# *Institute of Biomedical Research of Salamanca IBSAL*

Instituto de Investigación Biomédica de Salamanca

# *GENDER EQUALITY AND NON-DISCRIMINATION PLAN 2021-2025*

## SHEET

### IDENTIFICATION

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### ASSOCIATED DOCUMENTATION (if copies exist)

Original: *(*Original *reference code)*

Level of description:

**ACRONYMS**

RC: Governing Board; ECC: External Scientific Committee; DC: Scientific Directorate; DC: Internal Scientific Committee; MC: Joint Commission; MC: Joint Commission; SC: Joint Commission; SC: Scientific Committee; GC: Management Commission; QC: Quality Commission; TC: Quality Commission; TC: Training Commission; CINN: Innovation Commission; TMB: Technical Management Unit; TCU: Technical Management Unit

## 1.- INTRODUCTION

The right to equality is a fundamental human right, shared by both men and women. This principle forms the foundation of the Universal Declaration of Human Rights and serves as a guiding framework for the legislative and executive structures of democratic societies. The Institute of Biomedical Research of Salamanca (IBSAL) upholds equal opportunities among its members, with the objective of fostering a corporate culture that promotes balanced conditions between men and women.

Gender inequality arises from cultural norms that shape stereotypes about the roles and expectations of men and women in society, and consequently, in the workplace. The implementation of equality policies within organizations is crucial for aligning their operations with more participatory and inclusive management models that respect and prioritize diversity. These policies are essential in building institutions that are genuinely committed to equal opportunities, which in turn contributes to a fairer and more compassionate society by dismantling obstacles and stereotypes that hinder the full realization of these objectives.

The integration of equality as a core value within an institution does not necessarily require the creation of new procedures and processes, but rather signifies a commitment from the management, governing, and consultative bodies to actively promote policies and practices that ensure equal opportunities for women and men across the organization.

In this regard, Article 46 of Organic Law 3/2007, of March 22, for the effective equality of women and men defines the Equality Plan as a structured set of measures, adopted following a situational analysis, aimed at achieving equal treatment and opportunities for women and men within the organization and eliminating sex-based discrimination. This strategy seeks to eliminate barriers that may prevent women from accessing certain roles or positions of responsibility. Public institutions and companies are legally mandated to respect the right to equality, ensuring both equal treatment and equal opportunities in the workplace, and to provide the necessary resources to make this right a reality.

## 2.- REGULATORY FRAMEWORK

ince the adoption of the 1978 Constitution, significant efforts have been made to advance gender equality between men and women through provisions designed to eliminate discriminatory practices and promote equal opportunities.

The right to equal treatment and non-discrimination, as well as the principle of equal opportunities between women and men, are enshrined in the Spanish Constitution. Article 14 not only affirms the right to equality and non-discrimination based on sex, but also imposes a responsibility on public authorities to ensure that "the equality of the individual and the groups to which they belong is real and effective." Article 9.2 further mandates the creation of a just, socially and economically developed, cohesive, and free society.

At the regional level, Article 14 of the Statute of Autonomy of Castilla y León recognizes the right to non-discrimination on the basis of gender. In addition, the region has enacted an autonomous law—Law 1/2003, of 3 March—on Equal Opportunities for Women and Men in Castilla y León.

At the national level, Organic Law 3/2007, of 22 March, for the effective equality of women and men outlines the criteria for action by public administrations, enforcing the principle of equal opportunities between women and men. The law also mandates that public administrations create Equality Plans, which must be periodically evaluated to assess their implementation across various sectors.

Additionally, Royal Decree-Law 6/2019, of 1 March, introduced urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation. This amendment to Organic Law 3/2007 and certain provisions of the Workers' Statute Law (approved by Royal Legislative Decree 2/2015, of 23 October) further strengthens equality initiatives.

At the European Union level, gender equality has been a foundational goal since the EU's inception. Over the years, legislation, case law, and Treaty amendments have reinforced this principle and its application across the Union. The European Parliament has consistently championed gender equality. Since 1957, the Treaties have enshrined the principle of equal pay for equal work between men and women (currently Article 157 of the Treaty on the

Functioning of the European Union, TFEU). Article 153 TFEU empowers the Union to act broadly in the areas of equal opportunities and treatment in employment, while Article 157 TFEU allows for positive action to empower women. Furthermore, Article 19 TFEU enables the adoption of legislation to combat all forms of discrimination, including on the grounds of sex.

## 3.- OUR COMMITMENT

Equal treatment and opportunities between women and men must be regarded as a fundamental principle in labor relations and human resources management at IBSAL. The governing and management bodies of IBSAL are firmly committed to this principle. This document has been developed to ensure the effective integration of equal treatment and opportunities as a core moral and formative value in all personnel processes and policies within IBSAL. There is also a clear commitment to actively promote the adoption of measures that guarantee this principle and to improve upon those measures already in place.

