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Gender Equality Plan

**ACISI (Agencia Canaria de Investigación, Innovación y Sociedad de la Información)
Gobierno de Canarias**

Project Acronym: ATHENA

Title: Implementing gender equality plans to unlock research potential of RPOs and RFOs in Europe

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1. Introduction

Presentation of the Gender Equality Plan and expression of the institution's commitment to gender equality.

The Canarian Agency for Research, Innovation and the Information Society (ACIISI), as established by Decree 9/2020 of 20 February (BOC n.º 44, 04.03.2020), approving the Organic Regulations of the Ministry of Economy, Knowledge and Employment, is the highest body, with the rank of Directorate-General, responsible for carrying out the competences related to public policies and programmes in the field of research, technological development, business innovation and the deployment of the information society of the information of the Public Administration of the Autonomous Community of the Canary Islands, as well as of the entities dependent on it and ensure administrative coordination in the matters assigned to it, in accordance with the guidelines agreed by the Coordination Commission of Science, Technology and Innovation, of the bodies and entities of the Public Administration of the Autonomous Community of the Canary Islands, and of these with the organs and entities of the other public administrations, national and international, for which purpose it will act as an interlocutor with said bodies and entities.

ACIISI has developed this business plan for equal treatment and opportunities between women and men, which will be valid for the period 2022-2026. This work has been carried out on a voluntary basis since the obligation established by the Ministry of Equality of the Government of Spain refers to companies with more than 50 workers and in the case of the ACIISI, although it is a management center belonging to the Government of the Canary Islands this challenge has been taken as a spearhead to promote the culture of equality within the framework of research funding organizations even though the number of workers in the management center is less than this figure. The elaboration of the same is framed in the participation of the ACIISI in the ATHENA project, financed in the call H2020-SwafS-2018-2020 / H2020-SwafS-2020-1 of the European Horizon 2020 programme to be developed between 2021 and 2025, whose objective is: to support the consortium partners, among



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which are 6 Research Organisations (PROs) and 2 Research Funding Organisations (RFOs), in the development and implementation of the Gender Equality Plans (PIG), as a way to generate systemic institutional changes.

The Equality Plan of The ACIISI has been designed taking as a reference the fulfillment of Royal Decree 901/2020 of October 13, which regulates equality plans and their registration and modifies Royal Decree 713/2010, of May 28, on registration and deposit of collective labor agreements and agreements and Royal Decree-Law 6/2019, of 1 March which established important clarifications regarding the content of the diagnosis and the equality plan listing the matters that should necessarily be dealt with in the diagnosis and the elements that the plan should contain, as well as a register in which all equality plans must be registered. This new framework arises to comply with the regulatory development mandate established in the new article 46.6 of Organic Law 3/2007 of March 22.

In addition, it takes as a reference royal decree 902/2020, of October 13, on equal pay between women and men.

This Equality Plan, in accordance with the provisions of Organic Law 3/2007 of March 22, for the effective equality of women and men, has as its main objective to guarantee real equality and effective opportunities between women and men within the Institution and avoid any type of employment discrimination between women and men. In order to give effect to the principle of equality, the specific objectives of equality to be achieved have been set.

[Legal context and relevant national/regional regulatory framework.](#)

The Spanish Constitution (1978) allows the adoption of mechanisms to correct inequality, even before the UN approved CEDAW (1979), a fundamental instrument to articulate an international legal framework for equality, since it requires States Parties not only not to discriminate, but also to modify the traditional role of men and women in society and in the family. In addition, it



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allows them to adopt positive action measures, of a temporary nature, aimed at accelerating equality between men and women (art. 4 CEDAW). Spain signed it in 1981.

With regard to secondary legislation, two Community rules have led Spain to adapt its legal framework: Directive 2002/73/EC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions; and Directive 2004/113/EC on the implementation of the principle of equal treatment between men and women in access to goods and services.

Its obligatory nature in our national legal system led to the approval of Organic Law 3/2007, of March 22, for the Effective Equality of Women and Men (LOIEMH). One of the main characteristics of this law is precisely the application of the principle of transversality and its projection in all policies at all levels and orders.

The need to give formal coverage to gender equality policies in Spain has been approached from a double perspective. The first refers to the legislation and legal regulations that develop them. The second concerns an entire administrative structure whose central axis is the promotion and encouragement of equality of both sexes, as well as the facilitation of the conditions for the effective participation of women in political, cultural, economic and social life.

Within the scope of the General State Administration, as well as in the Ministry of Health, Social Affairs and Equality, the State Secretariat for Social Services and Equality, the Government Delegation for Gender Violence and the Institute for Women and Equal Opportunities (IMIO) are included.

The purpose of the Commission, as an autonomous body, is to promote and foster conditions that make possible the social equality of both sexes, as well as the participation of women in political, cultural, economic and social life. Its



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functions include the prevention and elimination of all forms of discrimination against persons on the basis of birth, sex, racial or ethnic origin, religion, ideology, orientation, sexual identity, age, disability or any other personal or social condition or circumstance. Its activity is mainly developed through the signing of collaboration agreements with other organizations and public and private institutions in the cultural, educational, sports, economic and social fields. In addition, the Women's Institute for Equal Opportunities, through public calls for grants and subsidies, it finances activities and projects aimed at promoting equal opportunities between women and men, especially research on gender and knowledge and dissemination of the situation of women.

In Spain, since the end of the 1990s, plans/programs have been developed to promote gender equality at the central, regional and -to a certain extent- local level. The main objectives of these plans have been to address gender equality in the workplace, the empowerment of women and gender-based violence. Equality plans are the most widely used instruments to implement gender equality provisions and have been developed at the state, regional and local levels. The Equality Plans are, however, non-binding political instruments in which the government's roadmap to achieve gender equality is applied. Each department decides on the specific policy or action to be taken to increase gender equality in its respective field of competence. In March 2022, the III Strategic Plan for the Effective Equality of Women and Men 2022-2025 has just been approved. The Plan is structured around four lines of intervention. In the first place, Good Government, to move towards a more inclusive and democratic model of government; secondly, the Economy for life and the fair distribution of wealth, against the feminization of poverty and precariousness; thirdly, Lives free of sexist violence for women, with the aim of eradicating all forms of violence; and finally, a fourth axis that aims to ensure all women the effective exercise of their rights in all areas of life. The objective of the first axis is to ensure that all public policies have a gender perspective and, for example, guarantee that all public personnel are trained in this regard. The second axis



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concentrates 91% of the economic resources of the plan on measures for decent employment and the reduction of wage and pension gaps, as well as co-responsibility for care: "That there be schools for children from 0 to 3 years old and public conciliation policies such as the Corresponsables Plan, which allow women, who are the ones who mostly assume these care tasks, to free up their time to be able to exercise each and every one of their rights and not only be able to reconcile working life with family life, but also personal life. In the third block, to achieve lives free of sexist violence, the aim is to strengthen coordination and institutional response systems for early detection and comprehensive care for victims, both of violence by their partner or ex-partner and sexual violence, sexual exploitation and trafficking. The fourth axis includes various measures to respond to the realities and needs of women who, in addition to inequality based on sex, are affected by inequalities caused by their sexual orientation, race, disability or origin.

Royal Decree-Law 6/2019 ("on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation") included new measures to promote equality between men and women in the workplace (also included various provisions to progressively increase mandatory paternity leave to 16 weeks in 2021). In this sense, Royal Decrees 901/2020 (Gender Equality Plan) and 902/2020 (Gender Salary Information) entered into force on January 14, 2021, and April 14, 2021, respectively. Mainly, the new regulations extend the existing obligation to implement a gender equality plan in Spain to companies with 50 or more employees (previously 250 or more employees). Among other obligations, the aforementioned companies must prepare salary records that show the average salary levels broken down by gender; and said records must be made available to the workers' legal representatives for review. Employers should know that any difference between the average salary by gender of 25% or more must be justified. An equality plan aims to achieve equal treatment and opportunities between women and men at work, and to eliminate discrimination based on



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sex. To this end, the law establishes that in each plan the company must ensure that this equality is achieved in several areas: Selection and hiring process; Classification of jobs; Training; professional promotion; Working conditions, including an equal pay audit; Co-responsible exercise of the rights to personal, family and work life; and Compensation and Prevention of sexual and gender-based harassment.

The principles of equality legislation apply in the field of education and research. Organic Law 3/2007, of March 22, for the Effective Equality of Women and Men (LOIEMH) establishes that public administrations must promote teaching and research on the meaning and scope of equality between women and men (art. 25) in the field of higher education. The State Research Agency (AEI), attached to the Ministry of Science and Technology (MCIN), is responsible for financing Spain's public funds for R&D&i, as well as the promotion of Science and technology in all study areas. In November 2018, this institution created the Strategic Group for Gender Equality to implement the gender perspective and promote gender equality. These are defined in the Guidelines for the development of the European Research Area (ERA) in Spain 2016-2020. In this context, the AEI develops its first diagnosis of gender equality at the beginning of 2019, and subsequently the I Gender Equality Action Plan 2021-2023 of the National Research Agency for activities financed with R&D+ is designed. I110 by the Strategic Group for Gender Equality. Along with the work and diagnoses carried out by the AEI on gender equality, this tool prioritizes work in three areas with seven objectives and includes thirteen parts. For more information about them, read the Action Plan.

Area 1. Structures and mechanisms for gender equality.

Goals:

- Improve the analysis, monitoring and dissemination of data separated by sex.



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- Strengthen and consolidate the structures of the AEI that implement gender equality measures in a sustainable manner, considering time.

Area 2. Awareness, training and organizational culture.

Goals:

- Improve the training of specialists in gender equality in the administration of the scientific-technological application process in the AEI.
- Promote greater integration of the gender perspective in the R&D projects presented in the application processes at the AEI.

Area 3. Evaluation and scientific monitoring.

Goals:

- Coordinate the proper application of gender equality criteria, established in the legal texts.
- Integrate the gender perspective systematically in scientific-technical evaluations and in the monitoring of aid.
- Identify all the possible factors that contribute to creating a gap between women and men in their success as Principal Investigators in a research project.

The implementation of the measures included in the I Action Plan for Gender Equality must be carried out by the Strategic Group for Gender Equality of the AEI, the Equality Unit and the Women and Science Unit of the MCIN, as well as the SUPERA111 project. .

In Spain, since 2018, the Higher Council for Scientific Research (CSIC) awards the Gender Equality Accreditation Distinction to CSIC research institutions. The award aims to promote the gender perspective in all areas of the CSIC, as well as measures to eliminate gender barriers. The last call for the prize was



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awarded in 2022 to the Institute of Neurosciences, a mixed center of the Miguel Hernández University (UMH) of Elche and the Higher Council for Scientific Research, for eliminating the barriers that prevent equal employment between women and men.

