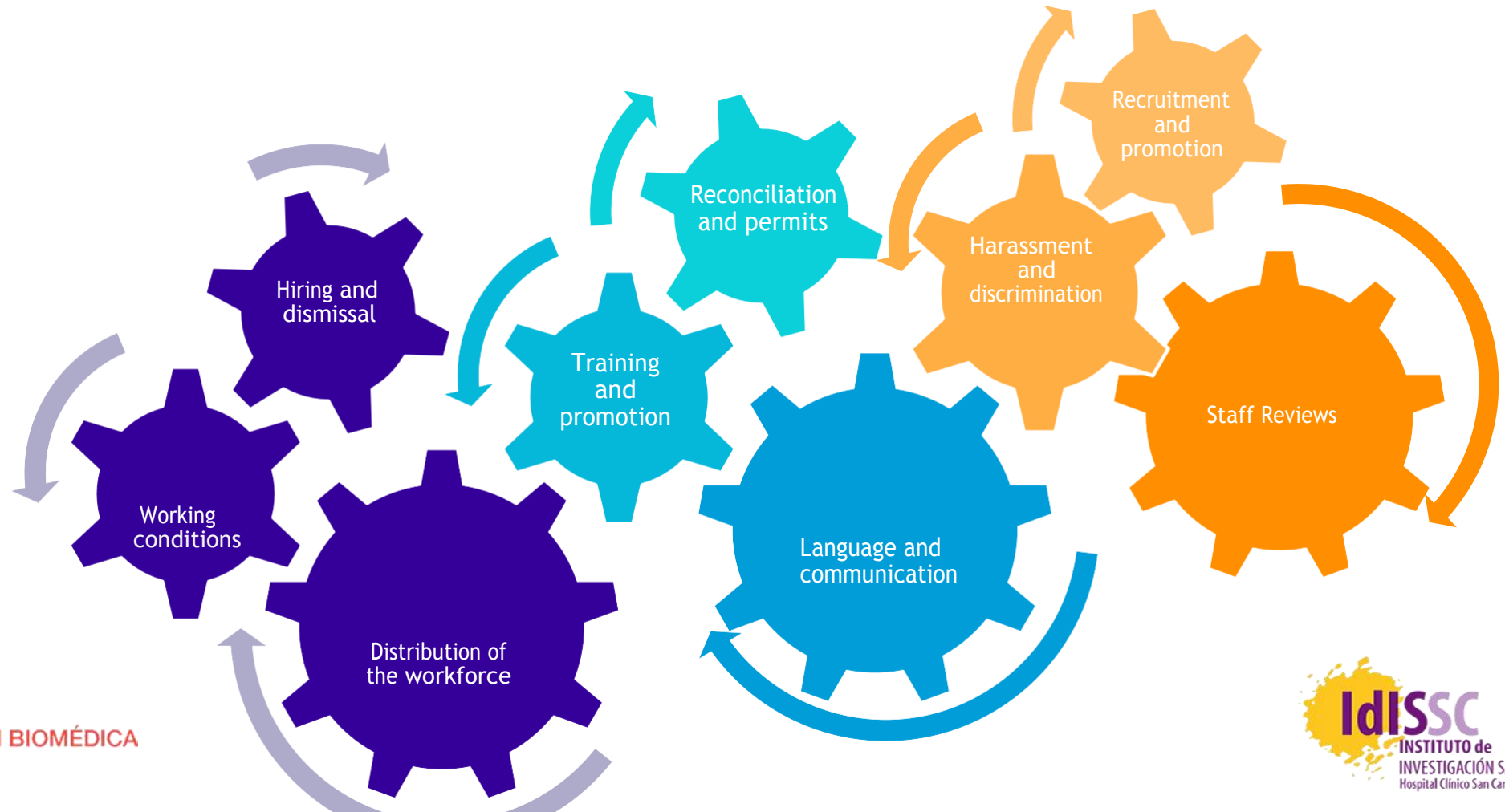
# INTRODUCTION - WHY AN EP?

- To advance the achievement of true equality between women and men in the company and, by extension, in society in general.
- Because beyond legal imposition, the implementation of an equality plan entails an improvement in labour relations, favours a good working environment, developing the skills and potential of employees and deriving, therefore, in greater productivity and an improvement in the quality of life of all.
- Requirement to obtain certain grants and European calls for research projects.

