

GENDER EQUALITY PLAN

software



EXTRACT FROM THE IMDEA SOFTWARE INSTITUTE'S GENDER EQUALITY PLAN

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BASIC INFORMATION

Company name: Fundación IMDEA Software

VAT number: G84908987

Headquarters: Campus de Montegancedo s/n, Pozuelo de Alarcón, Madrid 28223

Legal status: Fundación pública

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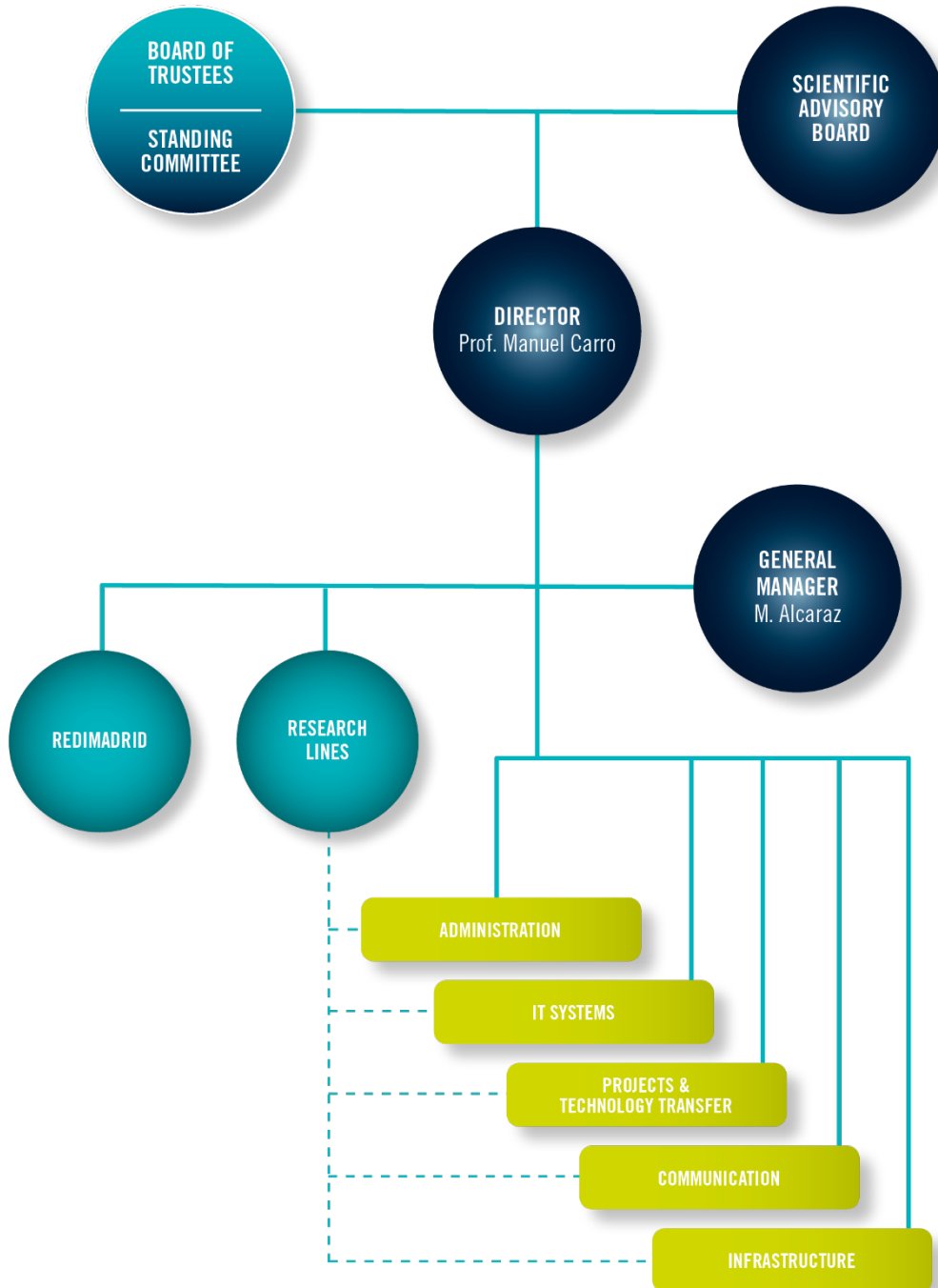
Web page: <https://software.imdea.org/>

Work centers: 1

Date of approval of the Gender Equality Plan: March 28th, 2022

GOVERNANCE

The figure below depicts the Institute's organization:



LETTER OF COMMITMENT

The Foundation fosters a tolerant, diverse, and creative working environment that is respectful of all people regardless of gender, age, ethnicity, nationality, religion, sexual orientation, language, or disability.

