

# Diagnosis of the situation of women and men at **DIPC**

July 2019





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# 1. Introduction

## 1.1. Presentation of DIPC

The Donostia International Physics Center (DIPC) is a research centre that began its activities in 2000. The mission of DIPC is to perform and catalyse cutting-edge research in physics and related disciplines, as well as to convey scientific culture to society. DIPC was **conceived and planned based on the idea that an advanced society needs advanced scientific research.**

DIPC is singular in its institutional structure. In fact, it **is a Foundation in which both public institutions** (Basque Government, Gipuzkoa Province Council, Donostia Town Hall, and University of the Basque Country UPV/EHU) **and private companies** (Kutxa, CAF, Telefónica and EDP) **participate and contribute** to the funding.

DIPC has been **selected as a Basque Excellence Research Center (BERC)** by the Department of Education of the Basque Government and is one of Euskampus (Campus of International Excellence) founding partners together with UPV/EHU and Tecnalia Technological Corporation.

The European Commission states that, *“Evidence shows that research performance is limited by the perpetuation of direct and indirect sex discrimination and that promoting gender equality at all levels contributes to achieving excellence and efficiency”* (Structural Change in research institutions, EC, 2012)<sup>1</sup>

We could therefore presume that the **promotion of gender equality at the DIPC would be another catalyser to enhance excellence.**

DIPC yearly hosts more than 393 professionals, from over 38 different nationalities. The research groups incorporate permanent scientific staff, visitors (short-time and long-time ones), postdoctoral researchers, pre-doctoral researchers as well as master and undergraduate students. It must be said that if we look to the data from 2018, for example, the biggest collective would be visitors; during 2018 there were 170 short-time visitors and 75 long-time visitors. Researchers have access to continuous support from a strong team, in administrative, technical, computing, outreach, communication and project management activities.

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<sup>1</sup> **Structural change in research institutions: Enhancing excellence, gender equality and innovation in research and innovation**, European Union, 2012.



# 1. Introduction

## 1.2. Gender Equality at DIPC

DIPC firstly **included its aim and will to develop a self-tailored Gender Equality Plan at its last BERC application on 2017. Since then, it has made its own path** mainly working on the visibilization of female researchers, and the creation of feminine role models, especially through WINS on the 11<sup>th</sup> February. And **on 2018 it started the process to design its 1<sup>st</sup> Gender Equality Plan** with the help of Elhuyar. The first step on this process was doing a gender equality diagnosis of the institution, which you can find on the third chapter of this document.



## 2. The data gathering process

This chapter describes the main steps followed in the development of the data gathering for the gender audit. During the audit process different data gathering methods have been used, such as: document analysis of DIPC's existing documents and policies, gathering of sex disaggregated quantitative data, design of a survey sent to all the staff in order to gather their general perceptions on gender equality, in-depth interviews and focus groups with different collectives from DIPC, and finally, a workshop held with the Gender Equality Committee (GEC) in order to get their main comments on DIPC's situation from a gender perspective. The GEC held another two meetings to work on the design of DIPC's 1<sup>st</sup> Gender Equality Plan.

### 2.1. Review of DIPC's existing documents and policies

These are the documents that have been analysed for DIPC's audit:

- Donostia International Physics Center foundational statutes
- Yearly Activity Report, 2017
- Organizational chart.
- BERC application report, 2017
- Internal documents such as job advertisements, invitation letter templates, guest researcher contracts, etc.
- UPV/EHU protocol to combat gender violence
- Institutional website

### 2.2. Sex-disaggregated data analysis

The quantitative data provided by DIPC dates from December 2017. These are the main topics covered by the quantitative data:



## 2. The data gathering process

- Main characteristics of the staff
- Composition of governing bodies
- The career path
- Work-life balance
- Research management
- External dimension, congresses and outreach activities

### 2.3. Survey

In order to collect the main perceptions of DIPC's community about gender equality a survey was designed. The survey was sent to all the DIPC community on September 2018. These are the main areas included in the survey:

- Gender equality in research
- Gender equality within the organization
- Work-life balance and equal sharing of caring responsibilities
- Harassment and work atmosphere
- The Gender Equality Plan (GEP)

**79 people (26 women and 52 men)** responded the survey. With the data about the amount of staff as a reference, we could say that **54 % of the staff has responded the survey** at DIPC; with a higher percentage of women respondents (67% of female staff responded), and almost half of the male (48 %) replying to the survey. It must be also pointed out that one person identified itself as non-binary; this will be taken into account in all the survey data analysis.



## 2. The data gathering process

	Women	Men	Non-binary	Total
N (survey)	26	52	1	79
% (survey)	32,91 %	65,82 %	1,27 %	100 %
Staff	39	108		147
% of the staff	67 %	48%		54 %

### 2.4. In-depth interviews and focus groups

Once a draft diagnosis was done, we identified the main groups of people who could be interesting to interview in order to gather more specific information. Four group interviews were done, and 7 women and 2 men have been interviewed in total.

These are the main collectives who have been interviewed:

Interviewed groups	Participants
Post-docs	3 women and 2 men
PhD students	2 women
Administrative and technical staff	2 women

### 2.5. The Gender Equality Committee

A *Gender Equality Committee* has been created as part of the process. This has been an important structure both in the audit and GEP design processes. The Gender Equality Committee will also be an essential asset for the GEP implementation, the views and comments shared by its participants have helped Elhuyar in designing a really self-tailored tool that responds to the needs of DIPIC. The GEC is composed by 11 people of diverse areas and roles in the institution, 3 men and 8 women. These are the participants of the Gender Equality Committee:



## 2. The data gathering process

Participants	Gender
<b>Ricardo Díez Muño</b> Director of DIPC	Male
<b>Beatriz Suescun</b> Legal advisor	Female
<b>Ana López de Goikoetxea</b> Administrator	Female
<b>Luz Fernandez</b> Supercomputation Center	Female
<b>Amaia Arregi Buldain</b> Outreach	Female
<b>Irene Ruiz</b> PhD	Female
<b>Aitzol Garcia</b> Post-Doc	Male
<b>David de Sancho</b> Post-Doc	Male
<b>Maia Garcia Vergniory</b> Post-Doc	Female
<b>Elisa Jimenez</b> Post-Doc	Female
<b>Silvia Bonoli</b> Post-Doc	Female

The Gender Equality Committee has carried out 3 morning workshops during the audit and GEP design process, in which the following topics have been elaborated:





## 2. The data gathering process



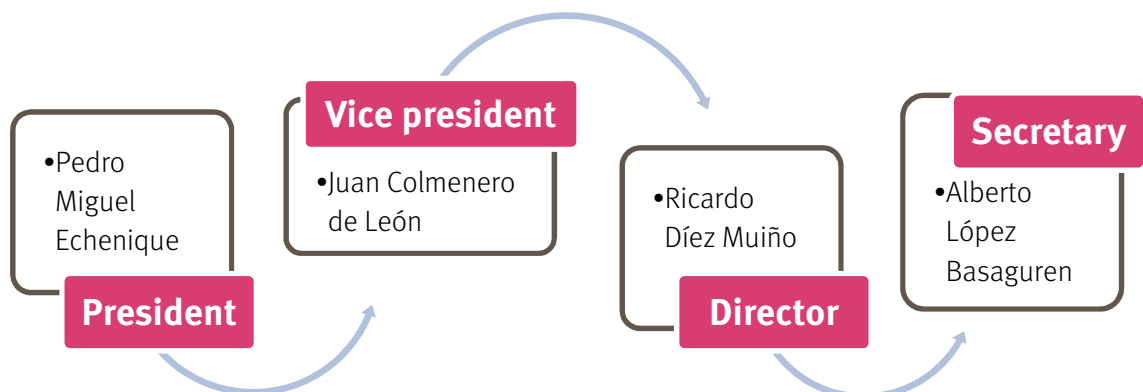


## 3. Diagnosis of the situation of women and men at DIPC

### 3.1. Institutional culture

As we are analysing the institutional culture at DIPC, we will first have a look at its organizational chart, the different governing structures that exist in the institution and their composition disaggregated by sex.

The organizational chart that appears at DIPC's website differentiates among 4 different roles, and provides a short description of each ones career. The four main roles at DIPC's organizational chart are represented by men.



**We have analysed the composition of the main governing boards at DIPC.** The only balanced structure at DIPC is the Foundation's Board, which is composed by over 40% women and less than 60% men. The composition of this board is defined at DIPC's statutes 13th article, and it should be highlighted that it isn't merely composed by researchers, but it is a Board with a high institutional representation; we could presume that the female representation is that high due to public institution's representation. Men are predominant in all the other boards, in fact, **there are no women participating at any other of the boards.**



### 3. Diagnosis of the situation of women and men at DIPC

However, it must be highlighted that DIPC has a permanent Hiring Committee that participates at all the research staff related hiring processes, and it is **consciously gender balanced** and composed of 2 women and 2 men.