PHASES	ACTIONS
1. Commitment	<ul style="list-style-type: none"><li>• Decision. Communication.</li><li>• Definition of the work Team</li></ul>
2. Diagnosis	<ul style="list-style-type: none"><li>• Planning</li><li>• Collection of information</li><li>• Analysis and presentation of proposals</li></ul>
3. Programming	<ul style="list-style-type: none"><li>• Preparation of the Equality Plan: definition of objectives, actions, recipients, calendar, necessary resources, indicators and evaluation techniques, monitoring, etc)</li></ul>
4. Execution	<ul style="list-style-type: none"><li>• Implementation and monitoring of scheduled actions</li><li>• Communication</li><li>• Monitoring and control</li></ul>
5. Evaluation	<ul style="list-style-type: none"><li>• Analysis of the results obtained. Recommendations for improvement</li></ul>

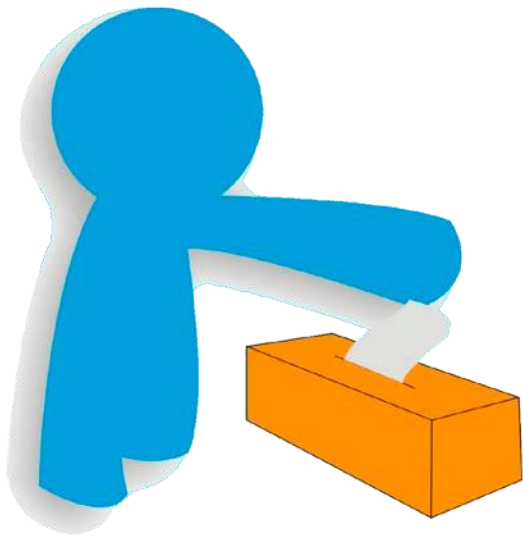
# CONCLUSIONS OF THE DIAGNOSIS

## AREAS OF STUDY



# CONCLUSIONS OF THE DIAGNOSIS

## STAFF SUGGESTIONS



Promote the stability of contracts and promotion opportunities.



Compensate for the wage inequality caused by the dependence on the call/origin of the funds.



There seems to be no wage inequality by sex, although there is a difference in seniority and professional category.

Increase training opportunities in all categories and the promotion thereof.



Establish a protocol and reporting channel in cases of harassment or discrimination. They don't know the channels or who to turn to.



Greater communication of the Foundation with the staff.



Greater communication of training and conciliation opportunities.



Deepen the opportunities for reconciliation for maternity/paternity and consider the reduction in the evaluation scales.



Greater representation of both sexes in governing bodies.

# CONCLUSIONS OF THE DIAGNOSIS

## ■ Summary of Conclusions



Strongly feminized (76%) and young staff, with maximum age around 32 years.



88% of the workforce with university or higher education. Broad coherence with their professional category.



Absence of training and promotion plan. Implementation of a Career Development Plan.

There are no significant differences by sex, all of them being consistent with the overall percentage of the workforce.



High temporality: 23% indefinite contracts and 80% with less than 5 years of seniority; 73% full-time.



Almost total absence of permits requested, despite the demand for their increase by the workforce; ignorance of available opportunities.



Majority of the workforce (79%) in the area of research support.



9% of the workforce with management positions, 65% being women, except for the Board of Trustees, which are not positions of free designation.



Very small global gap (7%), distributed in favour of one sex or another according to category. Those with greater responsibility being paid better.

# ACTIONS PROPOSED

## Actions Proposed



Measure	Responsible	Recipients	Indicators	Deadline
• Measure 1.1 Train the management team, the HR department, selection boards, etc, in equal opportunities between men and women and in the management of human resources from a gender perspective	HR	HR and anyone in the company who participates in the selection processes	Number of communications with training modules sent	31/12/2022
• Measure 1.2 Track the number of requests received and hires by sex	HR-Selection	Anyone in the company who participates in the selection processes	Annual statistics of applications received. Annual statistics of contracts by sex	The validity of the plan
• Measure 1.3 Introduce positive action measures to achieve balance in the workforce and greater gender equality in the different departments or groups	President and members of the selection committee	HR and anyone in the company who participates in the selection processes	Annual statistics of applications received and hiring by sex	30/09/2021
• Measure 1.4 For management posts, establish positive action measures to give priority to the underrepresented sex	HR - Selection	HR and anyone in the company who participates in the selection processes	Annual statistics of applications received and hiring by sex	25/04/2021
• Measure 1.5 Establish collaborations with educational centres to publicise disciplines and professional opportunities in the biomedical sector aimed at the underrepresented sex	IDISSC Management Unit	HR and anyone in the company who participates in the selection processes	Conferences held	The validity of the Plan
• Measure 2.1 Creation of an equality area on the entity's website	Equality Commission	All staff	Evidence of creation of this section on the web; statistics of visits to this section of the web; N° of actions of diffusion made communicating the existence of this section	The validity of the Plan
• Measure 2.2 Periodically remind staff of their conciliation rights through global communications	Equality Commission	All staff	N° of actions of diffusion made Opening statistics in the case of newsletters	The validity of the Plan
• Measure 3.1 Conduct specific training on equality, sexual and gender-based harassment for people of HR Equality Commission and the rest of the staff	HR - Training commission	HR-Equality Commission All staff	Programme of training actions and N° of participants; N° of courses imparted and people who receive it	31/12/2022