On the other hand, the Ministry of Science and Innovation ensures the application of gender equality policies, following the regulations established in Organic Law 3/2007, of March 22, for the effective equality of women and men, the Law of Science, Technology and Innovation and the National Strategy for Science and Technology and Innovation 2013-2020, focused on research and innovation. To carry out its work, several organizations have been created:

- Equality Unit, regulated by article 77 of Organic Law 3/2007, of March 22, and article 3.2 of Royal Decree 259/2019, of April 12.
- Unit of Women and Science, whose objective is to develop the Order PRE/525/2005, of March 7, and guarantee the access and presence of women in research centers.
- Women, Science and Innovation Observatory, is an interdisciplinary body responsible for measuring and advancing gender equality in research institutions, as well as promoting gender equality policies in the Spanish Science, Technology and Innovation System.

Together with these organizations, each research institution dependent on the Ministry of Science and Innovation has its own Equality Unit that oversees the application of gender policies. In Spain, the legal responsibility for promoting gender equality in research and in higher education institutions falls on the Observatory for Women, Science and Innovation, which is responsible for promoting gender equality in collaboration with institutions of relevant research and innovation, as well as with ten other ministries: Ministry of Defense; Vocational Education and Training; Presidency, Relations with the Courts and Democratic Memory; Labor and Social Economy; Inclusion, Social Security and



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Migrations; Territorial Policy and Public Function; Economy and Digital Transformation; Health; Gender Equality and Universities.

Law 14/2011, of June 1, on Science, Technology and Innovation.

DA 13- Implementation of the gender perspective

2. The Spanish Strategy for Science and Technology and the State Plan for Scientific and Technical Research will promote the incorporation of the gender perspective as a transversal category in research and technology, so that its relevance is considered in all aspects of the process. , including the definition of scientific-technical research priorities, research problems, theoretical and explanatory frameworks, methods, data collection and interpretation, conclusions, applications and technological developments, and proposals for studies futures. They will also promote gender and women's studies, as well as specific measures to stimulate and give recognition to the presence of women in research teams.

4. Procedures for selecting and evaluating research staff at the service of public universities and Public Research Bodies of the General State Administration, and procedures for granting aid and subsidies by research funding agents, will establish mechanisms to eliminate gender bias that will include, whenever possible, the introduction of confidential evaluation processes.

Spanish Strategy for Science, Technology and Innovation 2021-2027.

Recovery, Transformation and Resilience Plan. The Spanish plan is structured around four transversal axes that will structure the transformation of the economy as a whole and that are fully aligned with the strategic agendas of the EU, the 2030 Agenda and the United Nations Sustainable Development Goals: the ecological transition, digital transformation, gender equality and social and territorial cohesion. These axes will guide the entire recovery process, inspiring the structural reforms and investments that are launched,



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with the ultimate goal of recovering growth, promoting the creation of companies and accelerating job creation.

Canary Islands CCAA Legislation:

Since 2010, the Autonomous Community of the Canary Islands has had the Canary Islands Institute for Equality (ICI), created by Law 1/1994, of January 13, whose predecessor was the Canary Islands Institute for Women. The involvement of the Government of the Canary Islands in the defense and promotion of real equality between women and men has provided the ICI with a wide range of functions and powers that go far beyond the mere coordination of actions, carrying out activities, advising on The promotion and promotion of 38 measures aimed at achieving equality policies. In this sense, the actions, functions and powers of the ICI include the monitoring of current legislation and its application, as well as the preparation of proposals for legislative reform aimed at eliminating the obstacles that hinder or prevent real and effective equality between the sexes. As a consultative and advisory body, it must be taken into account and has the capacity to make proposals in the procedures for drawing up general provisions promoted by the Government of the Canary Islands. Finally, its competence to develop protocols for the prevention and protection of victims of sexual harassment and harassment based on sex cannot be ignored.

In addition, in the Canary Islands there are two important laws whose main objectives are the promotion of equality between women and men and protection against gender violence: Law 1/2010, of February 26, Canary Islands on equality between women and men, and Law 16/2003, of April 8, on the Comprehensive Prevention and Protection of Women against Gender Violence, modified by Law 1/2017, of March 17, which incorporates the provisions contained in the Istanbul Convention and the resolutions of international organizations. In this way, it is intended to extend the scope of application to all forms of violence against women. In addition, the agreement



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of the Government of the Canary Islands of June 26, 2017, which establishes the guidelines on how to prepare and the basic contents to be included in gender impact reports in bills, regulatory provisions and plans approved by the Government of the Canary Islands.

In the area of the Autonomous Community of the Canary Islands, the recent modification of the Statute of Autonomy of the Canary Islands, approved by Organic Law 1/2018, of November 5, introduces for the first time the rights of equality between women and men, collected as a principle governing in article 17. The principle of equality between women and men and non-discrimination is guaranteed, favoring the participation of all people in public life under conditions of equality, which was not part of the consolidated text of the Statute of Autonomy of 1982. New articles related to equality between women and men are incorporated, such as article 11. Right to equality and cooperation, and article 17. Right to gender equality.

Therefore, the following are of particular relevance:

Decree 15/2016, of March 11, of the President, which establishes the internal rules for the preparation and processing of the Government's regulatory initiatives and approves the guidelines on their form and structure (BOC, No. 55, 03/21/2016).

Thirtieth. - *Non-sexist language.*

1. In the drafting of the draft and draft regulatory provisions, language will be used that avoids the use of discriminatory or androcentric forms, so that the terminology used is in harmony with the principle of equality of the sexes.
2. The use of the generic masculine will be avoided, for which purpose the following alternatives will be taken into account:
 - a) Use of generic or collective nouns to encompass both sexes.



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b) Use of periphrasis.

c) Use of grammatical constructions in which the direct reference to the sex of the subject is omitted, as long as this is clear and does not create any type of ambiguity. Thus: - With the use of verbal structures with impersonal formulation. - By using infinitives and gerunds.

d) In the case of nouns with a single determination for both sexes, in which the article assumes the function of determining the gender, different alternatives can be used: - Omit the article in certain contexts. - Use a pronoun. - Substitute a determiner without a gender mark.

e) Use of metonymic constructions, alluding to the position, profession, trade or degree in preference to the designation of the person who holds or holds them.

f) When the generic masculine is used, the use of explanatory appositions may also be resorted to, which clarify that in said case its use responds to its generic function.

g) When for legal reasons, legislative technique or style, it is not possible to use any of the previous lexical-semantic and morphosyntactic resources, g) When for legal reasons, legislative technique or style, it is not possible to use any of the previous lexical-semantic and morphosyntactic resources, the generic masculine will be used.

3. The duplication strategy will be avoided as far as possible, as well as double agreements regarding gender in articles, nouns and adjectives. However, when the use of splits is essential, the order of their use will be indistinct.

4. In no case should resort to the use of the bar in the drafting of normative texts.



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5. In references to the positions of the Public Administration of the Autonomous Community, the following criteria will be followed:

a) In the references to the proposals of the regulations and in the signatures of the same, the position will be cited in its corresponding feminine or masculine gender depending on the person who is performing it at that moment.

b) In the text of the regulation, the designation will be made to the administrative body: Presidency, Vice-Presidency, Ministry, Vice-Ministry, General Technical Secretariat, General Secretariat, General Directorate, General Deputy Directorate, Territorial Directorate.

c) In the designation of the highest body of the departments, duplication will be used, referring to the President, Vice President or Vice President and Counselor or Counselor.

d) In the appointment of members of collegiate bodies, the use of metonymic constructions will be sought, avoiding at the same time that the article accompany the position or representation, for the purpose of not designating sex.

Processing of normative initiatives with the force of law and regulations:

The initiative must contain a Report on the impact by reason of gender.

In terms of budget, each year an Order is approved by which rules are issued on the preparation and structure of the General Budgets of the Autonomous Community of the Canary Islands. (Latest Order: **Order of July 12, 2021, which establishes rules on the preparation and structure of the General Budgets of the Autonomous Community of the Canary Islands for the year 2022. (BOC, No. 146, DE 16/ 07/2021).**

- ✓ Article 2- Processing: The autonomous public sector entities will prepare their budget proposals in accordance with the criteria and guidelines



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approved by the Government, taking into account the criterion of transversality of the principle of equal treatment between women and men, incorporating the gender approach of budgets (...)

- ✓ Article 9- Procedure and deadline for submitting other information. Section and program memories. It will be sent to the General Directorate of Planning and Budget:
 - I. The gender impact report by budget program of the department, in accordance with the guidelines and the model included in Annex 8. This report must be consistent with the objectives and actions set out in the reports of the programs, as well as reflect the necessary improvements, and be conveniently evaluated by means of indicators.
- ✓ As an example, the gender impact assessment report for the 2022 budget of program 463B is attached in Annex 1:

Legislation Canary Agency for Research, Innovation and Information Society

- **Canarian Pact for Science**
- **New Smart Specialization Strategy S4 (In preparation process)**
- **Entrepreneurial Digital Territory Canarias Strategy** - Guidelines to promote development through digital growth in the Canary Islands.

It is a transformative agenda in collaboration and consensus with broad sectors of Canarian society, and thereby reduce the gaps (social, territorial, generational and gender)

Values: Only by guaranteeing the full participation of women in society and in the digital economy, it will be possible to reduce the gaps and achieve gender equality.



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Measures and objectives to be achieved in 2025 related to TRAINING:

Objective: that 80% of Canarians have basic digital skills and that half of them are women.

• **Canary Islands Digital Agenda 2025 (In preparation process):**

It seeks to reduce the existing digital gap in digital skills of the population and a Canarian society with greater basic digital skills - Digital inclusion of the least favored people and support for women.

Objectives of the Canarian entrepreneurial digital territory to which it responds:

- That 80% of citizens have basic digital skills and that half of them are women.
- Raise the percentage of the population with digital skills 7 points above the basic ones.
- Reduce the gap in digital skills of the young population, until reaching the same state average in 2025.

Performance Indicators:

- Digital gender gap (internet).
- Digital gender gap (regular use of the internet).
- Digital gender gap (online purchases).
- Digital skills of the population (no skills)

Some of the actions identified: Promote the participation of women through the management of courses, workshops, seminars and conferences.

