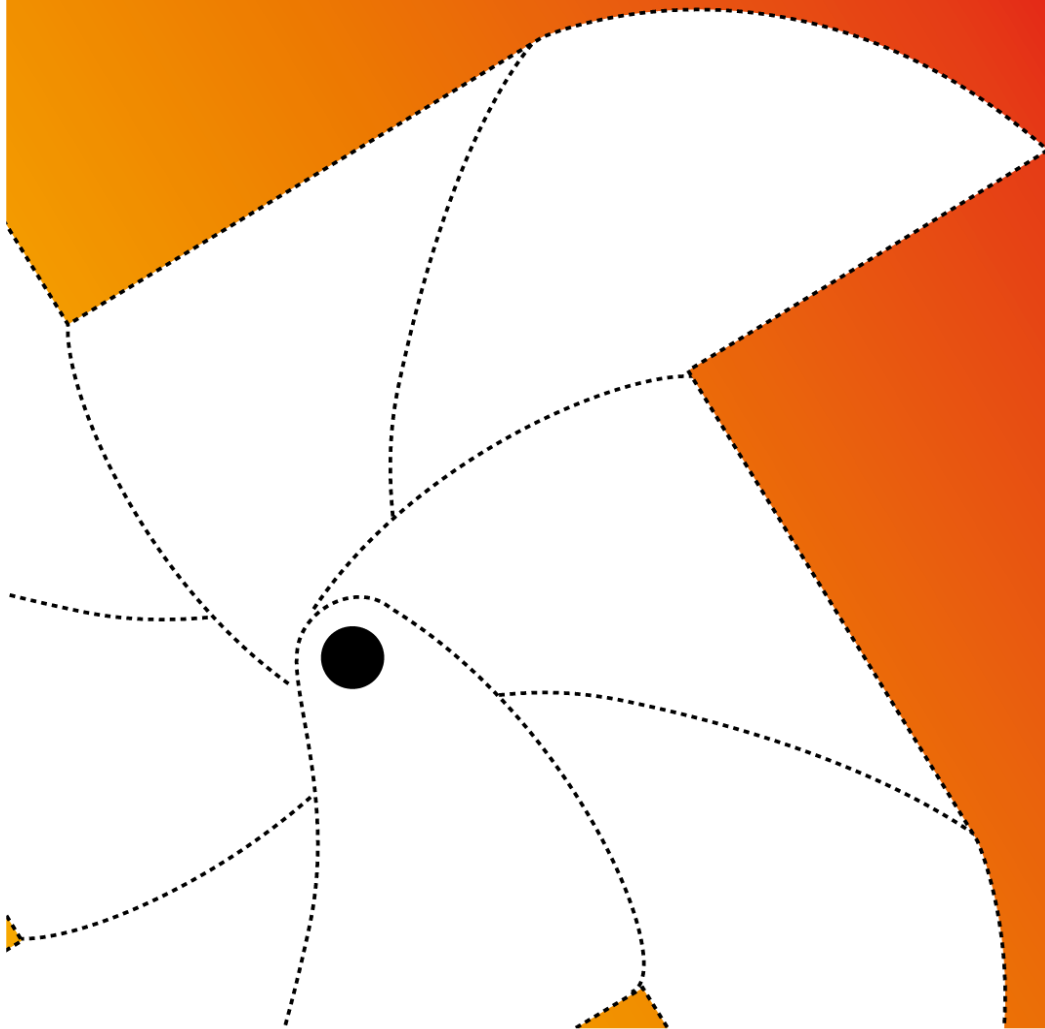


FIRST GENDER EQUALITY PLAN

2021-2024

**Of the Aragonese Agency For Research And
Development Foundation**

(ARAID)



araid

1. INTRODUCTION

The Aragonese Agency for Research and Development Foundation (ARAID), is a non-profit institution, created in 2005 by the Government of Aragon, whose main activity is the incorporation of researchers and scientists, to promote strategic research lines for Aragon.

The main activities of the Foundation, in addition to those of administrative management, can be divided into two:

- .- Selection and hiring of researchers
- .- Training and promotion of your staff

We can consider two types of personnel in relation to their work area:

- .- Administration
- .- Researchers

ARAID does not have its own research centers, so ARAID researchers carry out their work in various Aragonese institutions, centers and companies, within the research area corresponding to their field of action, and are included within the equality plans of their Centers, as far as the development of their research activities is concerned.

On the other hand, ARAID has the European HR Excellence accreditation, which guarantees compliance with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (ECRCC), in particular the commitment to achieve recruitment procedures and fair and transparent evaluation, with clear systems in which it concerns the areas of selection, hiring and training. Gender issues are included in all of these HR Excellence areas.

This accreditation has been revalidated, to date, on all the occasions that correspond temporarily, returning to carry out an audit of it, approximately, at the end of the year 2021.

2.- LEGAL FRAMEWORK AND INSTITUTIONAL COMMITMENTS

Organic Law 3/2007, of March 22, for effective equality between women and men, as well as Royal Decrees - Law 8/2019 of March 1 and Royal Decree 901/2020 of October 13, establish the obligation of the implementation of equality plans in companies with fifty or more workers, also defining the scope, content and manner of implementation and registration of the aforementioned equality plans.

Although the implementation of an equality plan in the case of the ARAID Foundation, in accordance with the previous legislation, could be delayed in time and even be voluntary, the announcement made last September (09-05 / -2020) by the Directorate General for Research and Innovation of the European Commission: "Every legal entity (public body, research center or higher education institution) must have an equality plan in force to access funding from the next Framework Program", has led the realization at this time of the ARAID Equality Plan

At the meeting of December 14, 2020, the Board of Trustees and its President ratified their commitment to carry out this Plan and its implementation (Annex I).