Composition of organizational boards disaggregated by sex

	Women		Men	
	N	%	N	%
Direction	0	0	4	100
Scientific board	0	0	11	100
Foundation's board	7	41,18	10	58,82
Hiring Committee	2	50	2	50

Even though there are several structures in the institution, both in the meetings carried out with the GEC and in the focus groups, members of staff have pointed out DIPC's horizontal organizational culture as an asset of the organization. They have underlined, that the direction is reachable, and it is worth to highlight that members of staff from different levels (PhD, post-docs, and permanent staff) have stated so. We have gathered a couple of examples from the interviews to illustrate this:

*"It seems to me that there is a good working environment in general, and people are quite accessible. For example, it really impresses me, that although I am a student the directors of the centre are quite accessible people, they do not believe above you. And we have two separate buildings: one for students and another one for researchers; but then, you can meet anyone, and you are one more on the team. And I don't think this happens very often on the research area."*(Translation of the original quotation)<sup>2</sup>

<sup>2</sup> "Me parece que hay un buen ambiente de trabajo en general, y la gente es bastante accesible. No sé, por ejemplo, sí que me llama bastante la atención, que aunque yo sea una estudiante los directivos del centro son personas bastante accesibles, no se creen por encima de ti. Y tenemos un edificio de estudiantes y otro de investigadores, pero luego tú te puedes reunir con quien sea, y eres una más en el equipo. Y eso, en este ámbito, no creo que pase muy a menudo..."



### 3. Diagnosis of the situation of women and men at DIPC

In the survey we asked members of staff about the working atmosphere at DIPC. The responses of women and men are statistically identical at this question. Most of the women (88,46 %) and men (88,46%) stated that the relations between women and men at DIPC are based on respect. 4 people, (1 non-binary, 1 woman and 2 men) stated the contrary, and the remaining 7,59% did not answer.

**Q. Would you say that relations between women and men at DIPC/CFM are based on respect?**

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
<b>Yes</b>	23	88,46	46	88,46		0,00	69	87,34
<b>No</b>	1	3,85	2	3,85	1	100,00	4	5,06
<b>NA</b>	2	7,69	4	7,69		0,00	6	7,59
<b>Total</b>	26	100,00	52	100,00	1	100,00	79	100,00

We also asked them if they had ever felt discriminated in the organization for their sex, sexual identity or gender stereotypes. **6 women** (23% of female respondents) **and 1 man have felt discriminated in the organization because of their sex, sexual identity or gender stereotypes.**

**Q. Have you ever felt discriminated in the organisations because of your sex, your sexual identity or gender stereotypes?**

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
<b>Yes</b>	6	23,08	1	1,92			7	8,86
<b>No</b>	17	65,38	51	98,08			68	86,08
<b>NA</b>	3	11,54		0,00	1	100,00	4	5,06
<b>Total</b>	26	100,00	52	100,00	1	100,00	79	100,00

However, 6 women and 1 man made comments on this issue. Women mentioned issues such as: having to hear comments and/or behaviours that they did not like, differences when assigning roles in a common project or team, having heard that being a mother is an obstacle to promote in the career ladder, or having to listen to specific comments about their physic and dressing, without asking for them.

The man has a negative vision on gender issues, and believes his own achievements are devaluated.



### 3. Diagnosis of the situation of women and men at DIPC

Most of the workforce (55, 7%) thinks that gender stereotypes influence the working conditions and work opportunities of women.

**Do you think that gender stereotypes influence the working conditions and work opportunities of women?**

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Yes	14	53,85	29	55,77	1	100	44	55,70
No	8	30,77	15	28,85			23	29,11
NA	4	15,38	8	15,38			12	15,19
<b>Total</b>	<b>26</b>	<b>100</b>	<b>52</b>	<b>100,00</b>	<b>1</b>		<b>79</b>	<b>100,00</b>

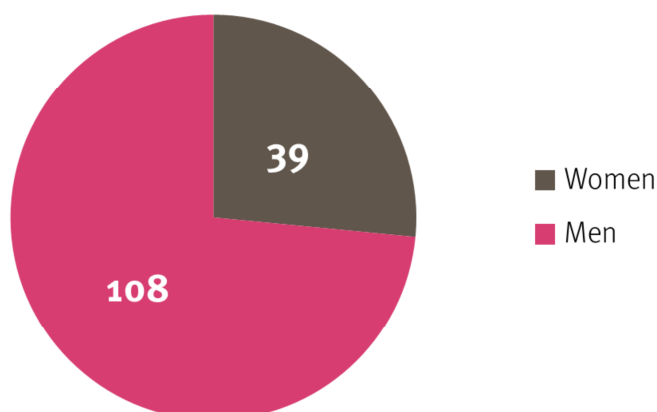
Regarding gender awareness, we asked the DIPC community whether they knew what a Gender Equality Plan (GEP) is, 53,85% of women and 51,92 % of men said they know what a GEP is; and **51,90 % of respondents consider it necessary to have a GEP at DIPC.**

**Do you think it is necessary to have a Gender Equality Plan in your organisation?**

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Yes	12	46,15	28	53,85	1	100,00	41	51,90
No	6	23,08	13	25,00		0,00	19	24,05
NA	8	30,77	11	21,15		0,00	19	24,05
<b>Total</b>	<b>26</b>	<b>100,00</b>	<b>52</b>	<b>100,00</b>	<b>1</b>	<b>100,00</b>	<b>79</b>	<b>100,00</b>

### 3.2. Description and working conditions of DIPC's workforce

DIPC has a workforce of 147 people: 39 women and 108 men. It is a much masculinised workforce, **73, 5 % of the staff is men**, as we can see in the following graph:





### 3. Diagnosis of the situation of women and men at DIPC

We will look at the vertical<sup>3</sup> and horizontal<sup>4</sup> segregations to see how these people are spread within the organization.

#### Vertical segregation

In the following graph we can see very clearly the vertical segregation at the organization. Among the research staff, we can see that there are **no women at the top decision-making** positions, and there are very **few women in general terms among researchers, starting from the PhD students.**

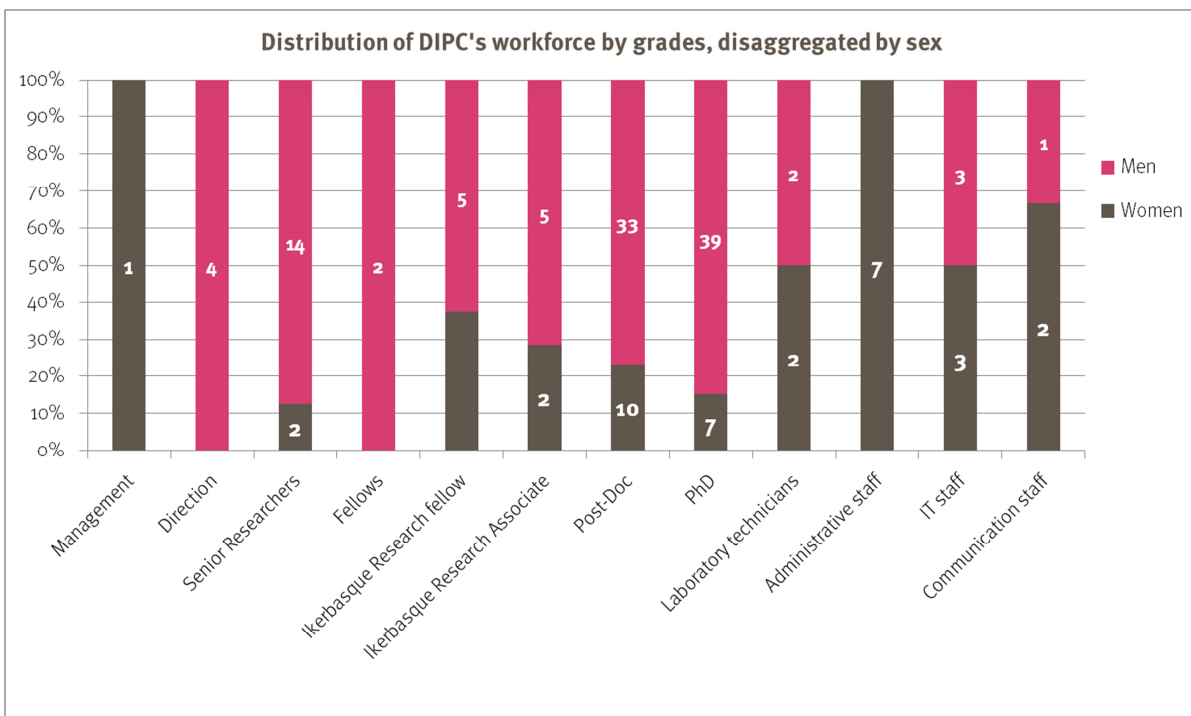
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<sup>3</sup> Concentration of women and men in different grades, levels of responsibility or positions. (Definition from **EIGE's Thesaurus**)

<sup>4</sup> Concentration of women and men in different sectors and occupations. (Definition from **EIGE's Thesaurus**)



### 3. Diagnosis of the situation of women and men at DIPC



These are the biggest differences we can see between women and men:

- Among **administrative staff**, all the staff is composed of women (7).
- **Among PhDs**, more than 80 % are men and women represent less than 20% of the PhDs.
- **Among senior researchers**, the percentage of men is bigger than 80 %, women represent less than 20% of Senior Researchers.