Finally, recently communicated and not yet published: the Canarian Strategy for Equality Transition of the Government of the Canary Islands, promoted by the Vice-Ministry of Equality and Diversity, which was approved in the Government



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Agreement of 4/28/2022 published in the BOC - 2022/ 91, is a work plan for the promotion of equality in the islands through concrete data that allows the generation of accurate public equality policies. The objective is to provide the Canarian community with its own toolbox against inequality, based on our cultural, geographical and social particularities as an archipelago that allow us to advance in equality in an undoubted and concrete way. We are talking about profound changes that require sowing seeds of equality that have time to grow. The Canarian Strategy for Egalitarian Transition is projected for 16 years with the intention of generating the necessary structures, strengthening the path and establishing dynamics that will ultimately lead us to the Canarian population developing habits of equality. During the first legislature, the structure of the strategy will be based on four basic pillars: Plan, train, implement and communicate (Canarian Strategy for Egalitarian Transition (gobiernodecanarias.org)).

2. **Development process and GEP management**

ACIISI has participated in the Athena project as a legal partner since its inception in February 2021. The development and implementation of an institutional equality plan is one of the commitments for the year 2022. As a preliminary step, in 2021 a process of diagnosis to identify the main current legislation, measures already existing in the entity and possible proposals for the improvement of the institutionalization of gender equality in the ACIISI. The study was carried out through an online questionnaire addressed to all ACIISI staff, as well as the organization of a focus group with the equality commission created for this purpose. With the results of the information collected, a report was prepared in December 2021 that was added to the reports made by other partner entities in the Athena report to deliver as a product of the program. At the beginning of 2022, the ACIISI equality commission was updated and the information regarding the indicators established in the Athena project and the



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detail of the equality actions that are currently being carried out by the entity through face-to-face meetings. With these data, the present proposal for an institutional equality plan was drawn up.

Description of the members of the institutions involved in the development of the GEP. The people involved in the development of this Equality Plan have been, on the one hand, all the ACIISI staff who have provided diagnostic information, and mainly, on the other hand, the people who are members of the Equality Commission, who will also be in charge of monitoring and evaluating the Plan application:

- ✓ Antonio López, Head of ACIISI Area.
- ✓ Guzmán Palacios Arazuri, Head of the R&D Support Service.
- ✓ Patricia Oramas Gallar, Head of Section of the ACIISI Coordination Area.
- ✓ Javier Roo, Head of R&D&I Projects.
- ✓ Patricia Jiménez López, Senior Technician ACIISI.
- ✓ Guendolina Martin Diaz. Responsible for communication.
- ✓ Carmen Sanchez Lopez. Head of Business.
- ✓ Carmen Alonso. Computer technique.
- ✓ Asuncion Jimenez. General Director of Labor (GC).
- ✓ Teresa Barroso. General Sec. Technical TF.

Description of the participatory techniques used (staff surveys, interviews, focus groups, debates, etc.).

The participatory methodology used has included online surveys, focus groups and discussion meetings.



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In this context, monthly meetings of the working group dedicated to this work are being held since January 2022, to follow up on the equality plan that will be extended to all the Center's staff, as well as surveys of 26 the 44 people employed in the ACIISI, as a sample to be able to carry out the diagnosis phase and establish the objectives that are intended to be achieved aligned with the cases identified from them.

Persons or body responsible for the implementation of the GEP and resources that will be dedicated to its implementation (human, financial, etc.). The people responsible for the implementation of the gender equality plan of the ACIISI are the members of the institutional equality commission and the person in charge of the allocation and monitoring of human and financial resources is the Head of the ACIISI Area.

- ✓ Antonio López, Head of ACIISI. Head of PIG
- ✓ Guzmán Palacios Arazuri, Head of the R&D Support Service.
- ✓ Patricia Oramas Gallar, Head of Section of the ACIISI Coordination Area.
- ✓ Javier Roo, Head of R&D&I Projects.
- ✓ Patricia Jiménez López, Senior Technician ACIISI.
- ✓ Guendolina Martin Diaz. Responsible for communication.
- ✓ Carmen Sanchez Lopez. Head of Business.
- ✓ Carmen Alonso. Computer technique.
- ✓ Asuncion Jimenez. General Director of Labor (GC).
- ✓ Teresa Barroso. General Sec. Technical TF.

Date of entry into force and term of application.



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The effective date of the equality plan will be July 2022 until December 2026.

Summary of the contents and structure of the Plan.

The Equality Plan of the ACIISI as a financing entity for Research and Innovation Actions at the regional level, as well as a participant in R&D&I projects of the Horizon Europe program of the European Union, must comply with a series of principles of eligibility among which are the commitment to Gender Equality and the implementation of an institutional Equality Plan. In accordance with the foregoing, the ACIISI PIG is based on four mandatory aspects that have been established by the new Horizon Europe program and that emanate from the new strategy for Gender Equality 2020-2025 implemented by the COM Commission (2020) 152 end; and that were already specifically included in the communication of the Commission for the European Research Area COM (2012) 392 final:

- Be a public document: The GEP must be a formal document signed by senior management and disseminated within the institution. You must demonstrate a commitment to gender equality, set clear goals and detailed actions and steps to achieve them.
- Have dedicated resources: Resources for the design, implementation and monitoring of GEPs may include funding for specific positions, such as Equality Officers or Gender Equality Teams, as well as allocated working hours for academic staff, administrative and management.
- Include arrangements for data collection and monitoring: GEPs should be evidence-based and based on sex- or gender-disaggregated baseline data collected across all categories of staff. This data should inform the GEP goals and targets, indicators, and ongoing assessment of progress.
- Be supported by training and capacity building: Actions may include developing gender competencies and addressing unconscious gender bias among staff, leaders and decision-makers, setting up working



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groups dedicated to specific issues and raising awareness through workshops and communication activities.

In addition to these mandatory process-related requirements, the following 7 topic areas are recommended for content.

1. Reconciliation of work life, personal life and organizational culture.
2. Gender balance in leadership and decision-making.
3. Gender equality in hiring and career progression.
4. Integrate the gender dimension in research and teaching content.
5. Measures against gender violence, including sexual harassment.
6. Budgets with a gender perspective and budget gender impact.
7. Inclusive and non-sexist institutional communication.



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3. **Diagnosis**

All actions planned by the ACIISI in terms of R&D&i contribute to the incorporation of more women to structure the Canarian R&D&i ecosystem. The measures already contemplated by the management center in the different thematic areas indicated already currently include, among others, the following:

3.1. Organizational culture, reconciliation of work and personal life.

Diagnostic Information:

There is a tradition of flexible organizational culture in the ACIISI both within the framework of the general conciliation policies of the Government of the Canary Islands and those of the management center itself.

Results of the questionnaire sent to ACIISI staff:

Gender biases are detected in unemployment in the scientific field related to being a woman and motherhood:

- 35% answered that obtaining a higher qualification in the scientific field is easier for a man than for a woman and 12% stated that they do not know.
- The aspect that the staff participating in the survey considers could have the most negative impact on their career is taking maternity/paternity/adoption leave.
- 40% answered that men make much more progress in research while women have young children, one participant commented that being a mother can influence the difficulty of achieving certain objectives in the scientific field and almost a third answered that they consider that time constraints related to family responsibilities is one of the obstacles to obtaining the highest qualifications in the scientific and academic fields.



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On the other hand, regarding time availability, it seems that it exceeds the agreed working day according to the answers obtained:

- Almost 80% state that they work weekends and a third very often
- 65% who work more than 10 hours a day and more than 25% often
- More than 50% work during the holidays and a third very often
- 40% get home from work too tired to do the tasks they need several times a week and 13.33% several times a month.

Actions in progress:

The law of the basic statute of public servants is applied, some examples of measures are the following:

- Permits for the birth of a child or the death or serious illness of a relative up to the second degree of consanguinity or affinity.
- Permission for adoption, guardianship for the purpose of adoption, or fostering, both temporary and permanent.
- Permission for the birth of premature children or children who for any other reason must remain hospitalized after delivery.
- Nursing leave for a child under twelve months. They will be entitled to one hour of absence from work that they can divide into two fractions. This right may be replaced by a reduction in the normal working day by half an hour at the beginning and at the end of the working day, or by one hour at the beginning or at the end of the working day.
- Permission for the direct care of someone under twelve years of age, an elderly person who requires special dedication, or a person with a disability who



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does not perform paid activity, will be entitled to a reduction in their weekly working hours.

- Leave due to gender violence against female officials. The lack of attendance of civil servants who are victims of gender-based violence will be considered justified.

- Flexibility of the fixed part of the schedule for reconciling work and family life and due to gender violence. In the cases of public employees who are in charge of elderly people, children under 12 years of age or people with disabilities, as well as those who are in direct charge of a family member with a serious illness up to the second degree of consanguinity or affinity, they may request make the fixed part of the schedule more flexible by one hour a day, and in any case must comply with their weekly shift. - Public employees who are victims of gender-based violence will have the right to a reduction in the working day, with a proportional reduction in remuneration, or the reorganization of working time, through the adaptation of the schedule.

3.2. Gender balance in leadership and decision making.

Diagnostic Information:

The Management Center and the ACIISI show a balanced scorecard (table a) in terms of the ratio of women and men with a tendency to favor the female gender.

Table a. Updated dashboard of the Management Center.

Management/Headquarters Positions	Women	Men	Total
Holder of the CECE	1	0	1
Person in charge of the General Technical Secretariat	1	0	1
Head of the ACIISI Directorate	0	1	0
Head of Area	0	1	1
Head of Service	3	3	6



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Head of Section	5	4	9
Business Headquarters	9	2	11

In order to extract diagnostic information, surveys were issued to ACIISI staff with the aim of collecting subjective data related to the gender perspective. To carry out the pertinent assessments, the number of people who completed them is taken into consideration, this being 26, which represents 59% of the staff of this Managing Body. From this percentage and from their responses, it is identified that no relevant differentiation or gender gap is perceived, since 28% state that there is a preference for assigning administrative tasks to women and 17% that service roles are assigned to them, which finds its foundation in the fact that the % of the workforce are administrative/auxiliary/Head of Bureau and these are tasks of the RPT they occupy.

Regarding the questions related to the assignment of important tasks and roles, the attention received from the Senior Management and its feedback, as well as the representation of the Agency in public and private events, between 11% and 23% have the perception that there is a preference for men.

