



CIC biomaGUNE

MEMBER OF BASQUE RESEARCH
& TECHNOLOGY ALLIANCE



HR EXCELLENCE IN RESEARCH

2024 EQUALITY REPORT

5 GENDER EQUALITY

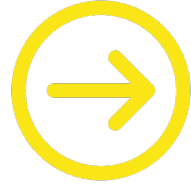
4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

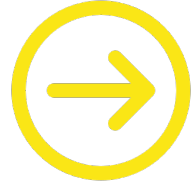
10 REDUCED INEQUALITIES

CIC biomaGUNE 2024 HIGHLIGHTS

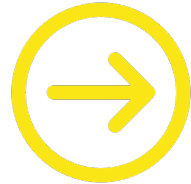
CIC biomaGUNE is strongly committed to Equality & Diversity, fostering inclusive leadership and gender balance in research.



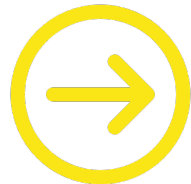
Approved the 2nd Gender Equality and Diversity Plan of CIC biomaGUNE (2025-2028).



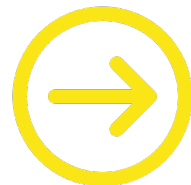
Increase in Women-Led Research Groups – The number of research groups led by women has grown from 1 to 3, now representing 27.27% of the total.



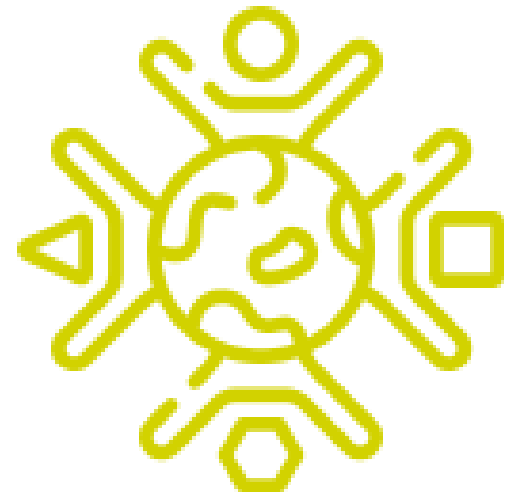
Improved Work-Life Balance Measures – Four employees no longer require reduced working hours, thanks to the Centre's supportive policies.



Gender Balance in Recruitment – A commitment to gender diversity has been reinforced in new hiring processes, ensuring equal opportunities for all candidates.



Diversity & Inclusion Awareness – Campaigns implemented to foster an inclusive and respectful workplace culture.



2nd Gender Equality & Diversity Plan (2025-2028)

A GEP is a systematic and strategic tool that establishes priorities, concrete objectives (based on a comprehensive assessment of the current situation), and specific measures to **advance on gender equality** within organizations and in the Research & Innovation (R&I) field.

1

The objective of equal opportunities is to create a framework for intervention that allows all genders to participate freely in all areas of society under equal conditions, visibility, autonomy, and responsibility.

2nd Gender Equality & Diversity Plan

2

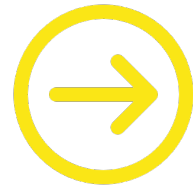
Scientific Director and General Manager of CIC biomaGUNE are involved in this Plan.

3

Duration of the Plan:
Will be implemented for four years, starting in 2025 and concluding in 2028, with a total of 44 actions planned.

2nd Gender Equality Plan (2025-2028)

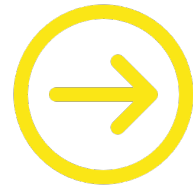
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ACTION PLAN

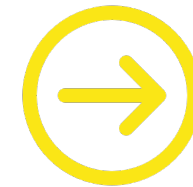
44 actions planned.

Organized in line with the **framework suggested by Horizon Europe** (thematic and mandatory blocks).