The only specific requirement mentioned by the Commission is the formal publication of the approved Equality Plan on the institution's website. However, it is the intention of ARAID to comply with the national legislation regarding the registration and formalization of this Plan.

3. SCOPE OF APPLICATION

The actions established in this Equality Plan will apply to all personnel and to all activities carried out at the ARAID Foundation.

4. VALIDITY

The I ARAID Equality Plan will be valid for four years, from the day following its publication on the ARAID website, always after its approval by the Foundation's Board of Trustees. However, the I Plan will remain in force until the approval of a new Plan.

5. DEPARTURE SITUATION

5.1 Description

In 2020, the ARAID staff is made up of 56 people, considering both the administrative area and the research area. Of these 56 workers, 19 are women and 37 are men.

In the area of Administration and Direction the staff is 4 people, of which 3 are women (including the director). In the case of the researchers, 16 are women and 36 are men.

Although the gender gap is evident among ARAID staff, especially in the research part, the cause is none other than the existing gap at the global level in the field of Science.

Until this year, 13 international calls have been made for the hiring of researchers in all fields of science, with a total number of applications of 739, of which 72.1% have been men (533) and 27.8 % women (206), with a total recruitment of 99 people, of which 68% (68) were men.

5.2 Diagnosis

5.2.1 Diagnostic tool

Once the initial situation is known, in order to determine the actions with repercussions and importance in the organization, the diagnosis of the situation is carried out, considering as an information and knowledge tool the survey proposed by the Institute for Women, dependent on the Ministry of Equality.

One hundred percent of ARAID staff participated in this survey. The total results of the survey, segregated by sex can be seen in Annex II

The questions have been grouped, and the results are analyzed, in 4 blocks:

Block 1: Issues related to the situation of equality

- a) Equal opportunities between women and men are taken into account.

- b) Women and men have the same access possibilities in the personnel selection process.
- c) Men and women have equal access to the training offered by the company.
- d) Promote male and female workers alike.

Block 2: Questions related to the salary situation

- a) Do you charge less than your peers?

Block 3: Questions related to the conciliation situation

- a) The reconciliation of personal and work family life is favored.
- b) The available conciliation measures are known.

Block 4: Questions related to knowledge and need of the Equality Plan.

- a) Know what to do in case of sexual harassment.
- b) Believes that an equality Plan is necessary in ARAID.

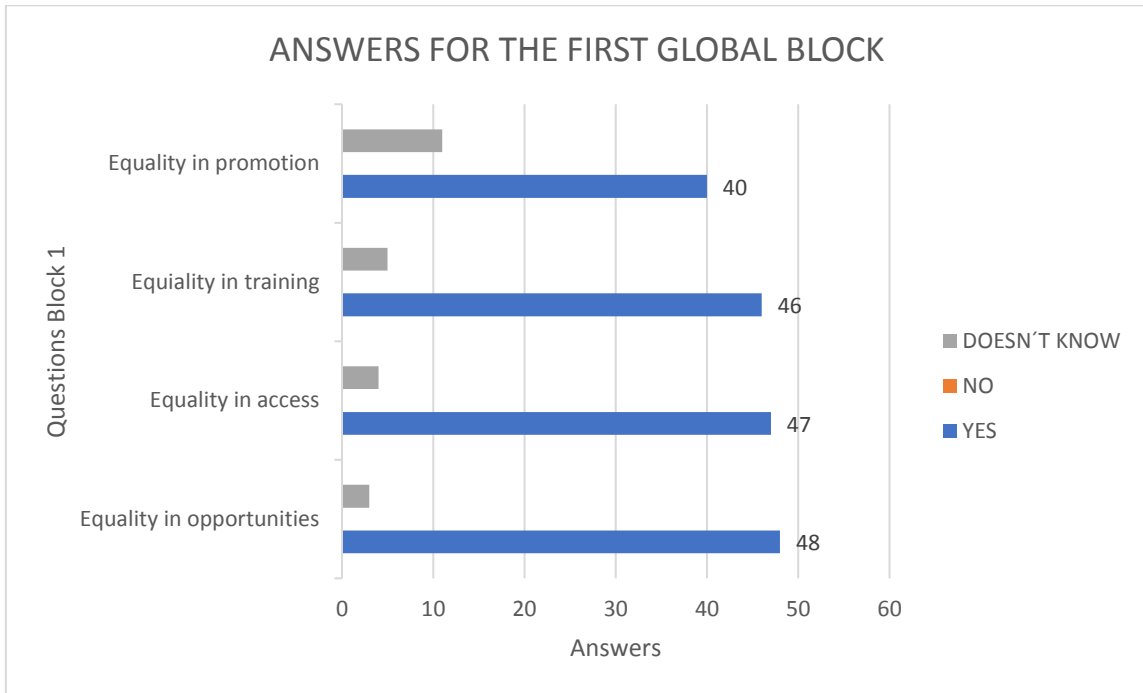
5.2.2 Results and conclusions

We will analyze the survey results for each block separately.

From the results of the first block we can draw the following conclusions:

.- The majority of ARAID staff, more than 80%, consider that there is currently equality in the possibilities of access, promotion, training and opportunities within ARAID. There is a remaining 15% who claim not to know.