In the survey carried out on staff within the framework of the Athena project regarding the distribution of tasks and resources, some gender biases are detected:

Actions in progress:

- A Working Group for Equality of the General Technical Secretariat of the Ministry of Economy, Knowledge and Employment, to which the Management Center depends, has been set up.
- Advice and accompaniment process in the evaluation and preparation of gender impact reports of budget programs.
- Regarding its external work, the ACIISI carries out several initiatives that promote the leadership and visibility of women in research:



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- Women for Africa Foundation Grant, for the training of women researchers in research centers in the Canary Islands, in accordance with the program called Science for Women, in line with its mission of contributing to the development of Africa through its women, with the objective to promote to Africa women's leadership in scientific research and technology transfer and to build the capacity of research centers in their home countries. The main objective is to enable African women researchers and scientists to meet the great challenges facing Africa through research in health, agriculture and food security, water, energy and climate change, as well as in mathematics and economic sciences. To achieve this ambitious objective, the Women for Africa Foundation collaborates with the Spanish Centers of Excellence, whose prestige is unanimously recognized throughout Spain and internationally, thus ensuring excellence in scientific research in various fields.
- The project is part of the “Ellas Investigan” program, which was born with the ambition of empowering African female researchers in the STEM areas (Science, Technology, Engineer and Mathematics), so that they can be protagonists of Africa's transition towards a society based on knowledge and guided by innovation. “Ellas Investigan” is an initiative of the Women for Africa Foundation to support advanced research by African scientists through 6-month postdoctoral stays at the Spanish Severo Ochoa centers of the CSIC and other associated centers of excellence throughout Spain.
- **Pioneers in the development of the Science and Innovation Mini-Fairs in the Canary Islands and the “Women and Girls in Science” program.** With this event, the Canarian executive promotes the participation of the different agents of the R+D+i system in the archipelago, becoming a great space of knowledge to show science, as well as its advances and research. The 2022 Minifairs host different activities aimed at Women and Girls in Science, making different protagonists of Canarian science visible today. With them, the youth of the islands will be able to learn how their work influences in fields related to engineering, telecommunications, biology, marine technology or the health of



the oceans, to try to reduce "the gender gap in the sectors of science, technology, engineering and mathematics (STEM) that has persisted for years throughout the world.

3.3. Gender equality in hiring and career progression.

Diagnostic Information:

According to the 2022 gender analysis sheet and assessment of budget programs. 463B Research and innovative human capital prepared by the ACIISI, in the Canary Islands the total number of employed women does not reach 40% in 2019-2020.

Access to the public function and professional progression in the management centers of the Government of the Canary Islands, as is the case of the ACIISI, is based on selective processes regulated by the constitutional principles of equality, merit and capacity, which are articulated through public competition. and competitive. In this sense, the organizational structure of the ACIISI (Table b) is unbalanced in terms of the ratio of women and men, represented by 66% of women in the workforce and a greater female representation in all age ranges (Table c)

Table b. Organizational structure of the Management Center

Services/Departments	Women	Men	Total	%Women	%Men
Total, ACIISI	29	15	44	66%	34%
Coordination Area	7	4	11	64%	36%
Support to the Director	1	0	1	100%	0%
Research support service	4	4	8	50%	50%
Innovation service	6	0	6	100%	0%
Information society service	2	2	4	50%	50%
Media inspection	2	4	6	33%	67%
Administrative service and modernization	3	1	4	75%	25%
ATHENA Project	4	0	4	100%	0%



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Table c. Age structure of the management center staff

AGE	Women	Men	Total
25-34	1	0	1
35-44	4	2	6
45-54	8	7	15
55-64	13	8	21
65+	1	0	1

According to the questionnaire prepared within the framework of the Athena project and distributed at the end of 2021 among ACIISI staff (26 people responded):

- 5% of the people surveyed consider that there is a slight preference towards women when hiring and 21% respond that they do not know.
- When promoting, 5% consider that they actually prefer men and 26% respond that they do not know.
- Regarding salaries and bonuses, 10% affirm that they prefer men and 31% that they do not know.
- In the allocation of scholarships at the national level, 5% consider that women are preferred and 42% that they do not know, and at the international level, 5% that women are preferred and 52% that they do not know.
- There has always been a man in management when most of the staff are women.

A lack of information has been detected in the following aspects:

- Personnel dedicated to innovation, areas in which they carry out their activity and professional categories they occupy.
- Presence of women and men in scientific and outreach events by fields or themes.
- Personal speaker or facilitator of scientific and dissemination events by areas or themes.



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In addition, the equality commission states that the numbers of men and women hired by other institutions or companies or in the subsidies that receive funds from the ACIISI are not known to know if there are discriminatory gaps or not. They could be obtained, including budgets with a gender perspective, disaggregated and with impact analysis and if there are gaps, see the possibilities of applying positive action measures regarding contracting, participation and beneficiaries.

Actions in progress:

In the following, criteria that favor the hiring of women are included in the regulatory bases of subsidies:

• ***ORDER of July 14, 2016, which approves the regulatory bases for the granting of subsidies for the incorporation of innovative personnel into the productive fabric. (BOC No. 142 of 07/27/2016)***

Base 9.- Application evaluation criteria.

1. Applications will be evaluated by the competitive bidding procedure in accordance with the principles of publicity, transparency, objectivity, equal opportunities and non-discrimination.

Base 15.- Obligations of the beneficiary entities.

9. As it is an activity co-financed by the European Social Fund (ESF), the justification must comply with the provisions of the Order of November 10, 2009, which establishes rules for the management, monitoring and control of the operations co-financed with Structural Funds and in Community Regulations No. 1303/2013, of the European Parliament and of the Council, of December 17, 2013 and No. 1304/2013, of the European Parliament and of the Council, of December 17, 2013, regarding the European Social Fund, and in accordance with the instructions given by the Management Authority of the Canary Islands ESF Operational Program 2014-2020 regarding co-financed



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operations and compliance with the provisions, policies and actions must be guaranteed throughout the time the expenditure is made. community,

including those corresponding to the rules of competition, public procurement, protection and improvement of the environment, elimination of inequalities and promotion of equality between men and women, as well as information and advertising. You must provide the data required for the performance indicators of the POC 2014-2020, for subsequent certification to the FSE.

• ORDER of July 7, 2020, which approves the regulatory bases for the granting of subsidies for the Catalina Ruiz postdoctoral research staff training program. (BOC No. 147 of 07/22/2020)

Base 9.- Concession procedure.

1. The grant award procedure will be competitive, through public calls, in accordance with the principles of publicity, transparency, equal opportunities and non-discrimination based on sex or disability.

Base 19.- Requirements for researchers.

f) Not have been sanctioned criminally or administratively with the loss of the possibility of obtaining

subsidies or public aid, or incurring in legal prohibition that disqualifies him for it, including those that have occurred due to discrimination based on sex in accordance with the provisions of the

Sixth final provision of Law 4/2005, of February 18, for the Equality of Women and Men.

Base 23.- Justification of the subsidy.



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1. The justification of the subsidy will be carried out by means of a supporting account with an auditor's report, as established in article 27 of Decree 36/2009, of March 31, which establishes the general system of subsidies of the Autonomous Community of Canary Islands, and must be formalized through the contribution of:

a) Audit Report.

x. Compliance with applicable European, national and regional regulations, specifying each specific regulation (in terms of public procurement, subsidies, state aid, the environment, equal opportunities between men and women, information and communication and the eligibility of expenditure).

3.4. Integrate the gender dimension in research and teaching content.

Diagnostic information:

An analysis is not being carried out from the gender perspective of the contents of the research or materials that are being financed.

Actions in progress:

The ACIISI, as the management center in charge of carrying out the powers related to public policies and programs in matters of research, technological development, business innovation and deployment of the information society of the Public Administration of the Autonomous Community of the Canary Islands, develops different programs and financing actions that already integrate the gender dimension in their development, for example:

3.4.1. Hiring measures for external agents:

3.4.1.1. Assessment criteria in the award of contracts: A positive assessment criterion for gender equality is incorporated into the Administrative Clauses Documents (PCA).



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As an example, the latest selection criteria used in the PCAs for contracting services related to the Digital Agenda and the new Smart Specialization Strategy (S4).

SCORE CRITERIA	SCORE CRITERIA
1. Proposed methodology for carrying out the works object of the contract	20
2. Proposed improvements	5
3. Participation of the different Economic and Social Agents and interest groups	10
4. Delivery time reduction	20
5. Gender equality*	5

****The criterion 'Gender equality' is valued with up to 5 points the commitment to promote equality between men and women in the execution of this contract, and specifically in tasks that are not merely administrative.***

3.4.1.2. In the execution of the contract:

In the PCA it is established for the execution of the contract, in accordance with art. 202 of Law 9/2017, of November 8, on Public Sector Contracts- Special conditions for the execution of the contract of a social, ethical, environmental or other nature: “The contractor must meet the following conditions”:

- *Eliminate inequalities between men and women in said market, favoring the application of measures that promote equality between women and men at work.*
- *Promote the greater participation of women in the labor market and the conciliation of work and family life.*

3.4.1.3. In the justification or evaluation of compliance with the contract: To date, no measures had been established.



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3.4.2. Measures implemented in the Grants granted by the ACISII:

By way of example, different actions are set out that include the gender dimension in their regulatory bases and/or assessment criteria.

3.4.2.1. Actions that integrate the dimension of gender equality in their regulatory bases:

- ***ORDER of November 9, 2016, which approves the regulatory bases that must govern the granting of subsidies, under the de minimis regime, for participation in the CIDE Network. (BOC No. 226 of 11/22/2016)***

Base 19.- Obligations of the beneficiaries.

12. As it is an activity co-financed by the European Development Fund, Community Regulations No. 1303/2013, of the European Parliament and of the Council, of December 17, 2013 and No. 1301/2013, of the European Parliament and of the Council, of December 17, December 2013, regarding the European Regional Development Fund, the rules on eligible expenses of the operational programs of the European Regional Development Fund and the Cohesion Fund, the rules for the management, monitoring and control of operations co-financed with Funds Structural and in accordance with the instructions given by the Management Authority of the ERDF Canary Islands 2014-2020 Operational Program regarding co-financed operations, it must guarantee compliance, throughout the time the expenditure is made, with the provisions, policies and community actions, including the corresponding to the rules of competition, public procurement, protection and improvement of the environment, elimination of inequalities and promotion of equality between men and women, as well as information and advertising.

16. Ensure a non-sexist use of language and ensure that an egalitarian, plural and non-stereotyped image of women and men is transmitted in the execution of the subsidized project.



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- **ORDER of December 2, 2016, which approves the bases that will govern the calls for grants of the Predoctoral Research Staff Training Program, co-financed with the European Social Fund. (BOC No. 240 of 12/14/2016)**

Base 26.- Applicant requirements.

d) It undertakes to comply with the Organic Law 3/2007, of March 22, for the effective equality of women and men, and Law 1/2010, of February 26, Canaria of Equality between Women and Men, and is not serving an administrative or criminal sanction for incurring discrimination based on sex, or for encouraging or tolerating labor practices considered discriminatory by current legislation.

Base 28.- Obligations of the affiliated centers in their capacity as collaborating entities and of the companies in which doctoral theses are developed.

28.1. The following are obligations of the affiliated center, without prejudice to those derived from the employment relationship established with the beneficiary:

h) Ensure a non-sexist use of language and ensure that an egalitarian, plural and non-stereotyped image of women and men is transmitted in the execution of projects.