Likewise, the Foundation adheres to the European Charter for Researchers and Code of Conduct for the recruitment of researchers. It has obtained the HR Excellence Seal granted by the European Commission, including aspects of non-discrimination, equality, and gender.

The management considers equal opportunities for men and women to be a core principle that runs through all the Foundation's policies. The management commits to providing the necessary resources to develop and implement the equality plan, promoting balanced participation of men and women in all areas and levels and working conditions that allow a positive and enriching environment to be developed. The parties responsible for implementing the equality plan are the Equality Commission (which represents the Institute's different professional categories and is aware of the regulatory compliance system established in the Foundation) and the head of HR (responsible for preparing it and monitoring its implementation). The Equality Commission may consult with staff and request other employees to participate to analyze the initial diagnosis and choose appropriate measures.

Manuel Carro

Director

PHASES IN THE ELABORATION OF THE GENDER EQUALITY PLAN

DATA COLLECTION AND DIAGNOSIS

To draw up the Equality Plan, quantitative and qualitative data was collected on the IMDEA Software workforce for the 2021 financial year.

Below is extract of the conclusions of the diagnosis.

- Conclusions on quantitative data:

- ✓ Staff with a majority male presence (70.49%). However, the female presence at the Institute is higher than the average number of women in STEM (Science, Technology, Engineering, Mathematics) careers, and specifically in the field of Computer Science, which is a phenomenon typical of the sector in which IMDEA Software carries out its activity. According to a document prepared by the research service of the UGT trade union, "Women and Technology. Edition 2020", the presence of women in academic training related to ICT, and especially in computer-related engineering, barely reaches 15%.
- ✓ Most of the workforce is under 29 years of age (51.10%).
- ✓ Almost 40% of the workforce has been with the company for less than 1 year and 46.7% less than 3 years.
- ✓ Approximately half of the workforce is foreign.
- ✓ 90.2% of the workforce is full-time.
- ✓ At a global level, there is a salary gap of 9%, considering the fact that IMDEA SOFTWARE's staff is male-dominated (70% of the staff are men), to which we can add that higher level and higher paid positions are also male-dominated. Analyzing each position individually, the gap is very low or non-existent for most of the positions.

- Conclusions on qualitative data:

- ✓ Selection processes are based exclusively on the assessment of candidates' competences and are not gender biased.
- ✓ There are no situations of over-qualification or gender biases linked to the preparation of persons/positions.
- ✓ There are no barriers or limitations based on gender bias in the researcher's career.
- ✓ IMDEA SOFTWARE's salary policy is mainly governed by the provisions of the applicable collective bargaining agreement, as well as by the salary ranges established by the Community of Madrid for all staff at the IMDEA Institutes.
- ✓ Flexible working hours and teleworking are the main mechanisms to contribute to the organization of working time and to favor the reconciliation of personal, family, and working life. All employees are provided with the necessary devices to carry out their work remotely, including methods for registering their work time. These measures are used equally by women and men. The same applies to maternity and paternity leave.

- ✓ There are different internal communication channels at IMDEA SOFTWARE that allow vertical and horizontal communication between employees and/or between employees and the organization; some are telematic and others are personal.

SALARY AUDIT

The purpose of the salary audit is to describe how the organization responds to the legal obligations regarding salary transparency linked to the development of the Equality Plan.

- ✓ There are 14 different job positions, including the Director and Deputy Director. These positions have been determined based on 8 factors.
- ✓ The salary gap per position is shown in the table below for the cases where a comparison is possible. The salary gap is calculated as (men's pay - women's pay) / men's pay. Cases where it is not possible to make a comparison because there is only one person in the position or because there is no gender diversity are omitted.

Position	Salary Gap
Assistant Research Professor	-3%
Postdoctoral Res.	6%
Predocctoral Res.	-1%
Intern Res.	-7%
Area Manager	11%
Technician	31%
GENERAL	9%

DRAWING UP THE GENDER EQUALITY PLAN

On January 5th, 2022, the Equality Plan Negotiating Committee was set up in accordance with the provisions of Spanish legislation. It is made up of employee representatives with members from UGT (one of the largest unions in the sector), management representation, and the HR department.