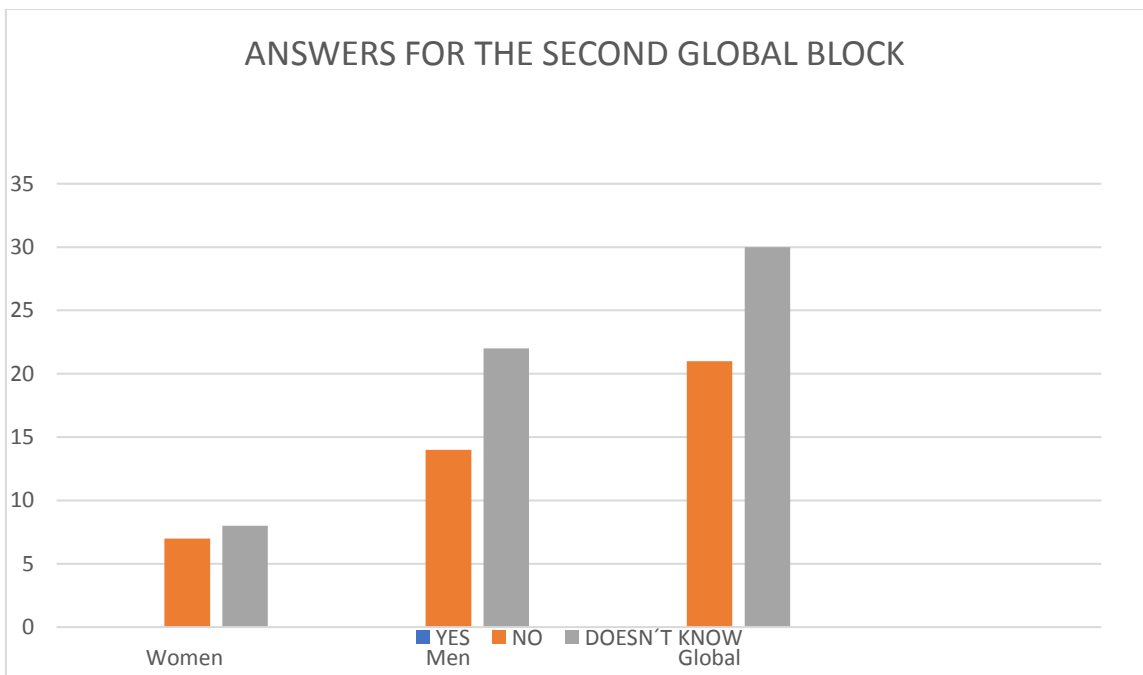
.- By sex, this percentage remains practically the same.



In the second block (salary issues) the global results indicate:

.- That 53.5% of ARAID workers consider that they charge the same as their colleagues, and the rest, 46.5%, say they do not know. It should be noted that no response was received stating that there was no equal pay.

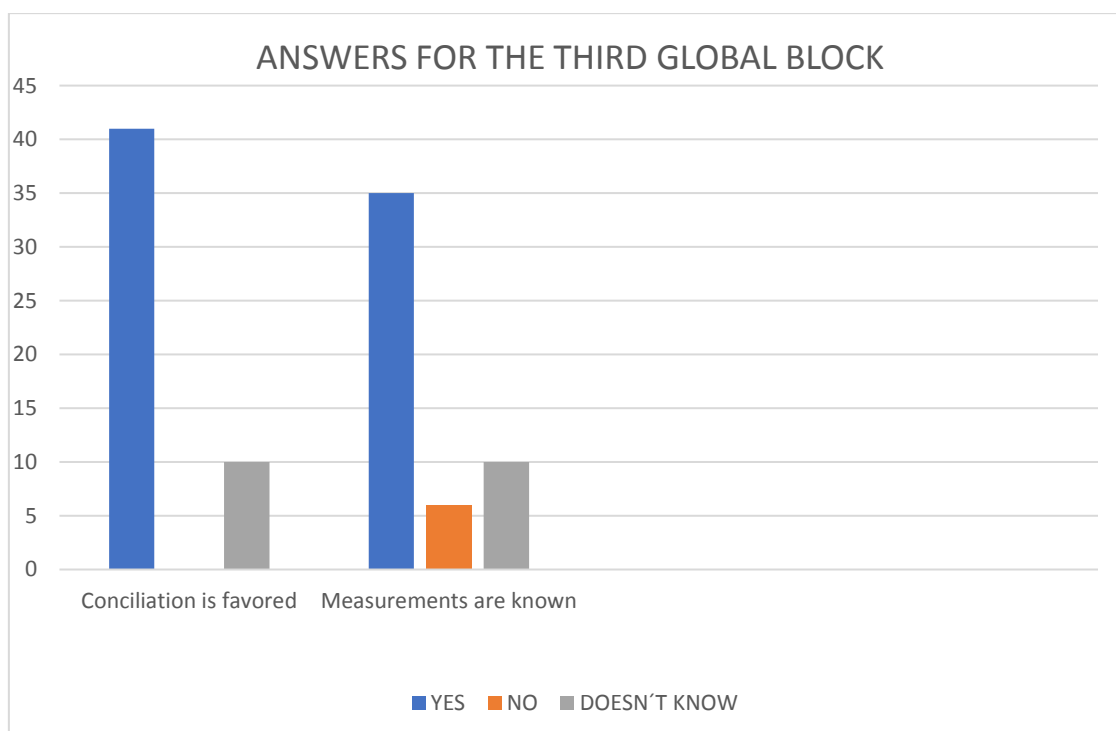
.- In the analysis by sex, this relationship is maintained.