28.2. The following are obligations of the companies in which doctoral theses are developed:

d) Ensure a non-sexist use of language and ensure that an egalitarian, plural and non-stereotyped image of women and men is transmitted in the execution of projects.

Base 31.- Rights and duties of the beneficiary research staff.

31.2. Duties of the beneficiary research staff:

j) Ensure a non-sexist use of language and ensure that an egalitarian, plural and non-stereotyped image of women and men is transmitted in the execution of projects.



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Base 41.- Obligations of the affiliated centers in their capacity as collaborating entities.

The following are obligations of the affiliation center:

c) Ensure a non-sexist use of language and ensure that an egalitarian, plural and non-stereotyped image of women and men is transmitted in the execution of projects.

3.4.2.2. Actions that integrate the gender dimension in their bases and assessment criteria.

• **ORDER of November 9, 2016, which approves the regulatory bases that must govern the granting of subsidies, under the de minimis regime, for participation in the CIDE Network. (BOC No. 226 of 11/22/2016)**

Base 13.- Assessment criteria and scales.

d) Number of newly hired people, particularly women or people with disabilities or in a situation of social exclusion (up to 15 points).

Criterion	1	2	More t 3
d	5	10	15

Base 19.- Obligations of the beneficiaries.

12. As it is an activity co-financed by the European Development Fund, Community Regulations No. 1303/2013, of the European Parliament and of the Council, of December 17, 2013 and No. 1301/2013, of the European Parliament and of the Council, of December 17, December 2013, regarding the European Regional Development Fund, the rules on eligible expenses of the operational programs of the European Regional Development Fund and the Cohesion Fund, the rules for the management, monitoring and control of operations co-financed with Funds Structural



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and in accordance with the instructions given by the Management Authority of the ERDF Canary Islands 2014-2020 Operational Program regarding co-financed operations, it must guarantee compliance, throughout the time the expenditure is made, with the provisions, policies and community actions, including the corresponding to the rules of competition, public procurement, protection and improvement of the environment, elimination of inequalities and promotion of equality between men and women, as well as information and advertising.

16. Ensure a non-sexist use of language and ensure that an egalitarian, plural and non-stereotyped image of women and men is transmitted in the execution of the subsidized project.

- **ORDER of August 12, 2016, which approves the regulatory bases for the granting of subsidies for carrying out R&D Projects by research organizations and companies in the priority areas of the Smart Specialization Strategy of the Canary Islands.**

Base 14. Concession procedure and electronic processing.

1. The procedure for granting subsidies will be that of competitive competition, provided for in articles 14 to 20 of Decree 36/2009, of March 31, which establishes the general system of subsidies of the Autonomous Community of the Canary Islands, in accordance with the principles of publicity, transparency, objectivity, equality and non-discrimination.

Base 16. Minimum content of the application and mandatory documentation.

4. Next, the legal representative of the requesting entity, prior to the electronic signature and registration of the request, must:

b) Declare responsibly that the requesting entity he represents:

It undertakes to comply with the Organic Law 3/2007, of March 22, for the effective equality of women and men, and Law 1/2010, of February 26, Canaria of Equality between Women and Men, and is not complying sanction administrative or criminal for



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incurring discrimination based on sex, or for encouraging or tolerating labor practices considered discriminatory by current legislation.

Base 18. Application evaluation criteria.

3. In the second phase of evaluation and for the cases in which it proceeds in accordance with the procedure established in rule 19, the following assessment criteria and additional points will be met:

Criteria Score	Puntuación
Projects in which neither gender is represented by less than 40% of the total number of members of the research team	0,2
Projects in which the principal investigator is a woman	0,2
Projects in which the research group includes at least one member with a percentage of disability equal to or greater than 33%.	0,2

Base 19. Evaluation and selection procedure.

3. The Selection Commission will be chaired by the director of the Canary Agency for Research, Innovation and Information Society or a person delegated by him and will be made up of four members and a secretary, appointed by the director from civil servant, labor or statutory staff. at the service of the public sector, unless their affiliated entity has submitted an application in the respective call. In its composition, equal representation of men and women will be sought.

Base 25. Obligations of the beneficiaries.



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Grant recipients are subject to the following obligations

13. Measures must be adopted to promote equality between men and women, as well as to avoid any discrimination based on sex, race or ethnic origin, religion or belief, disability, age or sexual orientation. Ensure a non-sexist use of language and ensure that an egalitarian, plural and non-stereotyped image of women and men is transmitted in the execution of the subsidized project

Likewise, the principle of sustainable development and promotion of the conservation, protection and improvement of the quality of the environment will be respected in accordance with articles 7 and 8 of Regulation (EU) No. 1303/2013 of the European Parliament and of the Council, of 17 December 2013

3.4.2.3. In monitoring the execution of subsidies:

Indicators disaggregated by sex have been implemented in different grants/aid granted, for this:

- A field for the applicant disaggregated by sex is included in the grant application form.
- A dashboard is created, with all the data collected disaggregated by sex in the application for all grants.

The results extracted for monitoring are summarized in the following table of indicators:

PERFORMANCE NAME AWARDED		Women	Men	% WOMEN	% MEN
INCORPORATION OF INNOVATIVE PERSONNEL (IPI 2020-2022)	40	18	22	45.0	55.00
INCORPORATION OF INNOVATIVE PERSONNEL (IPI 2021-2023)	26	15	11	57.6	42.3
CATALINA RUIZ INNOVATIVE STAFF TRAINING 2021	10	6	4	60.0	40.0
TRAINING OF INNOVATIVE PERSONNEL CATALINA RUIZ 2022	14	5	9	35.7	64.29



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CIDE NETWORK 2020-2022	23	15	8	65.2	34.78
CIDE DIGITAL NETWORK 2021	16	9	7	56.2	43.75
PREDOCTORAL PROGRAM FOR THE TRAINING OF INNOVATIVE PERSONNEL (THESIS 2021)	62	39	23	62.9	37.10
PREDOCTORAL PROGRAM FOR INNOVATIVE PERSONNEL TRAINING (THESIS 2022)	60	38	22	63.33	36.67
INNOVATION MANAGERS 2020-2021 UNIVERSITY OF LAS PALMAS FOUNDATION 518 291 227 56.18 43.82	518	291	227	56.18	43.82
INNOVATION MANAGERS 2020-2021 LA LAGUNA UNIVERSITY FOUNDATION	499	293	206	58.72	41.28

NAME OF THE ACTION AWARDED	PROJECTS RESEARCH	PERSONNEL	Women	Men	%WOMEN	% MEN
R&D&I PROJECTS BY RESEARCH ORGANIZATIONS AND COMPANIES IN THE PRIORITY AREAS OF THE CANARY ISLANDS INTELLIGENT SPECIALIZATION STRATEGY RIS-3 (SUPPORT FOR RESEARCH MARIA DEL CARMEN BETENCOURT Y MOLINA). CO-FINANCING BY THE OPERATIONAL PROGRAM FEDER CANARIAS 2014-2020:	58	254	88	166	34.65	65.35
R&D&I PROJECTS BY RESEARCH ORGANIZATIONS AND COMPANIES IN THE PRIORITY AREAS OF THE CANARY ISLANDS INTELLIGENT SPECIALIZATION STRATEGY RIS-3 (SUPPORT FOR RESEARCH MARIA DEL CARMEN BETENCOURT Y MOLINA). CO-FINANCING BY THE OPERATIONAL PROGRAM FEDER CANARIAS 2014-2020:	46	186	67	119	36.02	63.98

In summary, it can be seen that of the 12 financing actions whose gender dimension has been analyzed, 7 exceed parity in favor of women, which identifies more than 58% of the financing actions as positive from a gender perspective. requiring the same attention in the programming of the remaining 42%.

3.5. Measures against gender-based violence, including sexual harassment:

Diagnostic information:



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The Government of the Canary Islands has a protocol for action in situations of harassment and violence in the work environment of the Public Administration of the Autonomous Community of the Canary Islands that includes all its manifestations. The Protocol was approved by Resolution of May 8, 2019 (BOC No. 102 of May 29, 2019). This protocol includes a Section with particularities related to moral, labor or psychological harassment; sexual, for reasons of sex, sexual orientation or identity and for any other discriminatory circumstance, as a formal manifestation of the political commitment to zero tolerance with respect to situations or manifestations of harassment and a guarantee that said zero tolerance policy is recognized by all Departments and Public Organizations of the Autonomous Administration, serving as a general instrument of action against all types of harassment that could occur in any of its work centers, its objective being to establish preventive measures that avoid it, formal and informal procedures that help resolve it in the event that it occurs and guidelines for the recovery of the personal and professional life project of the people who suffer from it.

In this way, the aforementioned regulatory framework recognizes and declares the need to prevent harassment behavior at work, to make it impossible for it to appear and to eradicate any behavior that may be considered constitutive of it in the field of public administration, stating as basic principle of action the right of public employees to receive respectful and dignified treatment in the performance of their duties.

In this context, training has begun at ACIISI since June 2022.

In This Management Center, the actions regarding harassment that the participants in the Athena survey at the end of 2021 (15 answers to these questions, having been surveyed 26 of the 44 people employed in the ACIISI) stated that they have occurred on some occasion , are the following:

- Inappropriate comments regarding appearance or clothing (3)
- Inappropriate comments about skills and competencies (5)
- Inappropriate and unfair criticism (8)

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- Humiliation and degradation (6)
- Calls, emails, text messages, photos or videos with sexual subtitles (1)
- Verbal, non-verbal, psychological threats or physical abuse (1)

Given the existence of these perceptions by an approximate average of 9% of the Center's staff, an action plan is established to address them.

Actions in progress:

Measures are in place to support victims of gender violence through social clauses in hiring.

There is a protocol against workplace harassment that includes sexual or gender-based harassment in the Government of the Canary Islands in force.

3.6. Budgets with a gender approach:

Diagnostic information:

The analysis of gender impact in the budgets is mandatory and is not being carried out in the ACIISI.

According to the 2022 gender analysis sheet and assessment of budget programs. 463B Research and innovative human capital prepared by the ACIISI:

- There is difficulty in assessing inequalities since reliable data is not available on some aspects such as the presence of men and women in decision-making positions, both in research policy and in companies or entities linked to the activities R&D

Actions in progress:

Participation in the Working Group on Gender Equality in R&D&I Funds, held by the R&D&I Policy Network of the Ministry of Science and Innovation, the Ministry of Finance and the Autonomous Communities.