To achieve the objectives of the Equality Plan—such as improving the work environment, optimizing skills, and enhancing overall quality of life—it is essential that the management team actively endorses measures aimed at fulfilling these goals. Equally important is the involvement of the entire workforce in this collective effort.

In preparing this Plan, a thorough analysis of the current situation and gender distribution within the organization has been conducted to identify any potential discrimination or inequalities. Where necessary, corrective measures will be implemented. Achieving true equality entails not only preventing discrimination based on sex (equal treatment), but also ensuring equal opportunities for both women and men in areas such as recruitment, working conditions, training, remuneration, work-life balance, and occupational health.

## 4.- COMPOSITION AND FUNCTIONS OF THE EQUALITY COMMITTEE

The management of the Equality Plan will be entrusted to the Equality Commission established under this Plan. Upon approval by the Institute's Governing Bodies, this Commission will become an integral part of the Institute's organizational structure. The Commission's primary responsibility is to promote equal opportunities and treatment between women and men within the organization. The Commission will consist of the Institute's Deputy Director, three representatives from the research staff, one representative from the management team, and the Institute's quality coordinator.

The Equality Committee will meet at least once annually and as often as necessary in response to urgent matters or requests from any of the involved parties, including Management or the Human Resources Department. The Committee's role will be to plan and program actions, monitor their progress, assess their impact, and address any conflicts or complaints related to this Plan or its initiatives.

The duties of the Equality Committee include the following:

1. Ensuring compliance with the principle of equal treatment and opportunities for men and women as established by current legislation within the Institution.
2. Informing staff about the creation of the Equality Plan and encouraging its dissemination throughout the organization.
3. Monitoring and evaluating the Equality Plan:
    - ✓ Verifying the alignment of planned actions with staff participation levels.
    - ✓ Ensuring actions are carried out according to the established timeline.
    - ✓ Identifying and addressing any challenges encountered during the implementation of the Plan.
    - ✓ Making recommendations to improve the Plan and adjust it to evolving needs.
    - ✓ Modifying actions in response to unforeseen circumstances.

- ✓ Monitoring IBSAL's progress to ensure compliance with the objectives of the Equality Plan.

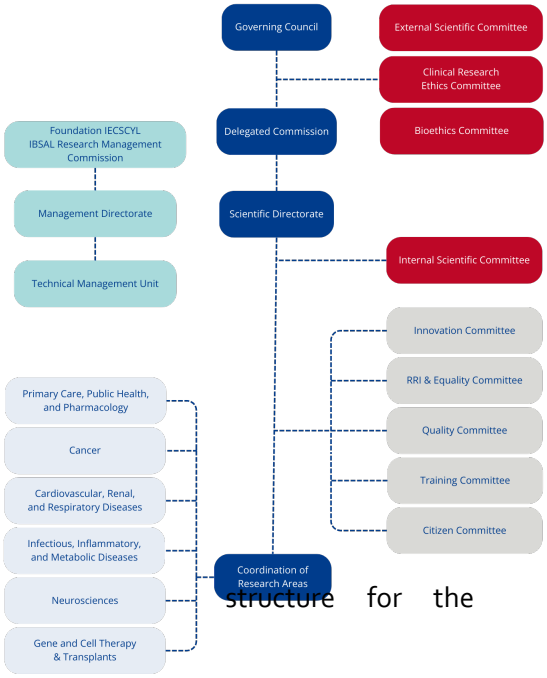
4. Prioritizing actions based on periodic evaluations of results and proposing new initiatives as needed.
5. Assessing the impact of the Plan's measures on the workforce as a whole.
6. Addressing any doubts regarding the interpretation or execution of the Plan.
7. Reviewing and evaluating requests, complaints, and suggestions from Institute members concerning the adherence to equality principles.

## 5.- DIAGNOSIS

To assess the current situation of the Institute regarding gender equality, an analysis of the organizational structure and staff gender distribution is conducted.