In the third block, corresponding to the conciliation measures, it can be seen that:

.- 75% of ARAID staff acknowledge that conciliation is facilitated compared to 25% who say they do not know, and 63% say they know the conciliation measures compared to 12% who say they do not know.

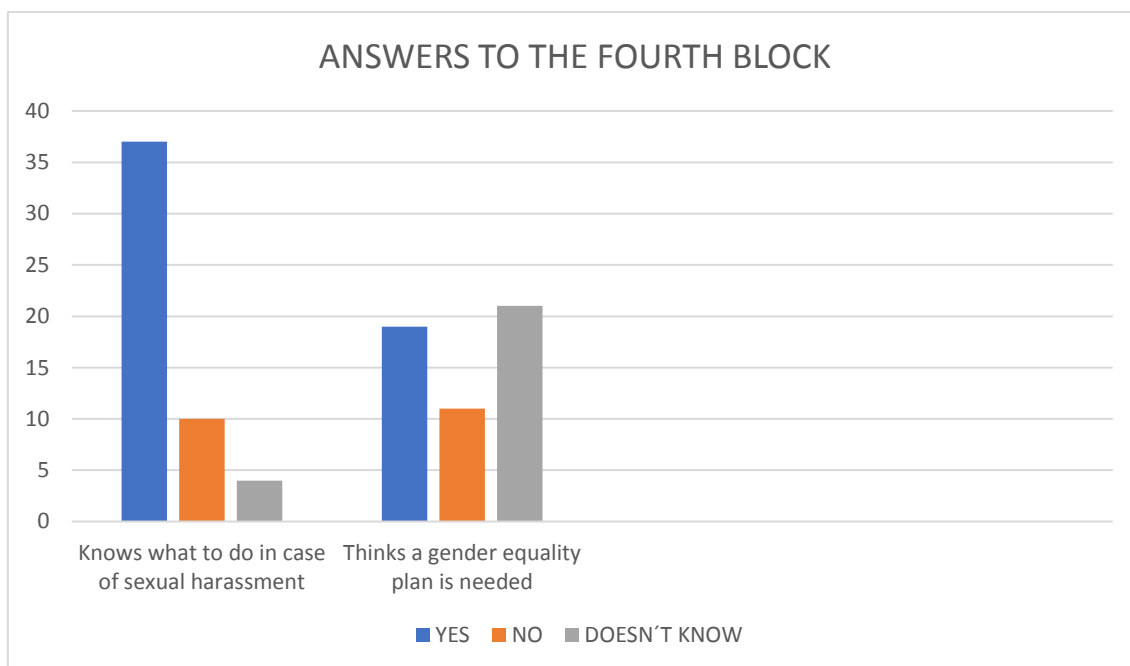
.- In the analysis by sex, 100% of the ARAID researchers say that conciliation is facilitated and 62.5% of them know the conciliation measures that are applied. In the case of male researchers, opinion decreases, and only 69% of them consider that it is favored, compared to 31% who say they do not know it. Regarding the knowledge of the applicable measures, practically the same percentage remains between men and women.



Finally, in block 4, relating to prior knowledge and the need for an Equality Plan:

.- Globally ARAID workers mostly know what to do in case of sexual harassment (66% of researchers). 30% consider an Equality Plan necessary, while 70% do not consider it necessary.

.- In the analysis by sex, 80% of the women know what to do in the event of sexual harassment, and 25% of the researchers do not consider it necessary to carry out a Plan. In the case of men, 64% would know how to act and 33% do not consider it necessary to carry out a Plan.



From the analysis of the results, as well as from the comments that have been requested in the surveys, and from the historical data of ARAID we can deduce that although, overall, **the ARAID staff considers that the issue of equality is well treated At the Foundation**, a basic aspect does appear to be considered in the Equality Plan: maintenance and improvement of information on matters that affect this issue.

6.- QUALITATIVE AND QUANTITATIVE OBJECTIVES OF THE PLAN.

6.1. General aims

1. Continue promoting gender equality in the management, selection, hiring and training of researchers.
2. Respect the principle of equal opportunities without any discrimination based on gender, race, birth, opinion or sexual orientation prevailing.

6.2. Specific objectives

1. Improve gender indicators.
2. Guarantee the balanced presence of women and men in the different committees or work commissions.
3. Transparency of salary scale.
4. Analysis and dissemination of the gender situation in ARAID.
5. Establish channels that facilitate the communication of situations of harassment of any nature or gender violence.
6. Dissemination of the equality programs and plans of the various centers where the researchers are located.
7. Prepare a list of opportunities for improvement.
8. Encourage participation in mentoring and scientific dissemination activities, offering an egalitarian view of research.

7.- SPECIFIC MEASURES, RESOURCES, MEANS AND IMPLEMENTATION TIME

In the following table you can see the proposed measures, as well as their foreseeable execution and person responsible for the issue.

AIMS	ACTIONS	EXECUTION	RESPONSIBLE
Best gender indicators	.- Ensure compliance with HR Excellency principles for the selection / recruitment of researchers.	.- In every selection processes of the Foundation.	.- Board of Trustees and Management.
Ensure balanced presence	.- Select the foreseeable committees or working groups in accordance with the principles of equality.	.- Always.	.- Management.
Salary scale transparency	.- Publication on the intranet of the salary table by research categories.	.- Year 2021.	.- Administration.
Analysis and dissemination of gender situation in ARAID	.- Report of each call on the website and intranet. .- General situation report in ARAID.	.- End of each call. .- Biannually.	.- Administration.
Establish communication channels for problem situations	.- Enable a special section on the intranet.	.- Year 2021.	.- Administration.
Dissemination of the various plans and programs	.- Enabling access to plans via telematics through the intranet.	.- Year 2021.	.- Administration.
Collection of improvement plan	.- Enabling a suggestion box on the intranet.	.- Year 2021.	.- Administration.
Encouragement of participation in dissemination activities	.- Expand collaborations with informative entities.	.- Year 2021.	.- All ARAID staff.