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Gender reports in annual budgets (See Annex 1)

3.7. Institutional communication.

Diagnostic information:

Not all staff know the existing instruments in the entity: manual and advisory service. Inclusive and non-sexist communication reviews are being carried out on most documents. The calls and bases of subsidies, everything that is published in the Official Gazette of the Canary Islands is reviewed by the legal service to guarantee that they have inclusive language.

With a view to promoting it in the financed institutions, it is included in some of the instruments described above that integrate the gender dimension in their bases and assessment criteria.

- ORDER of November 9, 2016, which approves the regulatory bases that must govern the granting of subsidies, under the de minimis regime, for participation in the CIDE Network. (BOC No. 226 of 11/22/2016)
- ORDER of December 2, 2016, which approves the bases that will govern the calls for grants of the Predoctoral Research Staff Training Program, co-financed with the European Social Fund. (BOC No. 240 of 12/14/2016)
- ORDER of November 9, 2016, which approves the regulatory bases that must govern the granting of subsidies, under the de minimis regime, for participation in the CIDE Network. (BOC No. 226 of 11/22/2016)
- ORDER of August 12, 2016, which approves the regulatory bases for the granting of subsidies for carrying out R&D Projects by research organizations and companies in the priority areas of the Smart Specialization Strategy of the Canary Islands.



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Actions in progress:

Institutional communication: Inclusive language and images in ACIISI communication, existence of a GOBCAN manual, contact telephone number. <https://www3.gobiernodecanarias.org/noticias/el-personal-del-gobierno-cuenta-con-un-nuevo-espacio-de-consulta-y-recursos-audiovisuales-para-comunicar-en-igualdad/>.

Some examples of the legality reports of the General Technical Secretariat of our Ministry, correcting the language in the drafting of the Order proposals:

- The expression "self-employed and entrepreneurs" should be replaced by "self-employed and entrepreneurs", in response to the thirtieth guideline on the non-sexist use of language, approved by the aforementioned Decree 15/2016, of the President, of March 11.
- The expressions "beneficiaries" and "beneficiary" must be replaced by "beneficiary entities" and "beneficiary entity", respectively, in accordance with the aforementioned guideline on the non-sexist use of language.
- The expression "auditor" and "auditors" should be replaced by "auditor person" and "auditor persons", respectively, in accordance with the aforementioned guideline on the non-sexist use of language.

Incorporation of the Name of Relevant Scientific Women in the actions financed by the ACIISI:

Support for R&D&i activity. María del Carmen Betencourt y Molina Program: Calls for R&D grants under a competitive concurrence system, by carrying out R&D projects that generate scientific and technical knowledge of excellence in the priority areas for the Canary Islands, which involve qualitative advances and significant in the scientific field and that achieve in the medium and long term to improve the national and

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international impact of Canarian institutions, centers, research groups and researchers, channel resources towards essential sectors for the Canary Islands and ultimately strengthen the capacity of the Canarian system of science, technology and innovation. These are activities aimed at R&D projects in the areas identified as priorities in the RIS3 of the Canary Islands for research groups and public research centers that lead to the incorporation of new researchers, the programming and joint execution of activities, the use of electronic communication networks and the joint management of knowledge and intellectual property.

4. Objectives

This section defines the main objectives, as well as the main results of the quantitative and qualitative analysis regarding gender equality in the institution carried out: the main gender biases identified and the main interventions and priority areas identified in the diagnosis.

GENERAL OBJECTIVE:

Guarantee equal treatment and opportunities between women and men in the areas of intervention of the ACIISI through specific measures aimed at preventing, identifying and eliminating gender gaps, if any.

SPECIFIC OBJECTIVES LINKED TO DIAGNOSTIC INFORMATION AND ACTIONS:

This bill that is being drafted is linked to the fulfillment of all the objectives listed below.

New Canarian Science Law (In process, it will repeal the Canarian Law 5/2001, of July 9, on the promotion and development of scientific research and innovation). As a novelty, this law pays maximum attention to the transversality of equality between men and women and the gender perspective within the framework of the Canarian System



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of Science, Technology and Innovation. The new specific articles to achieve effective equality are:

- It will establish the obligation to collect and monitor data disaggregated by sex, including specific indicators for measuring the gender impact of strategies, plans, programs, calls and projects that are financed by public funds.
- Accountability for the specific measures adopted by all SCIDI agents to advance equality between men and women in the field of R&D&i within the SCIDI governance bodies.
- Inclusion of transformative measures that favor gender equality, such as the obligation to have equality plans by public agents of the SCIDI.
- Obligation to establish elements that positively discriminate the participation of women, as well as the inclusion of vulnerable groups, in calls for funding with public funds for R&D&i



Specific Objectives	Diagnostic Information	Actions
<p>1. Organizational culture and reconciliation of personal and work life.</p> <p>Maintain an organizational culture that allows the effective reconciliation of personal and work life for the entire ACIISI staff through support for self-care and care responsibilities towards minors and other dependents.</p>	<p>Here is a tradition of flexible organizational culture in the ACIISI both within the framework of the general conciliation policies of the Government of the Canary Islands and those of the management center itself and the following laws are complied with:</p> <p>Law 2/1987 of March 30, on the Canary Islands Public Service (BOC No. 40 of April 3, 1987).</p> <p>Royal Legislative Decree 5/2015, of October 30, approving the Consolidated Text of the Law on the Basic Statute of Public Employees (BOE No. 261 of October 31, 2015), modified by Royal Legislative Decree 7 /2019, of March 1, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.</p> <p>Gender biases are detected in unemployment in the scientific field related to being a woman and motherhood:</p> <p>Regarding time availability, it seems that it exceeds the agreed day according to the answers obtained.</p>	<p>1.1. Continue support for care responsibilities (care for children and other dependents) and parental leave policies:</p> <ul style="list-style-type: none"> - Permits for the birth of a child or the death or serious illness of a relative up to the second degree of consanguinity or affinity. - Permit for adoption, for guardianship for the purpose of adoption, or fostering, both temporary and permanent. - Permission for the birth of premature children or those who for any other reason must remain hospitalized after delivery. - Nursing leave for a child under twelve months. They will be entitled to one hour of absence from work that they can divide into two fractions. This right may be replaced by a reduction in the normal working day by half an hour at the beginning and at the end of the working day, or by one hour at the beginning or at the end of the working day. - Permission for the direct care of someone under twelve years of age, an elderly person who requires special dedication, or a person with a disability who does not perform paid activity, will have the right to reduce their weekly working hours.



Specific Objectives	Diagnostic Information	Actions
		<p>- Leave due to gender-based violence against female officials. The lack of attendance of civil servants who are victims of gender-based violence will be considered justified.</p> <p>1.2. Maintain flexibility in working hours in accordance with the provisions of the Canarian Civil Service Act:</p> <ul style="list-style-type: none"> - Variable schedule: the variable part of the schedule will cover the time of the day not fulfilled in the fixed part, and may be fulfilled between 7:00 and 9:00 a.m. and between 2:00 p.m. and 5:00 p.m. During the summer period and other dispensations, the fixed part will be twenty hours per week, at a rate of four hours per day, between 9:00 a.m. and 1:00 p.m. and the flexible part between 7:00 a.m. and 9:00 a.m. and between 1:00 p.m. and 4:00 p.m. - Flexibility of the fixed part of the schedule for reconciling work and family life and for reasons of gender violence. In the cases of public employees who are in charge of elderly people, children under 12 years of age or people with disabilities, as well as those who are in direct charge of a family member with a serious illness up to the second degree of consanguinity or affinity, they may request make the fixed part of the schedule more flexible by one hour a day, and in any case must comply with their weekly shift.



Specific Objectives	Diagnostic Information	Actions
		<p>- Public employees who are victims of gender-based violence will have the right to a reduction in the working day, with a proportional reduction in remuneration, or the reorganization of working time, through the adaptation of the schedule.</p> <p>1.3. Reintegration of workers after career interruptions.</p> <p>Labor personnel (Royal Legislative Decree 2/2015, of October 23, approving the Consolidated Text of the Workers' Statute):</p> <ol style="list-style-type: none"> 1. Forced leave of absence: The worker has the right to reserve the job. 2. Voluntary leave of absence: There is a preferential right to reinstatement in vacancies of the same or similar category for the worker who was on voluntary leave of absence. 3. Leave of absence to care for children or family members: During the first year, the worker will have the right to reserve the job. <p>Civil servant personnel (EBEP and LFPC): Re-entry into active duty for civil servants who are in a situation of:</p> <ol style="list-style-type: none"> 1. Forced leave of absence. 2. Voluntary leave: <ol style="list-style-type: none"> a. Public officials when they are in a situation of active service in another body or scale of any of the Public



Specific Objectives	Diagnostic Information	Actions
		<p>Administrations, or begin to provide services in organizations or entities of the public sector.</p> <p>b. Officials who cease in the situation of special services.</p> <p>c. Officials who are on leave to attend to the care of a child, counting from the date of the child's birth.</p> <p>1.4. Support and advice on Reconciliation of Work Life and Organizational Culture. Development of training activities promoted by the work center aimed at all staff based on information on existing rights, positive aspects and areas for improvement, as well as possible unconscious biases that may influence the institutional culture regarding this axis.</p>
<p>2. Gender balance in leadership and decision making.</p> <p>Establish the appropriate measures so that there is equality between women and men in</p>	<p>The Management Centre and the ACIISI show a balanced staffing table (table a) in terms of the ratio of women and men with a tendency to favour the female gender.</p> <p>A working group for equality has been set up in the General Technical Secretariat of the Regional Ministry of Economy, Knowledge and Employment to which the Management Centre is attached.</p> <p>In terms of its external work, the ACIISI carries out several initiatives that promote the leadership and visibility of women in research:</p> <p>Women for Africa Foundation Grant. The project is part of</p>	<p>2.1. Try to attend to the principle of balanced presence of women and men in the appointments and designations of the positions of the management team of the management center. Incorporate training and experience in gender equality among the selection criteria.</p> <p>2.2. Joint contracting tables: representatives of the ACIISI will have a joint participation in the contracting tables and other selection and evaluation commissions of the lines developed by the programs.</p> <p>23. Analysis of the possible conscious or unconscious barriers that exist in the selection, promotion or hiring</p>