	Women (N)	% women	Men (N)	% men
<b>STRATEGICAL LEVEL</b>	<b>1</b>	<b>20,00</b>	<b>4</b>	<b>80,00</b>
<b>Management</b>	<b>1</b>	<b>20</b>		
<b>Direction</b>			<b>4</b>	<b>80</b>



### 3. Diagnosis of the situation of women and men at DIPC

	Women (N)	% women	Men (N)	% men
<b>RESEARCH LEVEL</b>	<b>26</b>	<b>20,47</b>	<b>101</b>	<b>79,53</b>
Senior researchers	2	1,57	14	11,02
Research fellows	5	3,94	10	7,87
Post-doc	12	9,45	38	29,92
Phd	7	5,51	39	30,71
<b>TECHNICAL LEVEL</b>	<b>14</b>	<b>70</b>	<b>6</b>	<b>30</b>
Laboratory technicians	2	10	2	10
Administrative staff	7	35	0	0
Communication staff	2	10	1	5
IT staff	3	15	3	15

#### Horizontal segregation

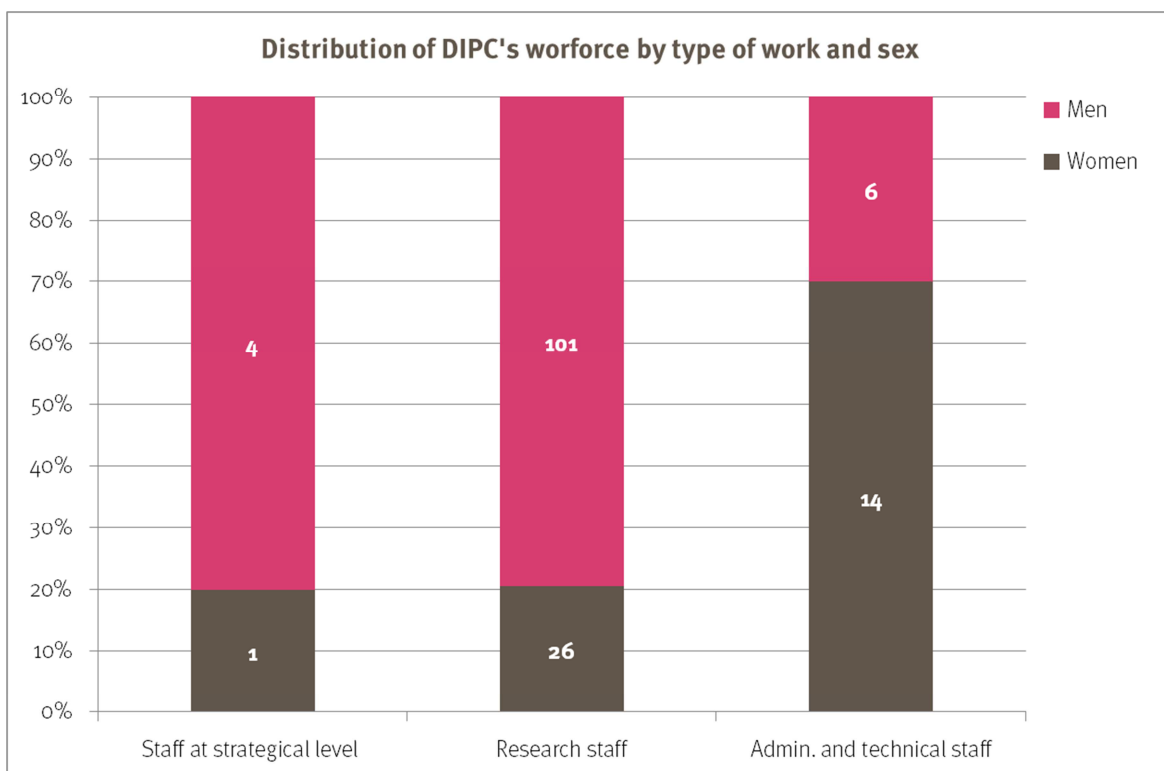
We can see a very clear segregation among Research and Technical staff: in general, we could say that the **female workforce is more diversified than the male workforce**: while almost 93 % of the men are at the research level, among women even if most of them are also working at research (67%), 30, 8% are part of the administrative and technical staff. Therefore, we can see there is a **concentration of men at the research level** (almost 80 % of male workforce works in this area) and **the concentration of women at administrative and technical level** (70 % of female workforce).

In the following graph we can see the horizontal segregation among women and men at DIPC. 100% of the administrative staff are and almost 70 % of outreach and communication staff women, these are the only two levels at which the amount of women overcomes the amount of men. Among the overall research staff 79,4% are men, and 80% of Strategic staff is also men.





### 3. Diagnosis of the situation of women and men at DIPC



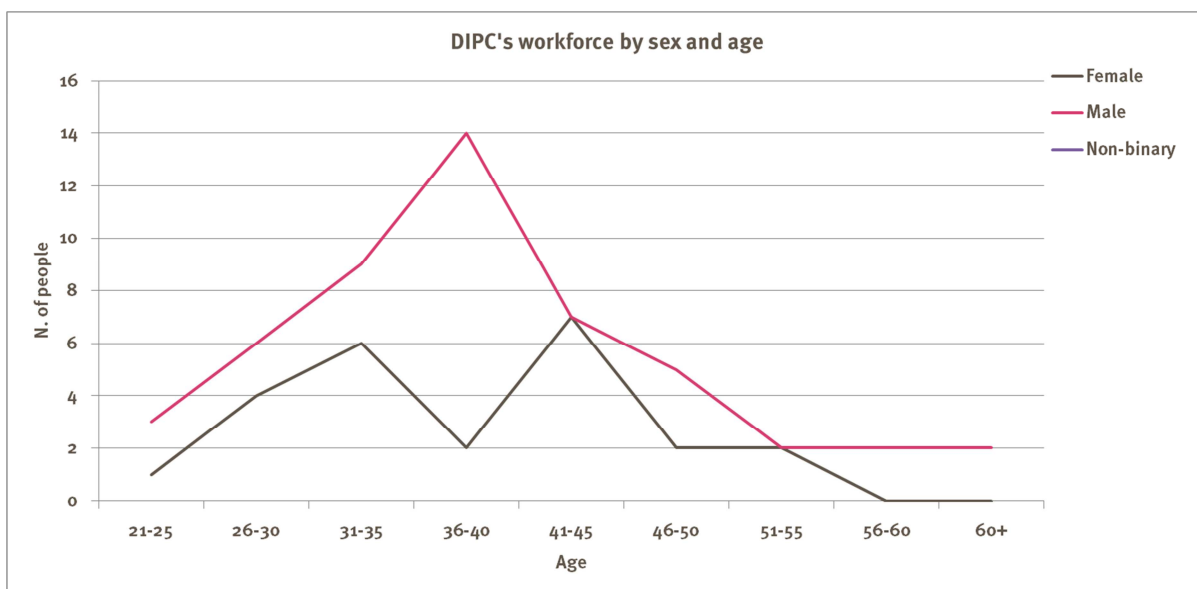
#### The age of the workforce

It must be pointed out that DIPC has no data about its workforce's age, and therefore we gathered this data through the survey. This means that the following graph and explanations only apply to 53 % of DIPC's community.

In general terms, we can say that female workers have two main peaks: between 31 and 35 years and between 41 and 45 years; whiles male workers ages are more diversified; they have a peak between 36 and 40 years.



### 3. Diagnosis of the situation of women and men at DIPC



#### Caring responsibilities

DIPC does not gather data about the caring responsibilities of its staff. Therefore we only have the quantitative and qualitative information gathered through the survey regarding this topic.

According to the survey responses 62% of respondents do not have caring responsibilities and **36,7% of respondents have caring responsibilities** in DIPC. The percentage does not differ much between women (34,6%) and men (38,4%):

People with caring responsibilities by gender

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Yes	9	34,62	20	38,46			29	36,71
No	17	65,38	31	59,62	1	100	49	62,03
NA	0	0,00	1	1,92			1	1,27
<b>Total</b>	<b>26</b>	<b>100</b>	<b>52</b>	<b>100</b>	<b>1</b>		<b>79</b>	<b>100,00</b>



### 3. Diagnosis of the situation of women and men at DIPC

Among the people with caring responsibilities, we can see that men have a higher percentage of younger children. And, 34, 8% of men take care of under 3-years-old children; 50 % of women and 39 % of men are carers of 3-6 year-old-children and 33 % of women and 26 % of men take care of over 12 years-old teenagers. Apart from this, no respondent mentioned having to take care of elder people or people who are ill.

	Female				
	1 p.	2 p.	3 p.	N	%
<b>Children under 3</b>	2			2	16,67
<b>Children between 3 and 11</b>	5	1		6	50,00
<b>Children between 12 and 16</b>	3			3	25,00
<b>Teenagers over 16</b>		1		1	8,33
<b>Disabled people</b>					0,00
<b>People who are ill</b>					0,00
<b>Total</b>	10	2	0	12	100
<b>%</b>	83,33	16,67	0,00	100,00	

	Male				
	1	2	3	N	%
<b>Children under 3</b>	4	4		8	34,78
<b>Children between 3 and 11</b>	2	6	1,00	9	39,13
<b>Children between 12 and 16</b>	1	1		2	8,70
<b>Teenagers over 16</b>	2	2		4	17,39
<b>Disabled people</b>					0,00
<b>People who are ill</b>					0,00
<b>Total</b>	9	13	1	23	100
<b>%</b>	39,13	56,52	4,35	100,00	



### 3. Diagnosis of the situation of women and men at DIPC

#### Diversity and mobility

Regarding diversity we will look at disability and ethnicity to describe how diverse DIPC's community is. As there is no sex-disaggregated data of these two items in the institution, we will also describe this section based on the survey results.