On April 22nd, 2022, the Equality Plan was registered. An extract of the plan is shown below.

Scope and validity

The Equality Plan applies to all IMDEA Software employees, as well as, if applicable, to the people assigned by temporary employment agencies during the periods of service provision in the user company, if such service is contracted.

It is valid for 4 years from the day after its approval, i.e., March 29th, 2022.

Objectives

Objectives	Description
0-1	Improve the workforce gender balance in departments and/or masculinized positions.
0-2	Training in equal opportunities for males and females in the workplace.
0-3	Improve the protection and labour rights of employees, especially concerning sexual and gender-based harassment.
0-4	Improve internal and external communication with the use of gender-sensitive language.
0-5	Improve work-life balance and care & family life.
0-6	Monitor the salary gap based on the variation of the workforce by categories and positions.

Measures

Field of action	Objectives	Measures of the IMDEA Software Gender Equality Plan
UNDER-REPRESENTATION / SELECTION / PROMOTION / HIRING	0-1	M 1. Apply gender balance criteria in selection, hiring and/or promotion practices.
		M 2. Encourage women's interest in research activities.
TRAINING	0-2	M 3. Raise awareness and train staff on gender equality.
		M 4. Provide training on "selection processes free from gender bias".
HARASSMENT PREVENTION	0-3	M 5. Implement the protocol to prevent sexual harassment and harassment rooted on sex.
GENDER-BASED VIOLENCE	0-3	M 6. Provide support measures to gender-based violence victims.
A GENDER APPROACH TO OCCUPATIONAL RISK PREVENTION	0-3	M 7. Implement occupational risk prevention measures disaggregated by sex.
COMMUNICATION	0-4	M 8. Implement a communication channel for the dissemination of gender equality information.
	0-2 0-4	M 9. Share internally the Gender Equality Plan objectives and measures.
		M 10. Promote the use of gender-sensitive language in communications.
WORK-LIFE BALANCE AND GENDER EQUALITY	0-5	M 11. Promote the use of the rights and work-life balance measures provided for by gender equality law.
	0-5	M 12. Improve the rights and work-life balance measures provided for by gender equality law.
	0-5	M 13. Improve other rights and measures related to work-life balance provided for by gender equality law.
WAGE GAP	0-6	M 14. Monitor the gender pay gap.

Follow up and implementation

The Equality Plan Negotiating Committee is the committee responsible for the implementation and monitoring of the plan. It will be composed of workers' representatives through UGT (if there is no legal representative of the workers), representatives of the management, and of the HR department. Its members will be trained in the gender equality skills necessary for the implementation of the plan.

Timetable

The following calendar shows the planning for the implementation of the measures of the Gender Equality Plan, during the span of the 4 years of validity. The table shows the planning by half-years.

Each measure requires detailed planning that will be carried out with according to the corresponding implementation, evaluation, and monitoring sheets.

The rows in yellow show the planning of specific actions related to the implementation and global evaluation of the GEP and measures.

Measures of the Gender Equality Plan	2022		2023		2024		2025		2026
	1S	2S	1S	2S	1S	2S	1S	2S	1Q
Planning by years and half-years									
M 1. Apply gender balance criteria in selection, hiring and/or promotion practices		●							
M 2. Encourage women's interest in research activities			●		●		●		
M 3. Raise awareness and train staff on gender equality		●							
M 4. Provide training on “selection processes free from gender bias”			●						
M 5. Implement the protocol for the prevention of sexual harassment and harassment based on sex	●								
M 6. Offer support measures to gender-based violence victims					●				
M 7. Implement occupational risk prevention measures disaggregated by sex			●						
M 8. Implement a communication channel for the dissemination of information on gender equality		●							
M 9. Share internally the Gender Equality Plan and its measures	●								
M 10. Promote the use of gender-sensitive language in communications				●					
M 11. Promote the use of the rights and work-life balance measures provided for by gender equality law				●					
M 12. Improve the rights and work-life balance measures provided for by gender equality law	●								
M 13. Improve the rights and measures related to work-life balance provided for by gender equality law	●								
M 14. Monitor the gender pay gap			●		●		●		●
Set-up of the Evaluation and Follow-up Committee. Rule definition.	●								
Follow-up of the implementation of the measures		●	●	●	●	●	●	●	
Committee follow-up meetings		●	●	●	●	●	●	●	
GEP Evaluation				●					●
Preparation and bargain process the new Gender Equality Plan									●
Total actions per half-year	5	5	6	5	5	3	4	2	3