Specific Objectives	Diagnostic Information	Actions
<p>leadership and decision-making (participation, representation, training and recognition) in conditions of equity, preventing, identifying and eliminating, if any, existing gender gaps.</p>	<p>the "Ellas Investigan" programme. Pioneers in the development of the Miniferias de la Ciencia y la Innovación in the Canary Islands and the "Women and Girls in Science" programme. Translated with www.DeepL.com/Translator (free version)</p>	<p>to ensure the representation of women in leadership and decision-making positions: structural, institutional and individual through the development of training activities aimed at responsible personnel.</p> <p>2.4. Stimulate and give recognition to the presence of women in research and innovation teams and promote the development of content in research and technology created by women, incorporating evaluation phases that grant an additional score of 0.2 points to those projects led by women, as well as those others, in which the representation of each of the sexes in the work team is not less than 40% of the total number of members.</p> <p>2.5. Continue granting grants for the training of women researchers in research centers in the Canary Islands, such as the Women for Africa Foundation.</p>
<p>3. Gender equality in hiring and career progression. Implement the necessary measures to prevent and act, if any, against</p>	<p>In the Canary Islands, the total number of employed women does not reach 40% in 2019-2020. The organizational structure of the ACIISI (Table b) is unbalanced in terms of the ratio of women and men, represented by 66% of women in the workforce and a greater representation of women in all age ranges (Table c). On the other hand, there has always been a man in management when most of the staff are women. In the following orders, criteria that favor the hiring of women</p>	<p>3.1. Include in the call application forms a specific field to collect whether the company or institution has an equality plan and a declaration of responsibility in the case of companies with more than 50 workers required by law.</p> <p>3.2. Include in the external audits aimed at the institutions that receive funds that they have to comply with the current legislation on equality and accredit it: depending on whether more than 50 workers is a voluntary or mandatory equality plan and remuneration</p>



Specific Objectives	Diagnostic Information	Actions
<p>discrimination based on sex in hiring and professional promotion, guaranteeing gender equality.</p>	<p>are included in the regulatory bases of subsidies:</p> <p>ORDER of July 14, 2016, which approves the regulatory bases for the granting of subsidies for the incorporation of innovative personnel into the productive fabric. (BOC No. 142 of 07/27/2016). Base 9.- Application evaluation criteria and Base 15.- Obligations of the beneficiary entities.</p> <p>ORDER of July 7, 2020, which approves the regulatory bases for the granting of subsidies for the Catalina Ruiz postdoctoral research staff training program. (BOC No. 147 of 07/22/2020). Base 9.- Concession procedure, Base 19.- Researcher requirements, Base 23.- Subsidy justification.</p> <p>The staff surveyed stated:</p> <ul style="list-style-type: none"> - 5% consider that there is a slight preference towards women when hiring and 21% who do not know. - When promoting, 5% consider that men are actually preferred and 26% do not know. - Regarding salaries and bonuses, 10% affirm that they prefer men and 31% that they do not know. - In the allocation of scholarships at the national level, 5% consider that women are preferred and 42% that they do not know, and at the international level, 5% that women are preferred and 52% that they do not know. <p>The number of men and women hired by other institutions or companies within the framework of the contracts or grants of</p>	<p>record disaggregated by sex.</p> <p>3.3. Continue collecting and analyzing disaggregated data on men and women hired by financed institutions and companies to identify possible gender gaps e.g. Recruitment of doctors.</p> <p>3.4. Continue to include in the regulatory bases of subsidies and all calls for funding with public funds for R&D&i, criteria that favor the hiring of women through positive discrimination measures: eg. CIDE DIGITAL (number of newly hired people, particularly women (up to 15 points)).</p>



Specific Objectives	Diagnostic Information	Actions
	<p>funds granted by the ACIISI are not known to know if there are discriminatory gaps or not.</p> <p>In addition, a lack of information has been detected in the following aspects:</p> <ul style="list-style-type: none"> - Personnel dedicated to innovation, areas in which they carry out their activity and professional categories they occupy. - Presence of women and men in scientific and outreach events by fields or themes. - Personal speaker or facilitator of scientific and dissemination events by areas or themes. 	
<p>4. Integrate the gender dimension in research and teaching content.</p> <p>Include the gender perspective in research actions, educational and communicative content,</p>	<p>An analysis is not being carried out from the gender perspective of the contents of the research or materials that are being financed.</p> <p>The ACIISI develops different financing programs and actions that already integrate the gender dimension in their development, for example:</p> <p>Hiring measures for external agents:</p> <p>Assessment criteria in the award of contracts: A positive assessment criterion for gender equality is incorporated in the Administrative Clauses (PCA), for example, the last selection criteria used in the PCA for contracting related services with the Digital Agenda and the new Smart</p>	<p>4.1. Guarantee the dimension of gender equality in the contents of all R&D projects that are supported.</p> <p>Include in the funding application forms a section where the gender perspective of the content of the research and the differentiated expected impact are collected. The promotion and dissemination of research includes the gender dimension and define the monitoring and evaluation mechanisms.</p> <p>4.2. Guarantee gender equality in the award of public contracts.</p> <p>Continue with the incorporation in the Administrative Clauses of an assessment criterion for gender equality in the award of contracts: assessment of the gender</p>



Specific Objectives	Diagnostic Information	Actions
<p>identifying and eliminating all sexist biases and stereotypes, if any</p>	<p>Specialization Strategy (S4).</p> <p>In the execution of the contract: The PCA establishes special conditions for the execution of the contract of a social, ethical, environmental nature and includes gender equality.</p> <p>In the justification or evaluation of compliance with the contract: To date, no measures had been established.</p> <p>Measures implemented in the Grants granted by the ACISII.</p> <p>-In the selection: different actions that include the gender dimension in their regulatory bases and/or assessment criteria.</p>	<p>equality criterion with up to 5 points the commitment to promote equality between men and women in the execution of the this contract, and specifically in tasks that are not of a merely administrative nature. In addition, it is established in accordance with art. 202 of Law 9/2017, of November 8, on Public Sector Contracts-Special conditions for execution of the contract of a social, ethical, environmental or other nature: "The contractor must meet the following conditions: - Eliminate the inequalities between men and women in said market, favoring the application of measures that promote equality between women and men at work. - Promote the greater participation of women in the labor market and the conciliation of work and family life.</p> <p>4.3. Verify through the reports that the projects supported with funding have been implemented from a gender perspective, identifying possible gender gaps and establishing the appropriate mechanisms to eliminate them, if any.</p>
<p>5. . Measures against gender violence, including sexual harassment.</p> <p>Ensure the</p>	<p>The Government of the Canary Islands has a protocol against workplace harassment that includes sexual or gender-based harassment in force, no training has been carried out in this regard in the ACIISI recently.</p> <p>The actions regarding harassment that the participants in the survey stated that have occurred are the following:</p>	<p>5.1. Keep ACIISI staff informed about the protocol for action in situations of harassment in the workplace of the Public Administration of the Autonomous Community of the Canary Islands in force through a mailing on where they can access the document and training aimed at all the staff.</p> <p>5.2. Continue including in the bases of subsidies and in the specifications the necessary compliance with</p>



Specific Objectives	Diagnostic Information	Actions
<p>necessary measures to prevent, identify and act against sexist violence, if any, including sexual and gender-based harassment in the institutional sphere of the ACIISI.</p>	<p>Inappropriate comments regarding appearance or clothing Inappropriate comments about skills and competencies Inappropriate and unfair criticism humiliation and degradation Calls, emails, text messages, photos or videos with sexual subtitles Verbal, non-verbal, psychological threats or physical abuse</p> <p>Measures are in place to support victims of gender violence through social clauses in hiring.</p> <p>There is no data regarding whether or not the institutions that receive funds have a protocol against sexual and gender-based harassment (mandatory for entities with more than 50 workers and to be assessed in the case of those with smaller staff in which case is voluntary).</p>	<p>European regulations related to support for the hiring of women victims of sexist violence.</p> <p>5.3. Continue to include in external audits aimed at institutions that receive funds the obligation to comply with current legislation on equality and specifically to approve and apply a protocol for prevention and action against sexual and gender-based harassment.</p>
<p>6. Budgets with a gender approach: Carry out the programming, collection and monitoring of data</p>	<p>The analysis of gender impact in the budgets is mandatory and is not being carried out in the ACIISI.</p> <p>According to the 2022 gender analysis sheet and assessment of budget programs. 463B Research and innovative human capital prepared by the ACIISI:</p> <ul style="list-style-type: none"> - There is difficulty in assessing inequalities since reliable data is not available on some aspects such as the presence of men and women in decision-making positions, both in 	<p>6.1. Maintain in applications for grants and aid a field of the applicant disaggregated by sex and prepare reports on the budgets granted to men and women. For example, predoctoral and postdoctoral contracts as pilot initiatives.</p> <p>6.2. Review specific data disaggregated by sex from the last calls granted to see if there are gender gaps (2020-2025)</p>



Specific Objectives	Diagnostic Information	Actions
<p>disaggregated by sex, including specific indicators for measuring budget allocation and gender impact (how much it benefits men or women and the reduction of existing gaps) of strategies, plans, programs, calls and projects that are financed by public funds.</p>	<p>research policy and in companies or entities linked to the activities R&D</p> <p>Participation is taking place in the Working Group on Gender Equality in R&D&I Funds, held by the R&D&I Policy Network of the Ministry of Science and Innovation, the Ministry of Finance and the Autonomous Communities.</p> <p>Gender reports have been prepared for the annual budgets (See Annex 1)</p>	<p>6.3. Create a dashboard with indicators disaggregated by sex with all the data collected in the application for all subsidies, carry out analyzes and proposals for possible corrective measures, if applicable.</p> <p>6.4. Continue participating in the gender equality working groups on behalf of the ACIISI R&D&I funds and policies.</p> <p>6.5. Include specific objectives in programs related to the promotion of gender equality: Example: promote the inclusion of the gender perspective as a transversal category in science, technology and innovation, as well as a balanced presence of women and men in all the areas of the science technology and innovation system.</p>
<p>7. Inclusive and non-sexist institutional communication.</p>	<p>Not all staff know the existing instruments in the entity: manual and advisory service. Inclusive and non-sexist communication reviews are being carried out on the documents, although not on all of them.</p> <p>Institutional communication: Inclusive language and images in ACIISI communication, existence of a GOBCAN manual, contact telephone number.</p>	<p>7.1. Gender-sensitive guidelines for communication are disseminated and implemented: manual of the Government of the Canary Islands and existing advice service through contact telephone.</p> <p>7.2. Carrying out a language review from a gender perspective: web, social networks, internal and external communications to identify areas for improvement in</p>



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Specific Objectives	Diagnostic Information	Actions
<p>Guarantee that all external and internal communication is carried out with inclusive language and free of content and/or images that include sexist stereotypes.</p>	<p>https://www3.gobiernodecanarias.org/noticias/el-personal-del-gobierno-cuenta-con-un-nuevo-espacio-de-consulta-y-recursos-audiovisuales-para-comunicar-en-igualdad/</p> <p>Legality reports are carried out by the General Technical Secretariat of the Ministry, correcting the language in the wording of the Order proposals:</p> <p>Incorporation of the Name of Relevant Scientific Women in the actions financed by the ACIISI.</p> <p>With a view to promoting it in the financed institutions, it is included in some of the instruments described above that integrate the gender dimension in their bases and assessment criteria².</p>	<p>order to use inclusive visual and textual communication.</p> <p>7.3. Continue naming performances in honor of women scientists</p> <p>7.4. Continue activities on women and girls in science through mini-fairs.</p> <p>7.5. Continue including the gender dimension in relation to inclusive and non-sexist communication and advertising in the bases and criteria for assessment.</p>

². See 3.4.