One woman and 2 men from the workforce stated to have a disability in the survey; they represent less than 4 % of the respondents.

N of respondents by disability and gender

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Yes	1	3,85	2	3,85			3	3,80
No	25	96,15	49	94,23	1	100	75	94,94
NA	0	0,00	1	1,92			1	1,27
Total	26	100	52	100	1		79	100,00

Regarding country of origin, and based on the survey results, we can observe a higher percentage of women than men who are originally from Spain (76, 92% of women and 59, 62% of men), and this logically translates into a higher percentage of men who are originally from foreign countries than women (32,69 % of men and 11, 54% of women).

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Other countries	3	11,54	17	32,69			20	25,32
Spain	20	76,92	31	59,62			51	64,56
NA	3	11,54	4	7,69	1	100,00	8	10,13
TOTAL	26		52		1		79	100,00

This issue was also raised at the interviews, in which some interviewees mentioned that **traditional gender roles and the feminization of caring responsibilities still have an impact** in this sense. They said it is more usual to see a man who has gone to a foreign country with all his family, than a woman at the same situation. According to what was mentioned, in general terms, the **career of the men tends to be prioritized** in such circumstances.



### 3. Diagnosis of the situation of women and men at DIPC

*“Especially in the United States, it was very common... the majority were men who came with their girlfriends: their girlfriends had left their jobs, temporarily or permanently; and they had married to be able to process the visa, and come to the US ... Then, of course I arrived on my own, and they very often asked me:- Have you come alone?”* (Translation of the original quotation)<sup>5</sup>

**The precarious conditions at the post-doc years of a researcher were also mentioned, and some young female researchers** stated that even if mobility can be very helpful for an early-researcher, **they would value stability**, at some point in their career.

*“At the age of 35 I wouldn’t want to be moving from one place to other every two years... it’s very uncertain, there is no stability.”* (Translation of the original quotation)<sup>6</sup>

*“What I have seen is that those who arrived to be a principal investigator, or those who have until now have been, above all, men; and, the majority of women who arrived to the same positions, they were women with no family responsibilities. That’s the way it is. And in the same way, it is true that at one point in your career you need to decide: either you go abroad, leaving your family behind or you commit to stability ... and I think that most of the women give a step back in their careers when they need to face this decision.”* (Translation of the original quotation)<sup>7</sup>

It tends to be presumed that the reason behind a lower mobility rate among female researchers is the feminization of care, and the role women tend to have once they have children. This was also arisen from completely opposite perspectives, on the one hand we

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<sup>5</sup> *“Sobre todo en estados unidos era muy habitual... la mayoría eran hombres que iban con sus novias: sus novias habían dejado sus trabajos, temporalmente o permanentemente; y se habían casado para poder tramitar el visado, y venirse a EEUU... entonces, claro llegaba yo, y me preguntaban, ¿Has venido, sola?”*

<sup>6</sup> *“No sé, yo a los 35 no quiero estar dos años viviendo en un sitio, dos años en otro... es muy incierto, no hay ninguna estabilidad...”*

<sup>7</sup> *“Nik ezagutu dudana da ikertzaile nagusi izatera iritsi direnak, edo orain arte iritsi izan direnak, gizonezkoak izan direla batik bat; eta ezagutu izan dudaren arabera, iritsi egin diren emakume gehienek kasuan, ez dute atzetik familia-kargarik. Hori bai horrela da. Eta ildo berean, egia da, karreraren iristen dela une bat aukera egin behar duzuna: atzerrira noa familia hemen utzita edo, egonkortasunaren aldeko apustua egingo dut; eta nik uste hor emakume gehienok, atzerapauso bat ematen dugula”*



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had a testimony on the **difficulties behind going ahead, and following with the career in the case of a dual-researchers-couple, who had contracts at different countries at that time, and the pressures (on how a child should be looked after) the woman received by the support services she approached.** And **on the other hand, we had the case of a woman who did not even value the option to go abroad, and went further in her career once she became a mother.**

*“The subject with which I have suffered most possibly was, when I became pregnant with my first child; at the time I was finishing my doctorate. Then I started my post-doc and in fact two months after the start of my post-doc I was already on maternity leave.*

*I think I continued doing research because I had a very understanding boss. If it hadn't been for him, I think I would have left it... because it was so complicated: I was in Switzerland, and my partner was in Germany. I really needed help; when I went to ask at the nursery they had at the university and made me feel terrible. They asked me, how many days a week would I need the nursery, and I said, well, five; and they told me well it is not recommended, to leave the child here for so many hours... How are you meant to react, if the university's own nursery tells you this,” (Translation of the original quotation)<sup>8</sup>*

*“In my case, I also had my daughter before reading my thesis. With which the possibility of going out to do a post-doc, I think I denied it to myself, or well, at least, I did not request it.” (Translation of the original quotation)<sup>9</sup>*

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<sup>8</sup> “El tema con el que más he sufrido posiblemente haya sido, cuando me quede embarazada de mi primera hija cuando estaba terminando el doctorado, entonces empecé mi post-doc y de hecho a los dos meses de post-doc yo ya estaba de permiso por maternidad.

*Yo creo que seguí en la carrera porque tuve un jefe muy comprensivo. Si no hubiera sido por él, yo creo que lo hubiera dejado... porque era muy complicado: yo estaba en Suiza, y mi pareja estaba en Alemania. Realmente necesitaba ayuda; y en la propia universidad fui a preguntar en la guardería que tenían y me hicieron sentir fatal. Me preguntaron, cuantos días a la semana necesitaría la guardería, y digo, pues cinco; y me dicen bueno es no es recomendable, estar tantas horas para el niño... claro cómo te quedas, si la propia guardería de la universidad te dice esto,”*

<sup>9</sup> “En mi caso, yo también tuve a mi hija, y después ley la tesis. Con lo cual la posibilidad de irme fuera a hacer un post-doc, yo misma me la auto-negué, o bueno, no la solicite.”



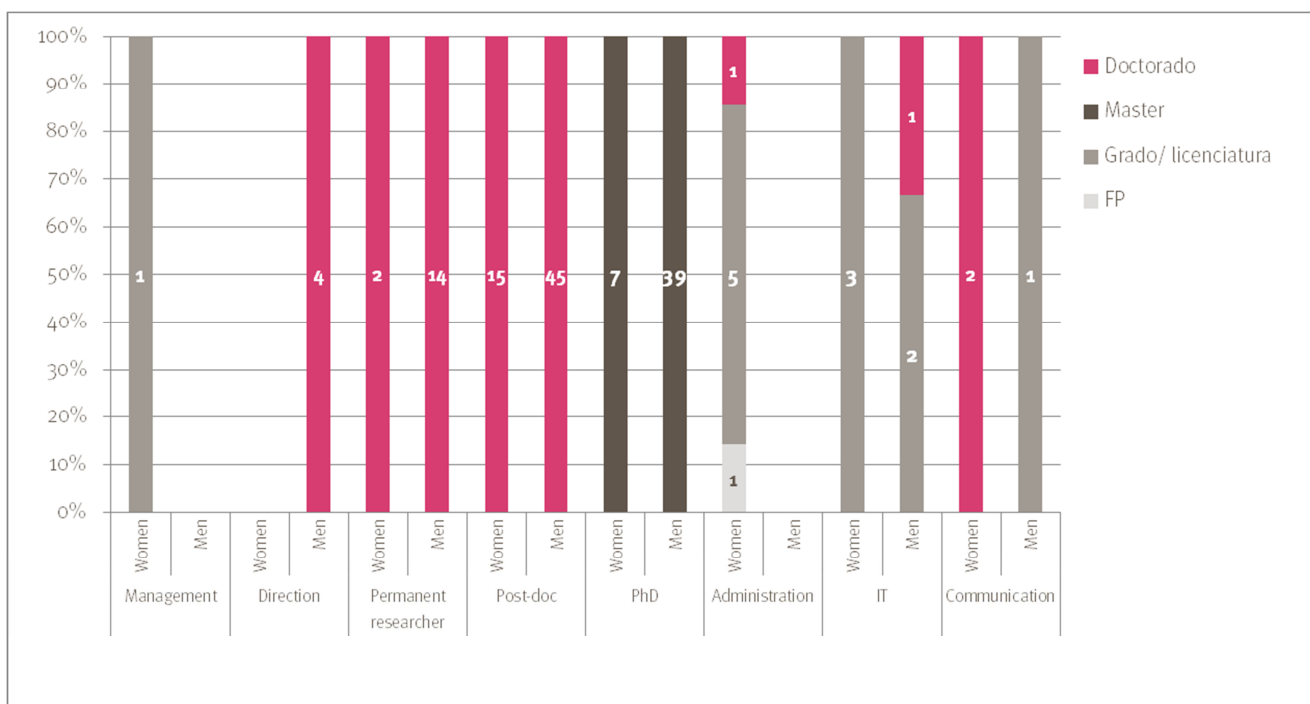
### 3. Diagnosis of the situation of women and men at DIPC

#### Professional level's and levels of study

Most of the staff at DIPC has a doctorate degree, and this does not only respond to the research staff. We can see that among women at technical posts there is higher percentage of PhDs than among men. This would correspond to the previously mentioned idea by which it seems many women who go through a PhD (and sometimes also Post-doc) process tend to get to a moment at which they value more stability than following on the academic career under uncertain and precarious conditions.