The Institute of Biomedical Research of Salamanca (IBSAL) has the following organizational structure:

- Governing bodies: Governing Board and Executive Committee
- Governing body: Scientific Director
- Consultation bodies: External Scientific Committee (SCC), Internal Scientific Committee (ISC), Ethics Committee on Medicinal Products Research (EMCDDA), Committee (BEC).
- Management body: Provisionally the IECSCYL Foundation, through the IBSAL Research Management Committee. The Research Management Committee is supported by the Technical Management Unit, and is an autonomous structure for the

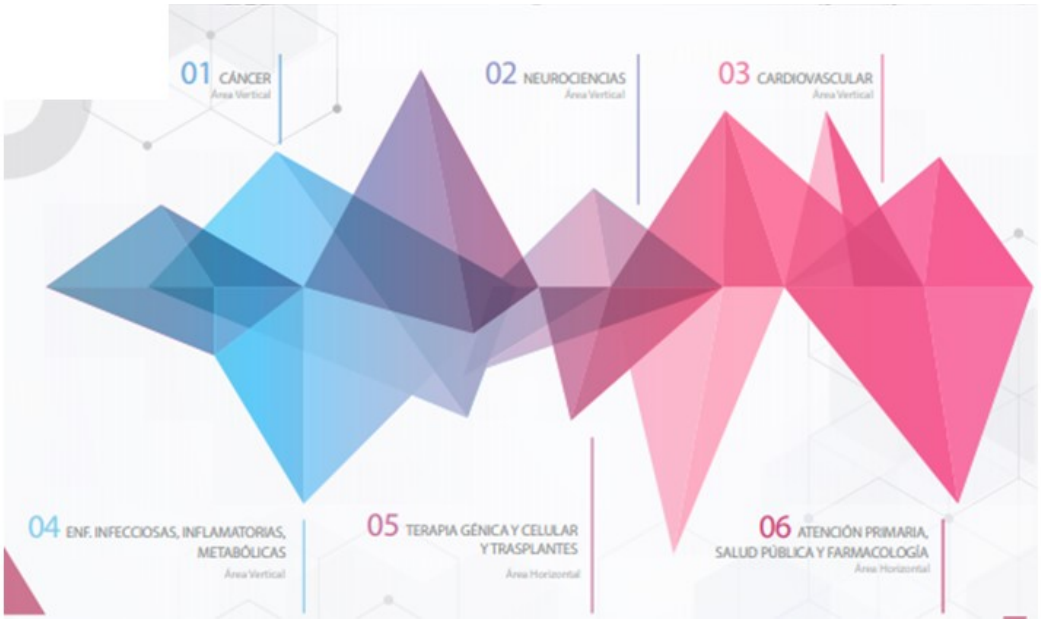


economic-administrative and human resources management of the IBSAL, until the creation of the Foundation itself.

- Other units: Training Unit, Quality Management Unit, Innovation Unit and Legal Advice.

The organizational structure of IBSAL is divided into six thematic research areas, with each research group of the Institute categorized within these areas. These groups are further subdivided into vertical and horizontal domains.

At the head of each of these areas are the area coordinators: one with a basic research profile and the other with a clinical research profile..

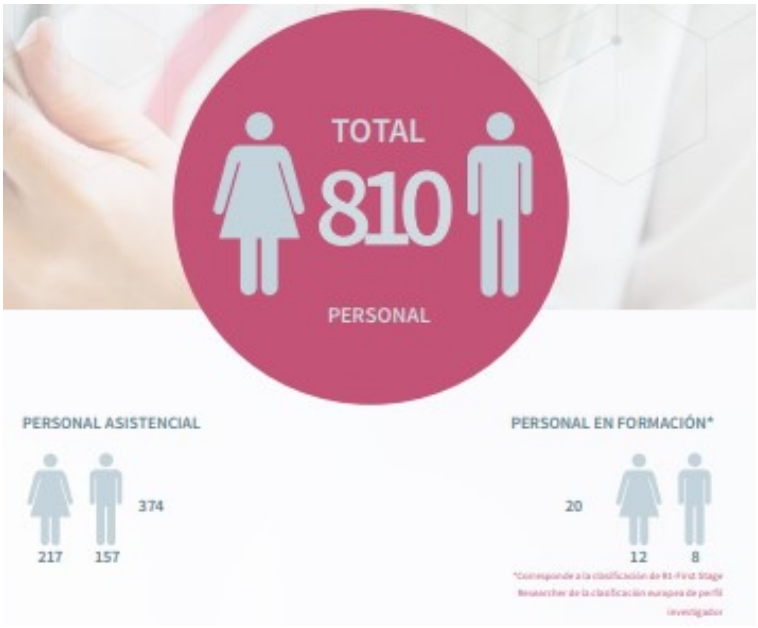



In addition, the IBSAL has common support platforms and services.

The IBSAL research staff is organized into research groups, consisting of researchers with a shared trajectory led by a group leader. These groups are defined by their record of joint publications and access to research funding. The groups are classified



as consolidated, emerging, or clinical associates. The distinguishing criteria between these classifications are based on the impact factor of their publications, with all groups sharing a common trajectory over the past five years.