# ACTIONS PROPOSED

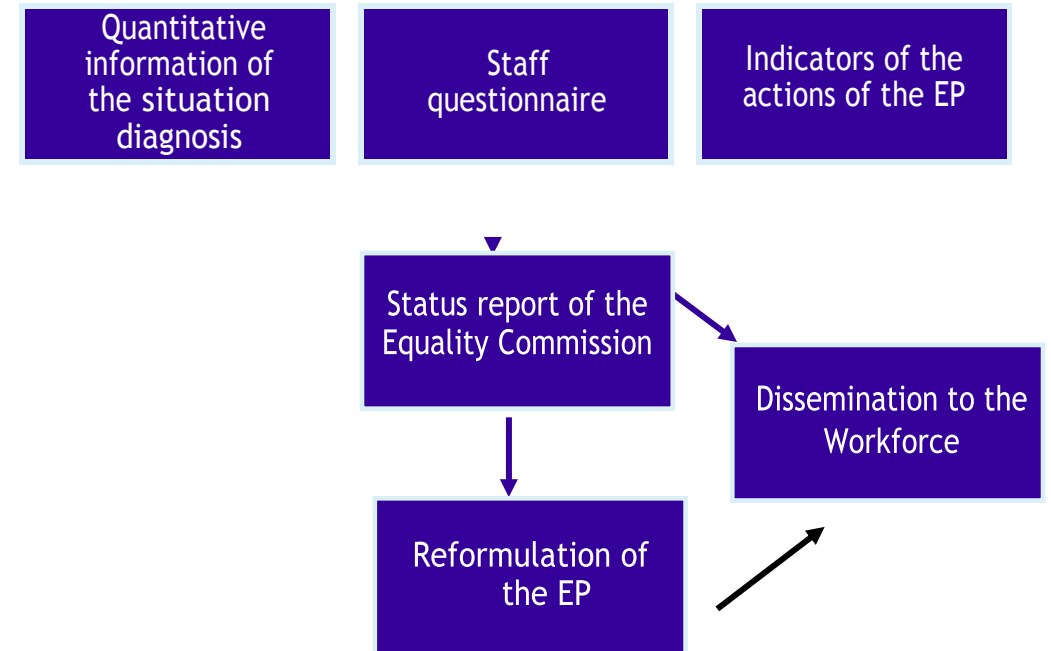
## Actions Proposed



Measure	Responsible	Recipients	Indicators	Deadline
• Measure 4.1. Development of tools for detecting training needs, with special emphasis on the underrepresented gender	Training Commission	Training Commission	List of training suggestions requested by the staff themselves	31/12/2022
• Measure 4.2. Develop and review the annual training plan for all workers that contributes to their professional development and to balance the workforce	Training Commission	All staff	Training Plan	31/12/2022
• Measure 4.3. Inform and publicly announce the company's training offer ensuring that the calls are known by the entire workforce.	IdISSC Manager	All staff	Training plan. Evidence of diffusion of the same	31/12/2021
• Measure 4.5. Create a mechanism to inform the equality commission of training results disaggregated by sex	IdISSC management area	All staff	Statistics on training disaggregated by sex	The validity of the Plan
• Measure 5.1. Review and, where appropriate, update the occupational risk prevention policy and tools to adapt them to the needs and physical, psychic, biological, and social characteristics of the staff	Occupational Health and Safety Committee	All staff	OR Prevention Plan.	31/06/2021
• Measure 5.2. Maintain a register on accidents and occupational diseases disaggregated by sex and report regularly to the Equality Commission	Occupational Health and Safety Committee	Equality Commission	Documentation accrediting the completion of the registration	Life Plan
• Measure 6.1. Record and analyse harassment cases produced in-house	HR	Workers' representatives, Equality Commission	Registration of cases identified in the company	The validity of the Plan with annual review
• Measure 6.2. Publicise the procedure for reporting sexual harassment and harassment based on sex, where a Whistleblowing Channel Is included	Equality Commission	All staff	Statistics of diffusion of the channel of complaints	31/12/2021
• Measure 6.3. Guarantee maximum confidentiality and effectiveness that ensures the privacy of the victim	HR	Workers who are victims of sexual or gender-based harassment	Company confidentiality document	The validity of the Plan
• Measure 7.1. Offer professional advice and psychological and medical support to victims of harassment or gender violence	HR	Victims of sexual or gender-based harassment of the staff	Nº of Cases offered advice	The validity of the Plan

# TRACKING AND EVALUATION

- The organ tasked with tracking and evaluating the plan is the Equality Commission, which will meet with semi-annual periodicity to carry out the follow-up of the process of implementation and execution of the actions based on the indicators established.
- As a result of this review exercise, it will be possible to give continuity to the planned actions, finalize some or even detect new actions based on new needs.
- Once the initial validity of this plan (four years) has elapsed, its evaluation will be carried out to analyse the degree of effectiveness according to the following scheme:



Improving equality working conditions is  
a task in which the entire organization  
must be involved.

Help us achieve it!