If we look at the general numbers, we can see that:

- Most of the staff has a PhD (59, 89%):
- The percentage is a bit lower in the case of women (56, 41%) than men (61, 11%).
- There are more women with a Bachelor's degree (23,08%), and most of them are at administration posts
- Some admin, IT and outreach staff (3 women and a man) have a PhD.





### 3. Diagnosis of the situation of women and men at DIPC

In the graph, we have divided the staff by levels of study and type of staff, to analyse if there were any tendencies or differences between women and men. But as we can see, there aren't any major differences. These are the main outputs out of this graph:

- All management, direction, permanent and non-permanent research staff has a doctorate degree; and some technical and administrative staff also do, with a bigger percentage among women than men.
- Most of technical and administrative staff has a bachelor's degree.

#### Type of contract

If we look at the overall staff, we can see how **women have a higher percentage of permanent positions**: 38, 48 % has a permanent position while only 20 % of men do; while men have a higher rate of temporal ones: almost 80 % of men have temporal positions, in comparison to 61 % of women. However, it needs to be pointed out that most of the researchers have temporal contracts. In fact, **non-permanent researchers (PhDs and Post-docs) represent the biggest collective among DIPC's staff (72 %), and we can observe how almost 75 % of the workforce has a temporal contract.**

We can conclude that even if women have better working conditions, this does not necessarily correspond with their advancement in the career ladder. The Academic sector is very particular in this sense and it is very rare and difficult to get into a permanent contract that would give you further stability. At DIPC, we can see that only 10, 26% of women and 18, 27 % of men researchers have a permanent contract.





### 3. Diagnosis of the situation of women and men at DIPC

	Women		Men		TOTAL	
	N	%	N	%	N	%
<b>Permanent staff</b>						
Research staff	4	10,26	19	18,27	23	16,08
Administrative and technical staff	11	28,21	2	1,92	13	9,09
<b>Temporal</b>						
Research staff	22	56,41	81	77,88	103	72,03
Administrative and technical staff	2	5,13	2	1,92	4	2,80
<b>Total</b>	<b>39</b>	<b>100</b>	<b>104</b>	<b>100</b>	<b>143</b>	<b>100</b>

#### Wage policy

We have not received any quantitative information regarding the wage policy, it could be interesting to analyse the average salary disaggregated by sex and by positions. In the survey, we asked DIPC staff if they saw any differences between women’s wages and men wage’s. This was part of a grid in which they had to identify the main existing differences between women and men. This item was the item with a lowest score, only 6 (1 woman and 5 men) out of 79 people saw it as a problem. We tried to raise the issue at the in-depth interviews but we did not get any concluding information about this. Therefore, we can say that DIPC’s community does not perceive the wages gender gap as an issue, but it would be really recommended to analyse if the data tell us the same.

As we have been provided with some information about bonuses and social benefits, we will now describe those: Permanent administrative/technical staff (10 women and 2 men) receives a wage bonus, and they have access to medical insurance. It must be pointed out, that DIPC staff does not receive any seniority bonuses. Bearing in mind that almost 75 % of DIPC’s staff are temporary staff, it is concluded that bonuses and social benefits do not apply in most of the cases.



## 3. Diagnosis of the situation of women and men at DIPC

### 3.3. Selection, promotion and career progression

#### Selection processes

DIPC does not have a written hiring policy, but it has an agreed way-of-doing it, that is followed at each of the hiring processes. We have gathered this information through the in-depth interviews to technical and administrative staff. There are two types of processes: research staff's selection processes, and administrative and technical staff's selection processes.

*"In the case of research staff, vacancies are posted on the website, and interested applicants send their CV to an e-mail address. Then, within DIPC there is a hiring committee formed by research staff, which analyses, evaluates and decides who is given the position. It is currently made up of two women and two men, and the truth is that I don't know if it has been a coincidence, or it consciously balanced."*(Translation of the original quotation)<sup>10</sup>

*"On the other hand, for other types of hiring of administration and service positions, an external company has sometimes been hired to deal with the first filters of the selection process."*(Translation of the original quotation)<sup>11</sup>

We gathered data on the new contracts made during the last 4 years, and we can see that **DIPC is a growing institution**, that for example in the case of researchers has contracted most of its permanent staff during the last 4 years. As we have mentioned throughout the report, temporary research contracts (post-docs and PhDs) represent most of DIPC's workforce. As it is logical, being those contracts temporary for a limited amount of time, they also represent most of the new hires. In the following grid we can see a clearer image of the last contracts that were made:

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<sup>10</sup> "En el caso del personal investigador las plazas vacantes se cuelgan en la página web, y las personas interesadas envían su CV a una dirección de e-mail. Luego, dentro de DIPC hay un comité formado por personal investigador, que analiza, valora y decide a quien se le da el puesto. Actualmente está compuesto por dos mujeres y dos hombres, y la verdad es que no se si ha sido casualidad, o se ha creado paritario de manera consciente."

<sup>11</sup> "En cambio para otro tipo de contrataciones de puestos de administración y/o servicios sí que han contratado alguna vez una empresa externa para que se ocupara de los primeros filtros."



### 3. Diagnosis of the situation of women and men at DIPC

	Women		Men		TOTAL	
	N	%	N	%	N	%
<b>RESEARCH STAFF</b>						
Investigador permanente	5	15,15	14	13,46	19	13,87
Post-doc	10	30,30	46	44,23	56	40,88
PhD	13	39,39	42	40,38	55	40,15
<b>ADMIN STAFF</b>						
Personal administrativo	5	15,15	0	0,00	5	3,65
Personal técnico informático	0	0,00	1	0,96	1	0,73
Personal técnico de comunicación	0	0,00	1	0,96	1	0,73

As we can see over 80 % of the hired new staff are temporary researchers (69 % of women and over 84 % of men hired); and almost 14 % of new hires were made to permanent investigators (over 15 % of women and around 13, 5% of men hired). There are much less technical and administrative staff hired; but as they represent a small and the most permanent collective within the institution, it is not surprising to have less mobility within these collectives.

#### Welcoming policy

There is an informal welcoming policy (not written) that is applied whenever a new international researcher joins the institution. A person from the administrative team provides practical information and helps researchers with the bureaucracy they need to fill in as soon as they arrive to DIPC. When it comes to administrative and technical staff, as they tend to be locals, and it is not such a big team, they tend to introduce them to every member of the team, and show them their new workplace.

*“In the case of the research staff, someone informs them of the things they need to know to get started in the city with practical information on how to register, manage medical insurance etc. We also help them, for example, in the case of not being EC community members in the whole issue of dealing with foreign*



### 3. Diagnosis of the situation of women and men at DIPC

*affairs to get their work permit... With the administrative and technical staff, we do less; but we are few, so we introduce them to everyone, we explain them their work, and little by little they get integrated...” (Translation of the original quotation)<sup>12</sup>*

It could be very positive to create a written welcoming policy that could include apart from all the practical information for a newly arrived person: institutional policy on gender equality, the protocol to prevent sexual harassment, information about work-life balance support measures in place, professional development/training options, among others.

#### Internal promotions

There are no internal promotions at DIPC as such, within administration and technical staffs there are no promotions; in the case of research-staff their status might change if they get a different, higher level contract (Ikerbasque, Juan de la Cierva, Fellow Gipuzkoa or a post at UPV-EHU or CSIC).

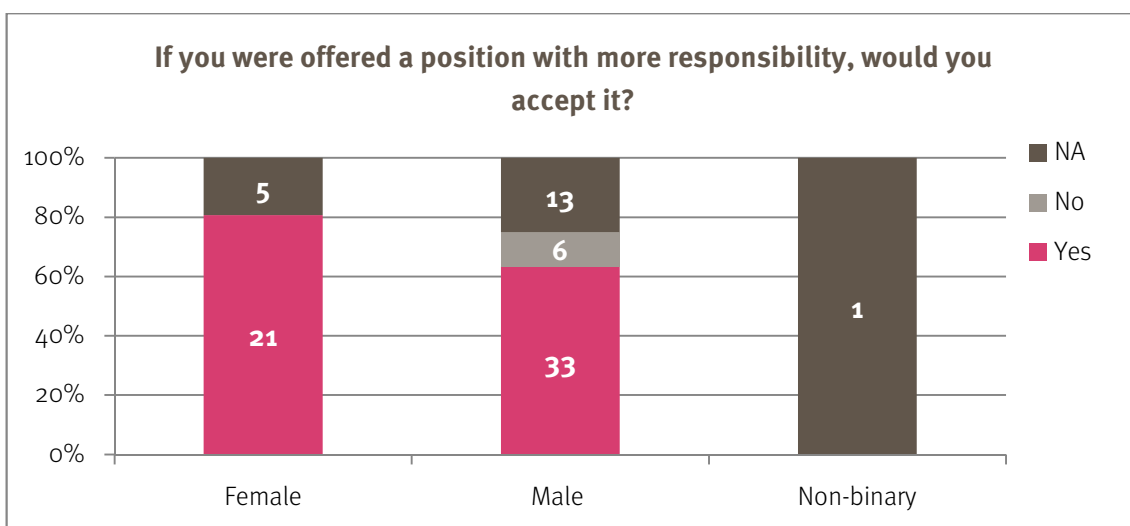
Even if this is the case, we included a question in the survey asking DIPC's community whether they would accept a position with more responsibility. From the 79 people who answered the survey, 80 % of women and 63 % of men stated they would accept, and only 6 men (11, 5 %) responded negatively.