8. MONITORING, REVIEW AND POSSIBLE MODIFICATION OF THE PLAN

The Plan and the achievement of its objectives will be reviewed annually, both by the Board of Trustees and by the monitoring Commission created for this purpose.

The monitoring committee, given the proximity of the issues, will be the same one chosen to monitor and put into practice the principles and objectives of HR Excellency, a committee that meets all the requirements regarding gender equality.

The Commission will meet after the completion of the annual calls to verify and observe the results, both those of the specific call, as well as the overall results after its completion.

In any case, all reports, results and possible modifications must be approved by the Board of Trustees of the Foundation.

Annex I
Commitment of the Board

The Aragonese Agency For Research And Development Foundation (ARAID), through its Management Body, its Board of Trustees, and on its behalf, its President, declares its commitment to the establishment and development of policies that integrate equal treatment and opportunities among women. and men, without directly or indirectly discriminating on the basis of sex, as well as in the promotion and promotion of measures to achieve real equality within our organization, establishing equal opportunities between women and men as a strategic principle of our Policy Corporate and Human Resources, in accordance with the definition of said principle established by Organic Law 3/2007, of March 22, for effective equality between women and men.

In each and every one of the areas in which the activity of this Foundation is carried out, from selection to promotion, through salary policy, training, working and employment conditions, occupational health, organization of working time. work and conciliation, we assume the Principle of Equal Opportunities between women and men, paying special attention to indirect discrimination, understanding by this *"The situation in which an apparently neutral provision, criterion or practice places a person of one sex at a particular disadvantage with respect to persons of the other sex"*.

Regarding communication, both internal and external, all decisions taken in this regard will be reported and an image of the Foundation will be projected in accordance with this principle of equal opportunities between women and men.

The principles enunciated will be put into practice through the implementation of an Equality Plan that implies improvements with respect to the present situation, arbitrating the corresponding monitoring systems, in order to advance in the achievement of real equality between women and men. in the Foundation and by extension, in society as a whole.

Signed by the President of the ARAID Board of Trustees

Zaragoza on December 9, 2020

Annex II

Employee survey and results

Summary of the current situation

After carrying out the current ARAID staff, active, with the completion of the survey, the results are as follows.

The questions have been grouped into blocks:

Block 1: Issues related to equality

Block 2: Questions related to wages

Block 3: Questions related to conciliation

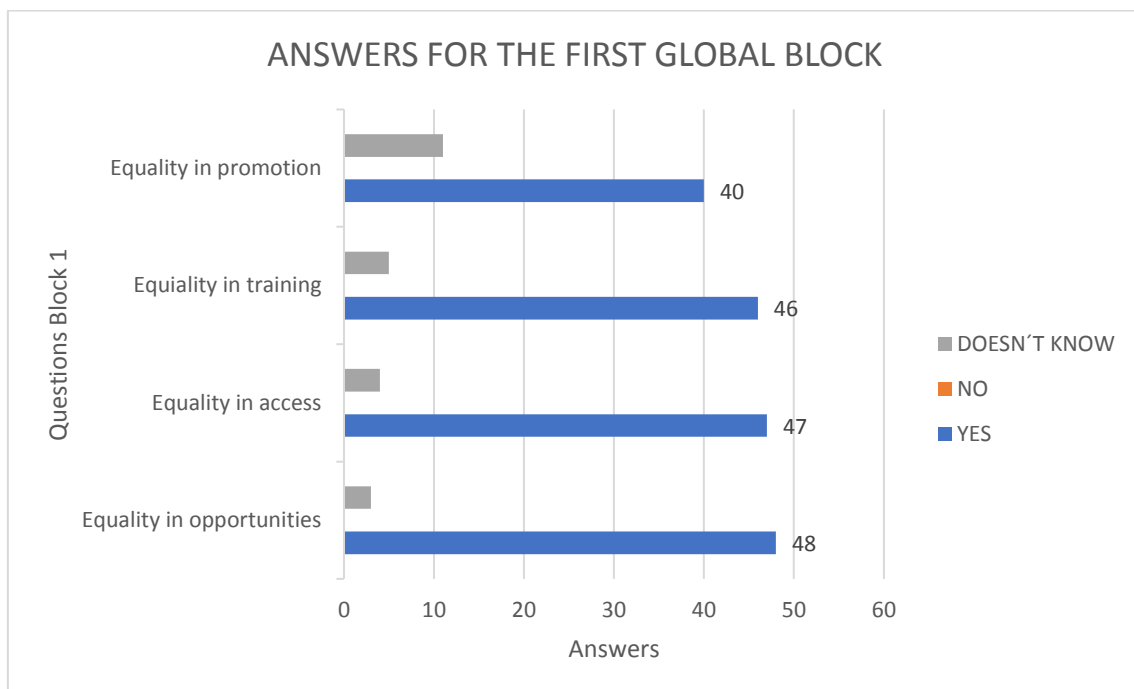
Block 4: Issues related to knowledge and need of the Equality Plan