The analysis of the situation at the Instituto de Investigación Biomédica de Salamanca, based on the data presented in the 2019 scientific report, confirms a female predominance, a trend commonly observed in the field of medical research. This is particularly evident when examining the data for the care staff, where there is a difference of 18 women compared to men. However, when considering staff members still in training, the current gender difference shifts, with 45 more men than women. The distribution of staff across the research areas and by gender is presented in the following table:

| | |
|---|---|
| Hombre | 339 |
| APSF Atención Primaria, Salud Pública y Farmacología | 78 |
| CANC Cáncer | 80 |
| CARD Cardiovascular | 50 |
| IIMD Enf.Infecciosas,Inflamatorias y Metabólicas | 77 |
| NEUR Neurociencias | 35 |
| TGYC Terapia Génica, Celular y Transplantes | 19 |
| Mujer | 471 |
| APSF Atención Primaria, Salud Pública y Farmacología | 81 |
| CANC Cáncer | 110 |
| CARD Cardiovascular | 63 |
| IIMD Enf.Infecciosas,Inflamatorias y Metabólicas | 125 |
| NEUR Neurociencias | 59 |
| TGYC Terapia Génica, Celular y Transplantes | 33 |

## IBSAL SCIENTIFIC DIRECTION AND MANAGEMENT STRUCTURE




In terms of management, a more equitable composition is evident, particularly when examining leadership positions such as the scientific sub-directorship.

An analysis of the economic and administrative management structure reveals most women in positions of responsibility. Out of eight departments, only three are led by men, who occupy the position of head or representative. The remaining five departments are headed by women, as shown in the table below, which lists the positions in the different departments.

| Area | Staff |
|---|---|
| **Management Directorate** | Ms. María de Lorenzo Santiago |
| **Accounting Area** | D. Francisco Javier García Blanco / Mr. Leonel Alexandre Amaral Marcos |
| **Administrative Contracting Area** | D. David Rodríguez Encinas |
| **Clinical Trials Area** | Ms. Carmen Arias de la Fuente / Mr. Jorge Pacheco Sánchez |
| **Project Management Area** | Ms Cristina Marcos Atxutegui / Ms Raquel Sánchez Arribas |
| **Innovation Area** | Ms Pilar Armero Martínez |
| **Legal area** | D. Carlos Moreno Dorado |
| **Human Resources and Training Area** | Ms. Encarnación Gómez Ronco / Ms. Laura Corchado Rubio |
| **Institutional Relations and Communication Area** | Ms. Raquel Carnicero Izquierdo / Mr. Luis Manuel Hernández Medina |

## RESEARCH STAFF

This pattern is consistent throughout the Institute's organizational structure, regardless of the factor or element used to segregate the data for analysis. Female representation is equitable across all research areas and research groups, with the distribution remaining balanced according to the different classification categories, as illustrated in the graph next by.




# 6.- EVALUATION AND MONITORING

The Equality Commission will be responsible for evaluating and monitoring the Equality Plan and will report its findings to IBSAL Management.

Monitoring reports will be prepared by the Equality Coordinator, who will send them to the Equality Commission members in advance of each meeting.

Through this monitoring, we will identify any obstacles encountered during the implementation of the Plan and its associated measures, as well as assess the results achieved. This will enable us to refine these results by applying necessary adjustments and corrections to ensure the successful implementation of the actions.

The Equality Plan will remain in effect for five years, at which point it will be extended until the approval of the next plan. Negotiations for the second Equality Plan (II) will begin at least six months before the current plan's expiration.

## 7.- INDICATORS

The indicators will be based on an initial measurement conducted in the first year of the Plan's implementation. These indicators will then be measured during both the intermediate and final evaluations of the Plan, with the possibility of conducting extraordinary evaluations as needed.

The following indicators will be used:

- Number of individuals applying for permits and licenses, disaggregated by sex.
- Number of individuals requesting and/or taking leave to reconcile family and personal life, disaggregated by sex.
- Number of individuals requesting leave for medical accompaniment of family members, disaggregated by sex.
- Number of National Plan projects presented by female principal investigators.
- Number of regional projects presented by female principal investigators.
- Number of internal funding calls where gender balance is considered.
- Number of projects submitted to public calls for proposals with gender balance considerations.
- Number of projects submitted to the Strategic Action on Health, led by female principal investigators, when the call limits the number of projects that can be submitted.
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## 8.- COMMUNICATION AND DISSEMINATION OF THE PLAN

This Equality Plan is intended for all IBSAL staff, making it essential to ensure its distribution to all personnel. To facilitate this, all necessary dissemination and communication channels will be utilized. A dedicated section will be established on the IBSAL website, where the Equality Plan and any related materials will be made publicly available to ensure accessibility. Additionally,

the plan will be distributed via email to all individuals affiliated with IBSAL, and periodic reminders will be included in the IBSAL weekly bulletin.

To encourage staff engagement, a suggestion box will be implemented on the website, allowing staff members to submit their feedback and recommendations regarding the plan.