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<sup>12</sup> “En el caso del personal investigador, tenemos una persona que les informa de las cosas que necesitan saber para ponerse en marcha en una ciudad a la que acaban de llegar con información práctica para empadronarse, gestionar el seguro médico etc. Se les ayuda por ejemplo en el caso de no ser comunitarios en todo el tema de extranjería para que consigan el permiso de trabajo... Con el personal administrativo, hacemos menos, pero somos pocas así que se le presenta a todo el mundo, se le explica su trabajo, y poco a poco se van integrando...”



### 3. Diagnosis of the situation of women and men at DIPC



They mentioned mainly a lack of interest, and not wanting to get into management positions as the main reasons for not accepting such a promotion. Only 1 out of 6 mentioned caring responsibilities as a reason for not hypothetically accepting such a post. These are in detail the reasons that were mentioned the men who responded negatively to this question, the numbers in brackets indicate the amount or number of people stating each argument:

#### Men (6)

- I do not want to have higher responsibility.(2)
- I am very satisfied with my job.
- Being a researcher more responsibility would lead into management, and I am not interested. (2)
- Due to my age, at the moment I can't take further responsibility beyond my scientific activity.
- I already have problems to make my caring work compatible with my research work; I would not accept further responsibilities.



### 3. Diagnosis of the situation of women and men at DIPC

Finally, regarding the real possibilities to promote to key positions of responsibility, women and men have the following views: most women and men think that women have the same possibilities as men (57,69 %), but there is a significant almost third part of the women (30,77%) who thinks they don't, the person who has identified itself as non-binary also states women do not have the same possibilities as men to get into those positions, and in the case of men only a 5,77 % shares this view.

**Do you think that in DIPC/CFM women and men have the same possibility to get positions of responsibility?**

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Yes	15	57,69	30	57,69		0,00	45	56,96
No	8	30,77	3	5,77	1	100,00	12	15,19
NA	3	11,54	19	36,54		0,00	22	27,85
Total	26	100,00	52	100,00	1	100,00	79	100,00

These are in detail the women and men who responded negatively mentioned, the numbers in brackets indicate the amount or number of people stating each argument:

#### Women (7)

- If women would have the same possibilities, we would have women top managers. But we don't. All the board members of DIPC are men - directors, presidents, deputy directors. (3)
- Conciliation between work and caring responsibilities is not real, women still take care of children most often, and that means they do not have the same possibilities. (3)
- There is a tendency to see men as more capable and intelligent than women, especially in certain disciplines or roles.

#### Men (3)

- Still at low positions in the ranking



## 3. Diagnosis of the situation of women and men at DIPC

- It has not been the case yet. I don't think there is substantial bias against, but it is unlikely statistically. There is subliminal bias, we all have it, and it will take probably a generation to substantially reduce it. But I don't perceive conscious or social bias.
- The system simply does not work

### Non-binary (1)

- This is not an issue of DIPC; it is the general rule in Academia nowadays. Take a look at DIPC's top-management; we can see it very clearly: they are all male.

### Leaving the organization

Research institutions tend to have a high flux of new people coming and leaving, this is linked to the lack of stability already mentioned in this section. We have not received any quantitative data regarding the amount of people who left the institution in the last 4 years, but as almost % 75 of the workforce are temporary, this means, PhDs tend to stay until the end of their doctorate, and Post-docs tend to finish their contracts after a 2 or 3 years period. The reasons for leaving before this tend to be changes in their scholarships or funding for a specific project.

### 3.4. Professional development and training

DIPC does not have a general professional development plan for the staff; workers can ask for specific trainings if they identify them as interesting for their work. The only training plan they have ever created is linked to the health and safety policy, and they also offer language course, mainly organized for foreign researchers. DIPC offers them Basque language and Spanish courses, and when not all the places are used, administration and technical staff are also offered the option to get language courses, mainly English.



### 3. Diagnosis of the situation of women and men at DIPC

*“The only training plan we ever made has been the one linked to health and safety risks... Then, we also offer language courses, through the Tripartite, and it is mainly targeted at research staff, they can attend Spanish and Basque lessons; but we don’t have any other kind of training offered. When someone on the staff identifies a training that may be interesting for their work, they raise it, and they are usually given the opportunity to develop it.” (Translation of the original quotation)<sup>13</sup>*

In the survey, 1 woman and 9 men said that they have received gender equality training, some of them have received informal training from their militancy in social movements, and others have attended specific courses and seminars. It is surprising, but, in general terms men at DIPC seem to have received further training on this issue than women. Most women (96, 15 %) said they have never received any gender equality training; 78, 85 % of men were at the same situation.

#### 28. Have you ever received gender equality training?

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Yes	1	3,85	9	17,31		0,00	10	12,66
No	25	96,15	41	78,85	1	100,00	67	84,81
NA		0,00	2	3,85		0,00	2	2,53
Total	26	100,00	52	100,00	1	100,00	79	100,00

UPV-EHU has several online courses linked to the inclusive use of languages and new masculinities among others, as DIPC has a strong collaboration with the university, the option for DIPC staff to access to this type of training could be explored. On the same path, information about the already existent gender equality courses could be sent to the staff, and systematizing the process and conditions to access training could be fairer, at the GEC meetings it was stated that there was a lack of clear information on this subject. To complete this action, a record of people who has attended professional development training could be created disaggregated by sex.

<sup>13</sup> *“De lo único hemos hecho algún plan de formación ha sido de la mutua, accidentes laborales y ese tipo de cosas... lo demás tenemos opción de hacer cursos de idiomas, por medio de la tripartita, y es principalmente para el personal investigador, pueden recibir castellano y euskera, pero no tenemos más. Cuando alguien de la plantilla identifica una formación que puede ser interesante para su trabajo, la plantea, y normalmente es una cosa que se facilita.”*





## 3. Diagnosis of the situation of women and men at DIPC

### 3.5. Work-life balance

There isn't a document in which all the different measures are gathered, and no general information on this subject is provided to the staff. However, most of the staff seems to have a positive opinion of their working conditions, or that is what they have expressed both at the survey and during the in-depth interviews. Flexibility is very well valued both by researchers and technical staff:

*"Regarding work-life balance there is no official statement; but they told me about flexibility from the very beginning. Well, for example, I go to leave my child at school every day before coming to work, and I haven't ever have a problem to get out earlier because of any personal reasons. Then it is also true, I neither have a problem to stay late on a specific day if we need to deliver a project. Flexibility is a double-sided coin; and it's true that there are some other people prefer to have a rigid schedule, and they can also have it." (Translation of the original quotation)<sup>14</sup>*

At the data-gathering we asked about the use of the different work-life balance measures. These data are not recorded at DIPC, and it is not easy to conclude anything too relevant out of the data that we have. We only have data regarding the use of the permits that are available linked to maternity and paternity. In proportion, **women make more use of work-life balance measures and supports** (W 12, 8%; M 4, 6%). It should be emphasized, that even though no many, some research staff has also made use of this kind of measures. In the case of researchers, there is no big difference in the use made by women and men, but as the data is not regularly gathered, it could be anecdotic. The administrative services tend to tell research staff informally (mainly women) about the supports and services they can apply for; they mention that it is easier to know when a woman is pregnant, and probably they should try to explain this information both to female and male researchers. As it is not an established policy, they also have doubts on

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<sup>14</sup> "Bateragarritasunari dagokionez, ofizialki idatzita ez dago ezer, baina bai, lehenengo egunetik esaten dizute malgutasuna dagoela. Ba ni adibidez, umea ikastolan utzita etortzen naiz, eta behar dudanean umea gaixo dagoelako, edo konturen batengatik goizago ateratzeko arazorik ez daukat. Gero ere, egia da, gaueko 11ak arte egun konkretu batean gelditu behar badut proiektu bat entregatu behar dugulako, ez dudala nik ere horretarako arazorik jartzen. Malgutasuna alde biko txanpona da; eta egia da, jende batek nahiago duela ordutegi zurrun bat izan, eta hori bete egiten du."



### 3. Diagnosis of the situation of women and men at DIPC

whether research staff is aware of the legally available options, including this information as part of the Welcoming guide could be very useful for the future.