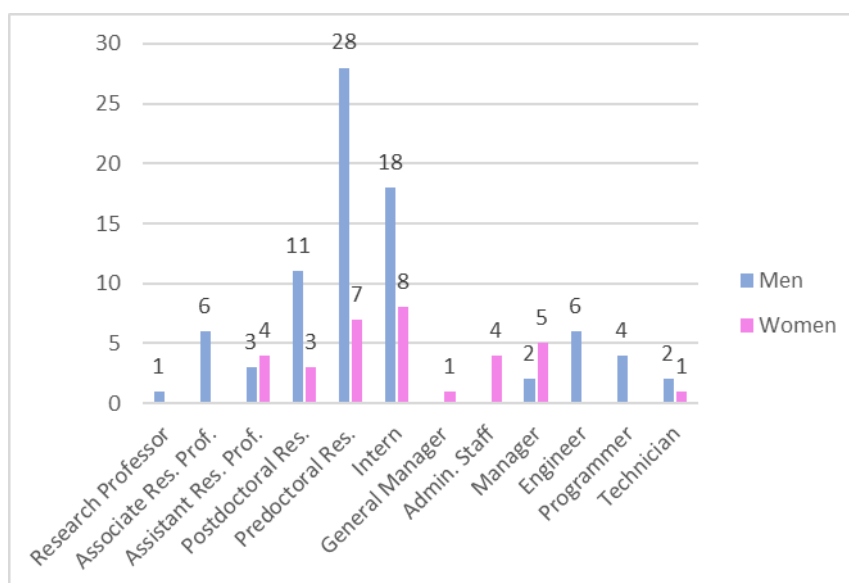
RELEVANT DATA

The data shown below relate to the financial year 2021.

The average salary has been:

	Women	Men	Total
Average Salary 2021	35.169,39	31.856,30	34.210,34

The following chart shows the number of persons who have had an employment contract by category and gender:



The distribution of staff by seniority is shown below:

Seniority	Women	%	Men	%	Total	Total
Less than 6 mo.	7	21,21%	21	25,93%	28	24,56%
6 month-1 year	8	24,24%	7	8,64%	15	13,16%
1-3 years	13	39,39%	41	50,62%	54	47,37%
3-5 years	2	6,06%	6	7,41%	8	7,02%
5-10 years	1	3,03%	3	3,70%	4	3,51%
More than 10 years	2	6,06%	3	3,70%	5	4,39%
TOTAL	33	100,00%	81	100,00%	114	100%

The distribution of staff by area is as follows:

Department	Women	%	Men	%	Total
Research	22	66,67%	71	87,65%	93
Admin	10	30,30%	2	2,47%	12
IT	0	0,00%	3	3,70%	3
REDIMadrid	1	3,03%	5	6,17%	6
TOTAL	33	100,00%	81	100,00%	114

If we look at the country of origin, the workforce is distributed as follows:

Country of origin	Women	%	Men	%	Total
Argentina	1	3%	5	6%	6
Belgium	0	0%	1	1%	1
Belarus	0	0%	1	1%	1
China	0	0%	1	1%	1
Colombia	0	0%	1	1%	1
Croatia	1	3%	1	1%	2
Slovakia	1	3%	1	1%	2
Spain	16	48%	37	46%	53
Ethiopia	0	0%	1	1%	1
France	2	6%	3	4%	5
Greece	4	12%	5	6%	9
Hungary	0	0%	1	1%	1
Iran	0	0%	1	1%	1
Italy	4	12%	10	12%	14
Lithuania	0	0%	1	1%	1
Macedonia	0	0%	1	1%	1
Mexico	0	0%	2	2%	2
Nepal	0	0%	1	1%	1
Pakistan	0	0%	0	0%	0
Poland	0	0%	1	1%	1
United Kingdom	1	3%	0	0%	1
Czech Republic	0	0%	1	1%	1
Romanaia	1	3%	0	0%	1
Russia	2	6%	2	2%	4
Sweden	0	0%	1	1%	1
Ukraine	0	0%	1	1%	1
Serbia	0	0%	1	1%	1
TOTAL	33	100%	81	100%	114