Action No.	Content area	<u>Issue to be addressed/evidence (specific objective)[1]</u>	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
1	Work-life balance and organisational culture	Maintain an organizational culture that allows the effective reconciliation of personal and work life for the entire ACIISI staff through support for self-care and care responsibilities towards minors and other dependents.	1.1.	2022-2026	Head of ACIISI	Number of people disaggregated by sex who have requested the permit and have been granted it/ All the people who have requested it and meet the legal requirements are granted it.			
			1.2.	2022-2026	Head of ACIISI	Number of people disaggregated by sex who have requested the permit and have been granted it/ All the people who have requested it and meet the legal requirements are granted it			



Action No.	Content area	Issue to be addressed/evidence (specific objective)[1]	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
			1.3.	2022-2026	Head of ACIISI	Number of people disaggregated by sex who have requested the permit and have been granted it/ All the people who have requested it and meet the legal requirements are granted it.			
			1.4.	2022-2026	Head of ACIISI	Number of training days and number of attendees, perhaps they should be included for the entire CECE/At least 3 days are held with 75% of the staff attending.			



Action No.	Content area	<u>Issue to be addressed/evidence (specific objective)[1]</u>	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
2	Gender balance in leadership and decision-making	Establish the appropriate measures so that there is equality between women and men in leadership and decision-making (participation, representation, training and recognition) in conditions of equity, preventing, identifying and eliminating, if any, existing gender gaps.	2.1.	2022-2026	Head of ACIISI	Number of men and women representing the ACIISI at the public contracting tables.			
						Number of ACIISI representatives at public procurement tables with training and/or experience in gender equality			
						R. There is parity in the representation of the ACIISI in the public contracting tables.			



Action No.	Content area	Issue to be addressed/evidence (specific objective)[1]	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
						R. All the ACIISI representatives in the public contracting tables have training and/or experience in gender equality.			
			2.2.	2022-2026	Head of ACIISI	Equal number of men and women on the scorecard. Number of people appointed with training and experience in gender. R. Parity is maintained on the scorecard. R. They increase the number of designated people with training and experience in gender.			



Action No.	Content area	Issue to be addressed/evidence (specific objective)[1]	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
			2.3.	2022-2026	Head of ACIISI	Number of training days and number of attendees, perhaps they should be included for the entire CECE/At least 3 days are held with 75% of the staff attending.			
						Number of projects approved for the third sector to promote women researchers			
			2.4.	2022-2026	Head of ACIISI	Number of R&D&I projects granted to women and company projects led by women with respect to the total.			
						R. The number of R&D&i projects granted to women and company projects led by women is maintained or increased			



Action No.	Content area	Issue to be addressed/evidence (specific objective)[1]	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
						with respect to the total.			
			2.5.	2022-2026	Head of ACIISI	Number of women beneficiaries of financing R. The financing granted to the third sector for the promotion of women researchers and the number of women beneficiaries of the financing is maintained.			
3	Gender equality in recruitment and career progression	Implement the necessary measures to prevent and act, if any, against discrimination based on sex in hiring and professional promotion, guaranteeing gender equality.	3.1.	2022-2026	Head of ACIISI	Number of companies and institutions that have a voluntary/mandatory equality plan compared to the total number of those that have been presented.			
						Number of companies that deliver the responsible statement compared to the total.			



Action No.	Content area	Issue to be addressed/evidence (specific objective)[1]	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
			3.2.	2022-2026	Head of ACIISI	Number of audits that include information on the obligation to comply with equality legislation: remuneration record + equality plan			
						Number of companies that accredit it + 50 workers -50 workers on a voluntary basis.			
			3.3	2022-2026	Head of ACIISI	R. There is a registry			
						Number of men and women hired by the companies or institutions financed			
			3.3	2022-2026	Head of ACIISI	Number of women and men beneficiaries of the financing			
						R. There is a registry to be able to assess and address possible gender gaps and prepare more			



Action No.	Content area	<u>Issue to be addressed/evidence (specific objective)[1]</u>	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
						inclusive budgets.			
			3.4.	2022-2026	Head of ACIISI	Number of R&D&I projects granted to women and company projects led by women with respect to the total.			
						R. The number of R&D&i projects granted to women and company projects led by women is maintained or increased with respect to the total.			
4	Integrating the gender dimension into research and teaching content	Include the gender perspective in research actions, educational and communicative content, identifying and eliminating all sexist biases and stereotypes, if any.	4.1.	2022-2026	Head of ACIISI	Number of R&D&i projects granted whose content contemplates the gender dimension.			
						A. The number of R&D&I projects whose content includes the gender dimension is maintained or increased.			



Action No.	Content area	Issue to be addressed/evidence (specific objective)[1]	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
			4.2.	2022-2026	Head of ACIISI	Number of awarded companies that have a voluntary/mandatory equality plan compared to the total number of those that have been presented.			
						Number of awarded companies that deliver the responsible statement compared to the total.			
			4.3.	2022-2026	Head of ACIISI	Number of funded projects implemented from a gender perspective.			
						R. The number of projects implemented from a gender perspective is maintained or increased			



Action No.	Content area	<u>Issue to be addressed/evidence (specific objective)[1]</u>	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
5	Measures against gender-based violence, including sexual harassment	Ensure the necessary measures to prevent, identify and act against sexist violence, if any, including sexual and gender-based harassment in the institutional sphere of the ACIISI.	5.1.	2022-2026	Head of ACIISI	Number of training sessions given to ACIISI staff during the period of validity of this Equality Plan			
						R. Achieve the widest possible dissemination of these measures			
			5.2.	2022-2026	Head of ACIISI	Number of financial actions that contain references to compliance with regulations related to support for victims of gender violence			
	R. The number of financial actions that comply with it is maintained or increased.								
			5.3.	2022-2026	Head of ACIISI	Number of entities/individuals benefiting from the funding actions that			



Action No.	Content area	<u>Issue to be addressed/evidence (specific objective)[1]</u>	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
						apply a protocol against sexual and gender-based harassment.			
						R. The number of beneficiary entities/persons that have this protocol is increased.			
6.	Budgets with a gender approach	Carry out the programming, collection and monitoring of data disaggregated by sex, including specific indicators for measuring budget allocation and gender impact (how much benefits men or women and the reduction of	6.1.	2022-2026	Head of ACIISI	Annual budget granted to men and women.			
						R. Keep track of budget items disaggregated by sex.			
			6.2.	2022-2026	Head of ACIISI	Number of men and women beneficiaries of each action during the period 2020 – 2025			
						R. Identify gender gaps.			



Action No.	Content area	<u>Issue to be addressed/evidence (specific objective)[1]</u>	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
		existing gaps) of strategies, plans, programs, calls and projects that are financed by public funds.	6.3.	2022-2026	Head of ACIISI	Implementation of the scorecard			
						R. Have a control panel that allows the visualization and analysis of the information from the historical data.			
			6.4	2022-2026	Head of ACIISI	Number of working groups in which ACIISI participates			
						R. Increase the number of ACIISI personnel that participate in these working groups.			
			6.5.	2022-2026	Head of ACIISI	Number of programs promoting gender equality.			
						R. Maintain/increase the number of programs of this type.			



Action No.	Content area	<u>Issue to be addressed/evidence (specific objective)[1]</u>	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
7.	Inclusive and non-sexist Institutional Communication.	Guarantee that all external and internal communication is carried out with inclusive language and free of content and/or images that include sexist stereotypes.	7.1.	2022-2026	Head of ACIISI	Number of training pills disseminated aimed at gender awareness.			
						R. Increase gender awareness.			
			7.2.	2022-2026	Head of ACIISI	Percentage of reviewed publications that do not contain inclusive language.			
						R. Identify non-inclusive language in posts			
			7.3.	2022-2026	Head of ACIISI	Number of performances in tribute to scientific women			
						R. Increase/maintain the number of performances honoring women scientists			
			7.4	2022-2026	Head of ACIISI	Number of mini-fairs held on women and girls in science			



Action No.	Content area	Issue to be addressed/evidence (specific objective)[1]	Action	Start/end date	Responsibility	Impact assessment	Success stories	Problems encountered during implementation	Strategies to solve the problem
						R. Increase/maintain the number of this type of mini-fairs.			
			7.5.	2022-2026	Head of ACIISI	Number of actions in which compliance with inclusive and non-sexist communication and advertising is verified.			
						R. Increase/maintain compliance with this measure.			



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5. **GEP monitoring, reporting and assessment**

The ACIISI is committed to monitoring and periodically reporting on the implementation of the GEP through the following actions:

- The ACIISI will carry out a six-monthly follow-up of the implementation of the measures defined in this plan.
- Guarantee of update of data registry that is visualized in the dashboard. Every 6 months.
- Periodic checks of the value of the indicators to assess the scope of the pre-set objectives. In case of deviation, how to establish adequate mechanisms to compensate it.
- Preparation of annual monitoring and evaluation report.

The people responsible for monitoring and evaluating the gender equality plan of the ACIISI are the members of the institutional equality commission and the person in charge of the allocation and monitoring of human and financial resources is the Head of the ACIISI Area.

- Antonio López, Head of ACIISI Area.
- Guzmán Palacios Arazuri, Head of the R&D Support Service.
- Patricia Oramas Gallar, Head of Section of the ACIISI Coordination Area.
- Javier Roo, Responsible for R&D&I Projects.
- Patricia Jiménez López, Senior Technician ACIISI.
- Guendolina Martin Diaz. Responsible for communication.
- Carmen Sanchez Lopez. Head of Business.
- Carmen Alonso. Computer technique.
- Asuncion Jimenez. General Director of Labor (GC).
- Teresa Barroso. General Sec. Technical TF.

6. **Dissemination strategy of the GEP**

This document will be distributed as follows:

- It will be published on the institution's website. The published Gender Equality Plan must be signed by senior management.
- Awareness training will be implemented, addressing the issues of unconscious bias and/or other specific issues.
- Actions will be carried out to disseminate the Gender Equality Plan in institutional communication, both online and through the organization of public events inviting external agents and attendance at congresses or relevant events.



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7. Annex

- 1. Example of budget sheet
- 2. Example of contract specifications
- 3. Example of Call Basis