*“As for work-life balance measures, people with small children have greater flexibility, if they request it: they can leave before and enter later; if reductions are requested, they are also granted ... and the research staff has total flexibility, whether or not they have children.*

*It seems to me from the outside that many foreign researchers are not informed ... of course, they do not use care related leaves etc. to the same extent as the administrative staff.”(Translation of the original quotation)<sup>15</sup>*

Even if we don't have much quantitative data on this issue, we have qualitative data gathered through the survey and the interviews; work-life balance has been one of the key subjects especially at the in-depth interviews.

74,7 % of the survey respondents does not have difficulties to balance their current position with caring responsibilities. But, as we can see in the following chart, the situation changes if we only focus on the people with caring responsibilities.

**Do you have difficulties to conciliate your current position with your caring responsibilities? (PEOPLE WITH CARING RESP.)**

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
<b>Yes</b>	7	77,78	8	40,00	0	0	15	51,72
<b>No</b>	2	22,22	12	60,00	0	0	14	48,28
<b>NA</b>	0	0,00	0	0,00	0	0	0	0,00
<b>Total</b>	9	100,00	20	100,00	0	0	29	100,00

Most women (74, 7%) with caring responsibilities state to have difficulties to integrate their position with their caring responsibilities. On the other hand, the 60% of the men have no problems to integrate their current position with their caring responsibilities. We can therefore conclude that as it had already been suggested at different interview

<sup>15</sup> “En cuanto a medidas de conciliación, las personas con criaturas pequeñas tienen mayor flexibilidad horaria, si es que la han solicitado, pueden salir antes y entrar más tarde; si se piden reducciones de jornadas, también se conceden... y el personal de investigación tiene flexibilidad total, tengan o no criaturas. A mi desde fuera me da la impresión, de que hay muchas investigadoras extranjeras, no sé hasta qué punto están informadas... desde luego, no hacen uso de excedencias, etc. en la misma medida que el personal administrativo.”



### 3. Diagnosis of the situation of women and men at DIPC

comments the situation seems to be completely different for women and men in this sense, the feminization of care seems to be a reality among DIPC's staff. The specific needs women and men might have on this sense should be taken into account to develop new support services.

Regarding their spare time, 58, 23% of the survey respondents does not have difficulties to coordinate their current position with their social responsibilities and hobbies; people notice more difficulties for this than to conciliate caring responsibilities. We must remember that most of DIPC's workforce who answered the survey (62 %) stated not to have any caring responsibilities (over 65% of women and around 60 % of men). In this case, the situation also changes if we only focus on the ones with caring responsibilities:

**19. Do you have difficulties to coordinate your current position with your social responsibilities and your hobbies?**

PEOPLE WITH CARING RESPONSIBILITIES	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Yes	6	66,67	14	70,00	0	0	20	68,97
No	3	33,33	6	30,00	0	0	9	31,03
NA	0	0,00	0	0,00	0	0	0	0,00
Total	9	100,00	20	100,00	0	0	29	100,00

We can see a tendency: regarding spare time, women perceive to have fewer problems to balance their spare time and working hours than men. Most women (66,67%) with caring responsibilities have difficulties to coordinate their position with their leisure time, less than to conciliate caring responsibilities. On the other hand, the 70% of the men have problems to coordinate work and leisure. Again we can observe completely opposite realities in the perceptions women and men with caring responsibilities have about their time management. It should be pointed out, that this is common in other organizations as well. Our main hypothesis is that due to the caring workload women tend to have, they don't even conceive having spare time at some stages of life, and therefore they have no sense of a lack of it.

Some of the issues mentioned among the survey comments are that is hard to conciliate (in general, for both men and women), and that those who use conciliation measures at the research area are at risk of being taken aside



### 3. Diagnosis of the situation of women and men at DIPC

because they cannot compete with those who devote all their time to work (traditionally, male researchers).

The 41, 77% of the workforce thinks that the evaluation system that is in force in the field of science does not promote a co-responsible conciliation; there is an important proportion of people who answered NA (34, 18%). Paradoxically, this proportion is smaller in the case of people with caring responsibilities, as almost 42 % did not respond to the question. This issue was also mentioned in the interviews, in which they explained how much the situation regarding grants, for example, has changed and how positive actions have been implemented. In this sense we could say that **some of the structural challenges especially women faced until recently seem to have started to change.**

*"I believe that in this sense "meritocracy" has changed to some extent. That is to say, in my time, for example, when you counted on the merits to apply for a post-doc, you did not take into account maternity permits, etc., and that nowadays, those are considered. I would say that what had to be changed has been changed. But then, there is a personal choice, and I think we have a lot of work to be done in that sense."*(Translation of the original quotation)<sup>16</sup>

**The importance of co-responsibility, and going beyond the feminization of care at which the mother takes the main caring role,** was also raised. The importance of sharing the caring responsibility, as the only way to continue with one self's career:

*"It is difficult, and in my case and I think that in the case of many others too, the things I have done have been possible, because my partner took a reduction, or the relevant permits... that is to say, unless you have someone else who is to help you, it is impossible."*(Translation of the original quotation)<sup>17</sup>

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<sup>16</sup> "Uste dut zentsu honetan "meritokrazia" deitu genezakeena, neurri batean, behintzat, aldatu dela. Hau da, nire garaian, adibidez post-doc bat eskatzeko merituak zenbatzerakoan ez ziren kontuan hartzen ba amatasun-baimenak etab; eta zentsu horretan gaur egun, kontuan hartzen dira. Esango nuke, meritu aldetik aldatu beharrekoak aldatu egin direla; baina gero, norberaren hautua dago, eta beste horretan egiteko lan asko dugula uste dut."

<sup>17</sup> "Zaila da, eta nire kasuan eta pentsatzen dut askoren kasuan, nik egin ditudan gauza asko posible izan dira, nire bikotekideak murrizketa bat duelako, bere lan-ordainduan, gurasotasun-baimena ere berak hartu zuelako. Hau da, ondokoak lagundu ezean, ezinezkoa da."



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Beyond the existing flexibility and the options a research career offers in that sense, an interviewed researcher also mentioned, some of the limits or **obstacles researchers face for attending congresses once you have small children to look after. She pointed out the importance attending to those forums has for a researcher's career, and the need to think institutionally on specific supports to help** in that sense:

*“In general, in my field, there is a lot of understanding for example in congresses, it is usual to bring your family. But it is still very difficult to travel when you have young children. ... I have made trips with the children; and I think it would be very interesting, that, for example to have some bursaries at the research centre level to help people with the additional costs this might lead to. I think we have much to improve in this sense.”* (Translation of the original quotation)<sup>18</sup>

### 3.6. Health and safety policy

We have not received any information or documentation about the health and safety policy of DIPC. It could be interesting to analyse those policies from a gender perspective, to see if they need any improvement.

On the other hand regarding the prevention and combatting of sexual harassment, DIPC has made an agreement with UPV-EHU and it will be integrated within EHU's sexual harassment protocol. DIPC has nominated a confidential counsellor, with a legal background for this issue, who is coordinating the subject with the university.

We asked about this issue in the survey, and DIPC staff said that neither they have lived sexual or sexist harassment cases at DIPC; 3 men said they know someone who has suffered sexual harassment from someone in the organization (all the cases where resolved satisfactorily). On the other hand, a woman has specified, that she knows a

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<sup>18</sup> *“En general, en mi ámbito, hay bastante comprensión por ejemplo en los congresos, es habitual que puedas llevar a tu familia. Pero sigue siendo muy difícil, el poder viajar cuando tienes niños pequeños. ... Yo he hecho viajes con los niños; y creo que sería muy interesante, que, por ejemplo a nivel de centro de investigación, se ayude para que las personas con criaturas pequeñas pueda viajar, no se una bolsa de dinero, pagar una parte, o servicio de guardería, no sé, algo. En esto sí que veo que todavía hay mucho que mejorar.”*



### 3. Diagnosis of the situation of women and men at DIPC

person from the organization who has suffered sexual harassment from a person from another organization of the scientific field.

#### 24. Have you ever been sexually harassed by someone in the organisation?

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Yes		0,00		0,00		0,00	0	0,00
No	26	100,00	51	98,08	1	100,00	78	98,73
NA		0,00	1	1,92		0,00	1	1,27
Total	26	100,00	52	100,00	1	100,00	79	100,00

#### 25. Do you know anyone who has suffered sexual harassment from someone in the organisation?

	Female		Male		Non-binary		Total	
	N	%	N	%	N	%	N	%
Yes		0,00	3	5,77		0,00	3	3,80
No	26	100,00	48	92,31	1	100,00	75	94,94
NA		0,00	1	1,92		0,00	1	1,27
Total	26	100,00	52	100,00	1	100,00	79	100,00

These responses raise the fact sexual or sexist harassment is an issue also at the research area, and DIPC needs to have tools to face and combat it while protecting the victims. In this sense, their step to collaborate with UPV-EHU an institution with specific resources to face these cases is very important.