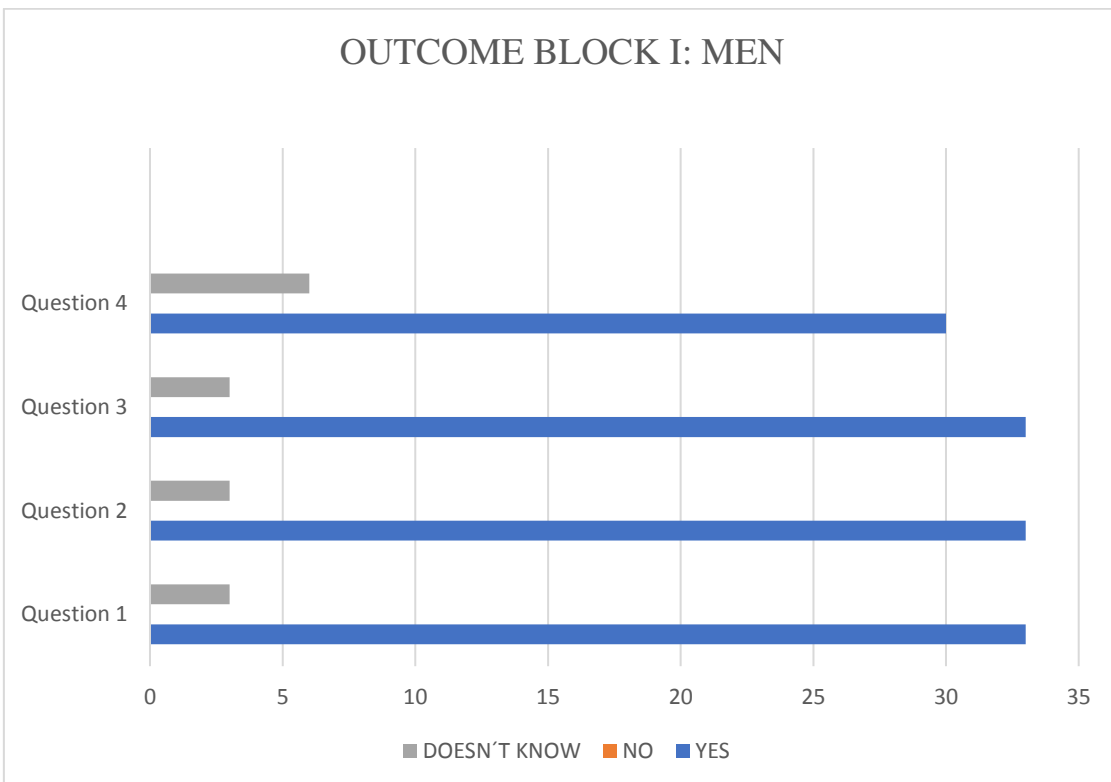
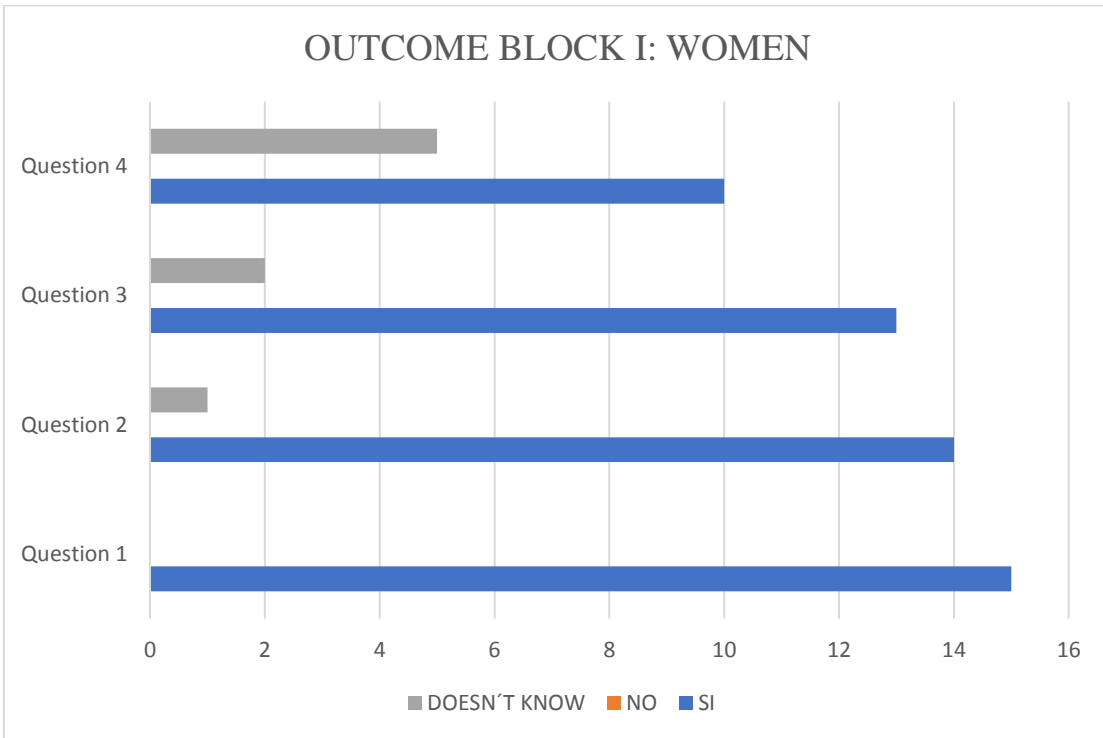
Block 1: Issues related to equality

This block includes the answers to the questions:

- e) Equal opportunities between women and men are taken into account.
- f) Women and men have the same access possibilities in the personnel selection process.
- g) Men and women have equal access to the training offered by the company.
- h) Promote male and female workers alike.

The result of the survey can be seen in the following graphs:

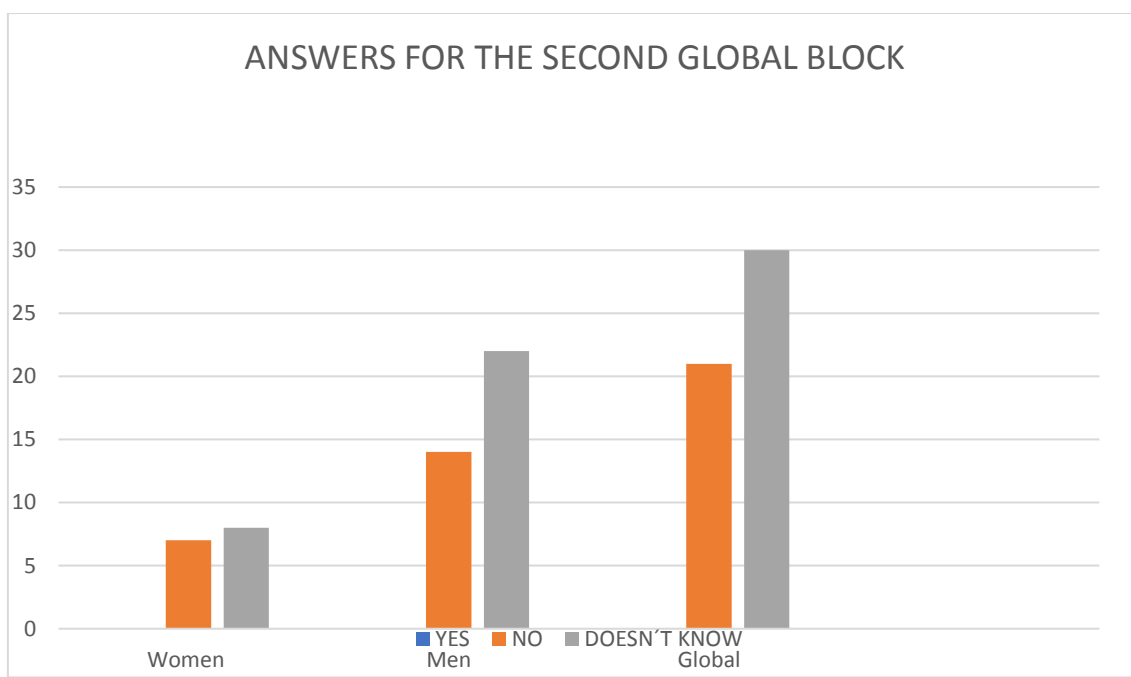




Block 2: Questions related to wages

Only one question is included in this block:

Do you charge less than your peers?