**Some of the perceptions and experiences we gathered at the in-depth interviews, such as the objectification or sexualisation of women, and the naturalization of certain types of gender based discriminations and sexist comments, are in the ground of sexual harassment:**

*“For example, in congresses, I have the feeling that many times you are not a researcher, but an object. I don't know, there are many people who seem to be going to congresses to flirt instead of going to work, and what they do is harass women. In my view, when I go to a congress, I am there as a professional and I find it very interesting to talk with people, do networking; but I should not be*



### 3. Diagnosis of the situation of women and men at DIPC

*afraid, that you might misinterpret what I say,, and end up stalking at me.”*  
(Translation of the original quotation)<sup>19</sup>

*“The truth is that during my professional career, I have not been aware of the discriminations I faced for being a woman until I have been older, more mature and I have opened my eyes. Then, I have realized that yes, that things that at some point I accepted as natural, are not; and that I had been discriminated but I did not even notice.”* (Translation of the original quotation)<sup>20</sup>

*“Sometimes, I get the feeling that it is so common that you get immunized, and it becomes naturalized. So even though I am not aware of having faced discrimination for being a woman, I think most surely I must have; and, for example, I do identify comments they made me... well, they would not have made if I was a man.”* (Translation of the original quotation)<sup>21</sup>

#### 3.7. External dimension, outreach and communication

In order to understand a bit better DIPC’s external dimension, we first looked at the way to communicate they have at their website. In the Spanish version of the website it prevails the use of the masculine form to name the generic plural; while, in the English and Basque versions a more inclusive use of language is made:

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<sup>19</sup> *“Por ejemplo, en los congresos, tengo la sensación de que muchas veces no eres una investigadora, sino un objeto. No sé, hay mucha gente que parece que va a los congresos a ligar en vez de ir a trabajar, y lo que hacen es acosar mujeres. No sé, yo creo que si voy a un congreso, voy como profesional y me parece muy interesante hablar con la gente, hacer networking; pero no tendría que tener miedo, de que tu interpretes A o B, y luego me quieras acosar.”*

<sup>20</sup> *“Durante mi trayectoria profesional, la verdad es que no he dado demasiada cuenta de la discriminación por ser mujer hasta que he sido más mayor, más madura y he abierto los ojos y me he dado cuenta de que sí, de que cosas que en su momento acepte como naturales, no lo son; y de que había sufrido discriminación, pero no me había dado cuenta.”*

<sup>21</sup> *“Es cierto, que a veces, me da la sensación de que es tan habitual que te inmunizas, y se naturaliza. Entonces aunque yo no soy consciente de haber sido discriminada, creo que seguramente si lo haya sido. Porque, por ejemplo sí que identifico comentarios... bueno, pues que a un hombre no se los habrían hecho.”*



### 3. Diagnosis of the situation of women and men at DIPC

En su corta vida, la Fundación DIPC se ha convertido en un referente internacional en investigación básica en el campo de la Física de Materiales. Esta relevancia se pone de manifiesto por la calidad de los investigadores que han realizado estancias de investigación en la Fundación, el nivel internacional de los Congresos realizados en su seno y, principalmente, por la importancia de las aportaciones científicas realizadas como consecuencia de la actividad desarrollada en el DIPC.

**Para cumplir sus objetivos, el DIPC mantiene varios programas de actuación**

- Programa de Investigadores Visitantes**  
Con el objeto de atraer a los mejores científicos de todo el mundo en el campo de la ciencia básica de materiales y establecer una plataforma de interacción entre investigadores de reconocido prestigio de otros países e investigadores locales.
- Programa de Congresos Internacionales**  
Con el objeto de crear plataformas de debate y discusión en las que expertos en campos diferentes, pero con intereses comunes en un tema relevante (hot topic), puedan contribuir a la solución de problemas científicos específicos.
- Programa de Divulgación de la Ciencia**  
Con el objeto de acercar a la sociedad en general el mundo de la ciencia y la tecnología actual.
- Programa Fellows Guipúzcoa**  
Gracias a la financiación específica de la Diputación Foral de Guipúzcoa, hemos podido poner en marcha en su primera etapa un programa de recuperación de científicos llamado Fellows-Gipuzkoa, que permite a jóvenes investigadores que desarrollan su actividad en el extranjero y que quieren volver a desarrollar su labor científica en el País Vasco, tener una "plataforma de aterrizaje" en el DIPC mediante un contrato de una duración máxima de cinco años.

Even if the website does not always use inclusive language, they try to guarantee the presence of women in the photographs, and it is observed that the organization is making an effort to use inclusive images. However, it is perceived that this is not systematized, as they do not have specific guidelines for the inclusive use of language and images.

#### Visitas escolares

En el curso escolar 2018-2019, el Donostia International Physics Center (DIPC) y el Centro de Física de Materiales (CFM CSIC - UPV/EHU) retomamos las visitas dirigidas a centros escolares de Guipúzcoa.

Con esta iniciativa, nuestro objetivo es mostrar a los jóvenes el recorrido y el día a día de profesionales que investigan en el ámbito de la ciencia de materiales y la nanociencia a las diferentes etapas de la carrera científica. Nuestro equipo de trabajo es multidisciplinar e integra a físicos, químicos, informáticos e ingenieros.

La visita es gratuita y está dirigida a **estudiantes de 1º y 2º de Bachiller y de Formación Profesional**. Se aceptan **grupos de un máximo de 45 estudiantes**.

#### DETALLES DE LA VISITA:



**Horario:** 9:30 - 11:30

#### Programa:

**9:30-10:00:** Presentación: campo de investigación de los centros, introducción a la nanociencia y descripción de la carrera científica.

**10:00-11:00:** Visita de tres laboratorios. Los investigadores mostrarán el trabajo en el laboratorio, explicando las herramientas y en instrumentos que utilizan y exponiendo los objetivos de su trabajo.

- 1) Centro de Cálculo del DIPC
- 2) Laboratorio de Nanofísica y Nanociencia del CFM.
- 3) Laboratorio de Química de Polímeros del CFM.

**11:00-11:30:** Almuerzo en la cafetería del CFM.







### 3. Diagnosis of the situation of women and men at DIPC

Outreach initiatives organized by DIPC	Women		Men	
	N	%	N	%
OUT There projections	2	18	9	82
OUT There projections	3	50	3	50
OUT There- Events with schools	1	50	1	50
OUT There- Events with schools	1	50	1	50
Naukas Donostia	5	38	8	62
Encounters	2	67	1	33
Scientific lifes 1	0	0	4	100
Scientific lifes 2	0	0	4	100
WinS conferences	5	100	0	0
"Bertsozientzia"	3	38	5	63
School visits	7	58	5	42
New Ways of Science	0	0	1	100
Mestizajes talks	1	50	1	50
Science Week- Zientzia Klub Talks	0	0	2	100
	30	40	45	60

There are two sub-contracted services at DIPC: the reception service and cleaning services, and we can see a feminization within the subcontracted services: the cleaning services are completely feminized (2 women) whiles; the reception of the building is performed by 1 woman and 1 man.

#### 3.8. Research

DIPC has gathered a set of indicators in order to help us describe, and analyse the reality behind research related events organized by DIPC:



### 3. Diagnosis of the situation of women and men at DIPC

	Women		Men	
	N	%	N	%
<b>DIPC CONGRESSES: 8</b>				
Organization	7	15,56	38	84,44
Speakers	70	29,66	166	70,34
Participants	145	36,46	344	61,53
<b>DIPC Schools: 1</b>				
Organization	3	20,00	12	80,00
Speakers	2	16,67	10	83,33
Participants	16	36,46	54	61,53
<b>Participation as speakers</b>				
Transferable skills	0	0,00	1	100,00
Seminars	17	24,64	52	75,36
Colloquia	2	36,46	10	61,53

We have gathered data about a DIPC School and 8 DIPC Congresses organized during 2018, and this are the main conclusions we can observe:

- Both at congresses and at the School the role women participate mainly (even if less than men) attending to the event (36, 46% in both cases), this means they prevail at a passive role. Meanwhile, men prevail among speakers and organizers.
- We can observe a higher percentage of women among organizers at the DIPC School, than at congresses; whiles the percentage of women speakers was higher at congresses (almost 30%).

Regarding the seminars and colloquia, it seem that colloquia is a more feminized forum than the seminars, more than a third of the speakers ( 36, 46 %) of 2018 were women, what seems really substantial in such a masculinized environment.



## 4. Main outcomes

These are the main outcomes or conclusions we reached after analysing all the different areas described in this report:

- DIPC has a highly masculinized workforce, 73, 5 % are men and 26,5 % women.
- There is a clear horizontal segregation in the distribution of the workforce: we can see a higher percentage of women at administration, outreach and working on IT systems (70% of female workforce), and more men among scientists (80% of male workforce).
- There is a vertical segregation, women are lacking from the first stage of the career ladder (PhD)
- Women are also lacking at the top management positions, but most staff (and specially women) would accept a position of higher responsibility.
- There is a need to systematize some things such as the welcoming policy, guidelines for an inclusive use of the language, professional development (training) options, and information about work-life balance support. In general terms, further and clear information about workers duties and rights should be provided.
- In the research area, but linked to external communication, there is a need to promote balanced panels, talks, congresses, in terms of female and male speakers; and keep visibilizing female researchers work.
- Regarding work life balance support, there are no specific measures offered further than the legal ones related to child-birth and part-time working for caring reasons.