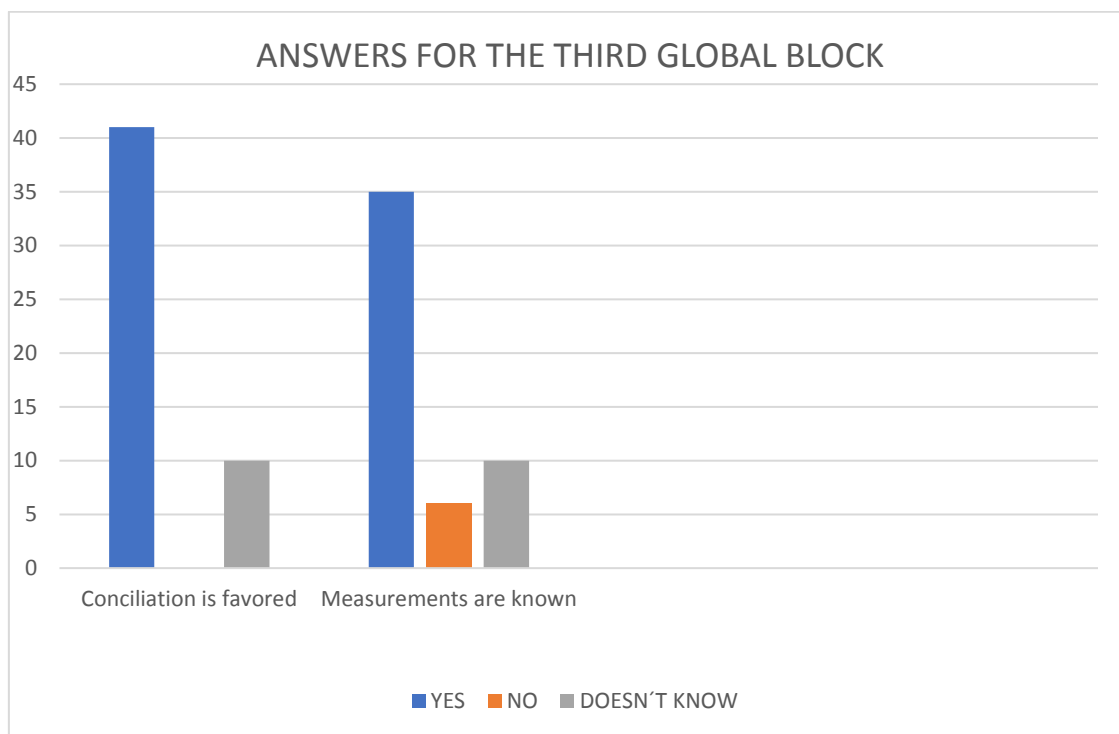


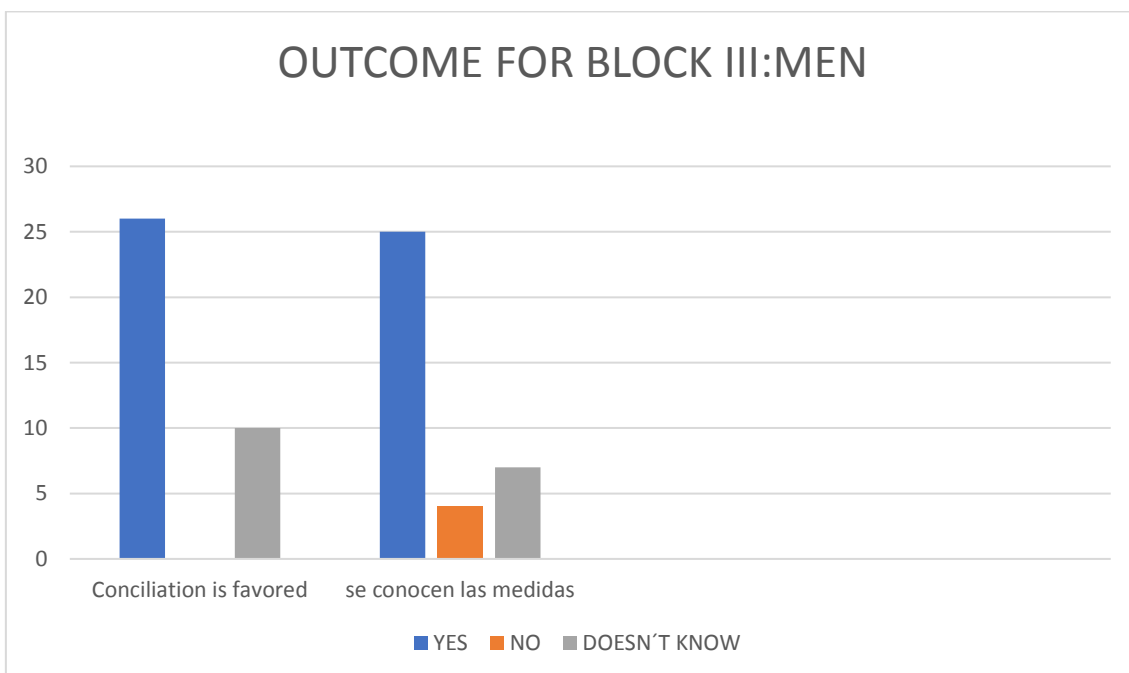
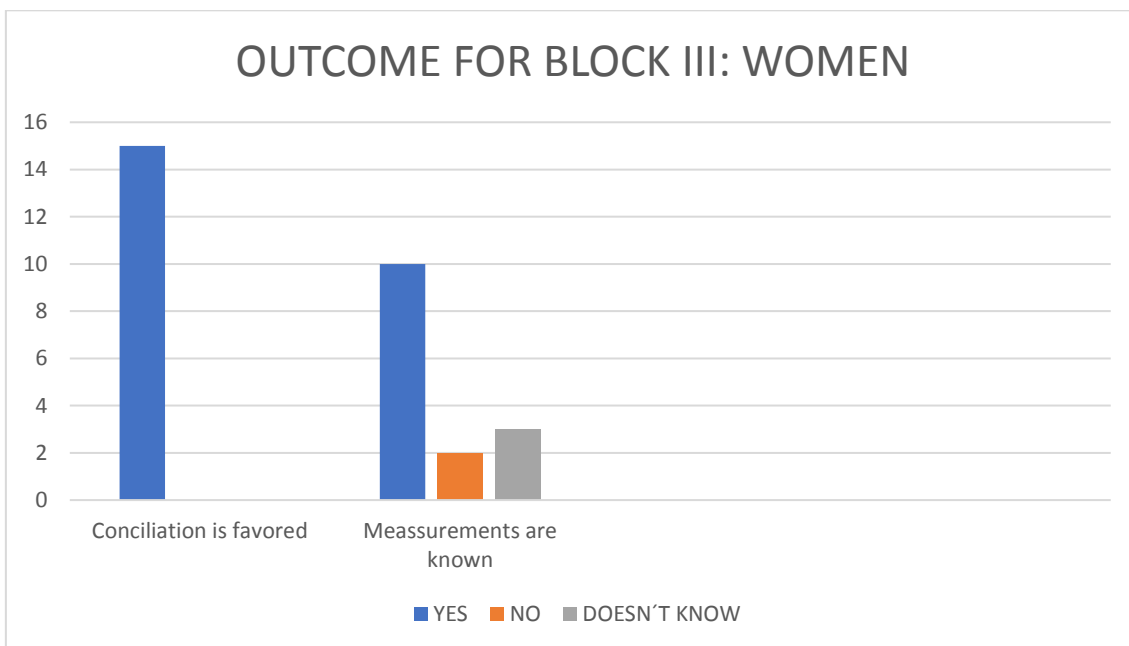
Block 3: Questions related to conciliation

This block includes the answers to the questions:

a) The reconciliation of personal and work family life is favored.

b) The available conciliation measures are known.





Block 4: Issues related to knowledge and need of the Equality Plan