THEMATIC BLOCKS

- Publication and official endorsement of the GEDP
- Dedicated budget
- Data collection and monitoring
- Training



MANDATORY BLOCKS

- Work-life balance and organizational culture
- Gender balance in leadership and decision-making
- Data collection and monitoring
- Gender equality in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment

NEGOTIATING COMMITTEE

This Committee is responsible for the **design, implementation and monitoring** of the 2nd Gender Equality and Diversity Plan (2025-2028).

For the development of the different phases of the creation and implementation of the plan.

By Works Council

- Daniel Padró, ELA
- Ane Ruiz de Angulo, ELA
- Ángel Martínez, LAB

By CIC biomaGUNE

- Aitziber López Cortajarena, Scientific Director
- Anna Llanes, General Manager
- Irantzu Llarena, Platform Manager



CICbiomaGUNE

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CIC biomaGUNE GENDER&DIVERSITY EQUALITY COMITTEE

Our Gender Equality
Comittee is dedicated
to **promoting gender
equality and fostering
an inclusive
environment.**

This working group is in
charge of monitoring
and executing the
activities of the Plan.



Feel free to reach out to us with any
inquiries or suggestions at

equalitymembers@cicbiomagune.es



ANE RUIZ DE ANGULO
R&D Specialist



DAVID CASADO
IT Specialist



FERNANDO LÓPEZ
Principal Investigator



DANIEL PADRO
Platform Manager



IRANTZU LLARENA
Platform Manager



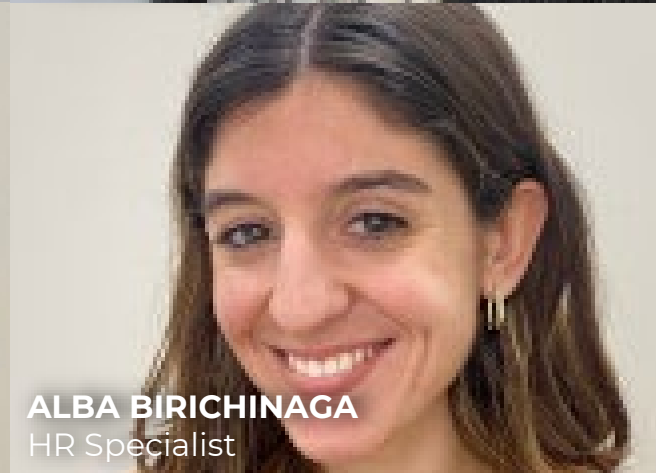
IRATI AIESTARAN
Platform Specialist



UXUE AIZARNA
Postdoctoral Researcher



ALEJANDRO FÁBREGAS
PhD Student

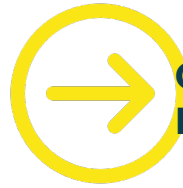


ALBA BIRICHINAGA
HR Specialist

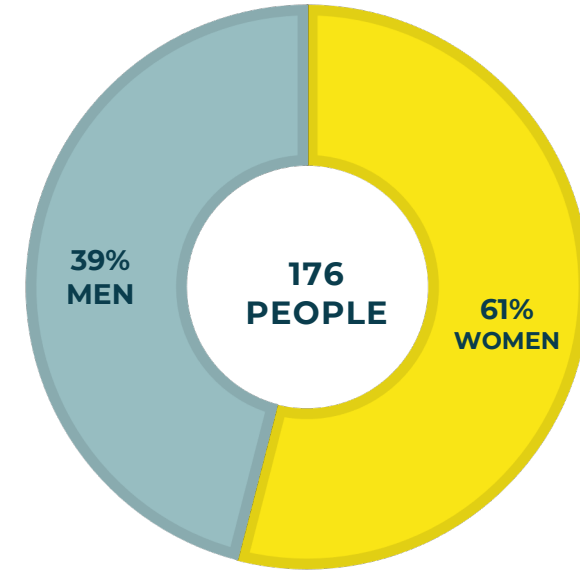
PERSONNEL DISTRIBUTION

The average number of CIC biomaGUNE **staff in 2024 in FTE was 176.60**, with a fairly even distribution, women (61%) and men (39%).

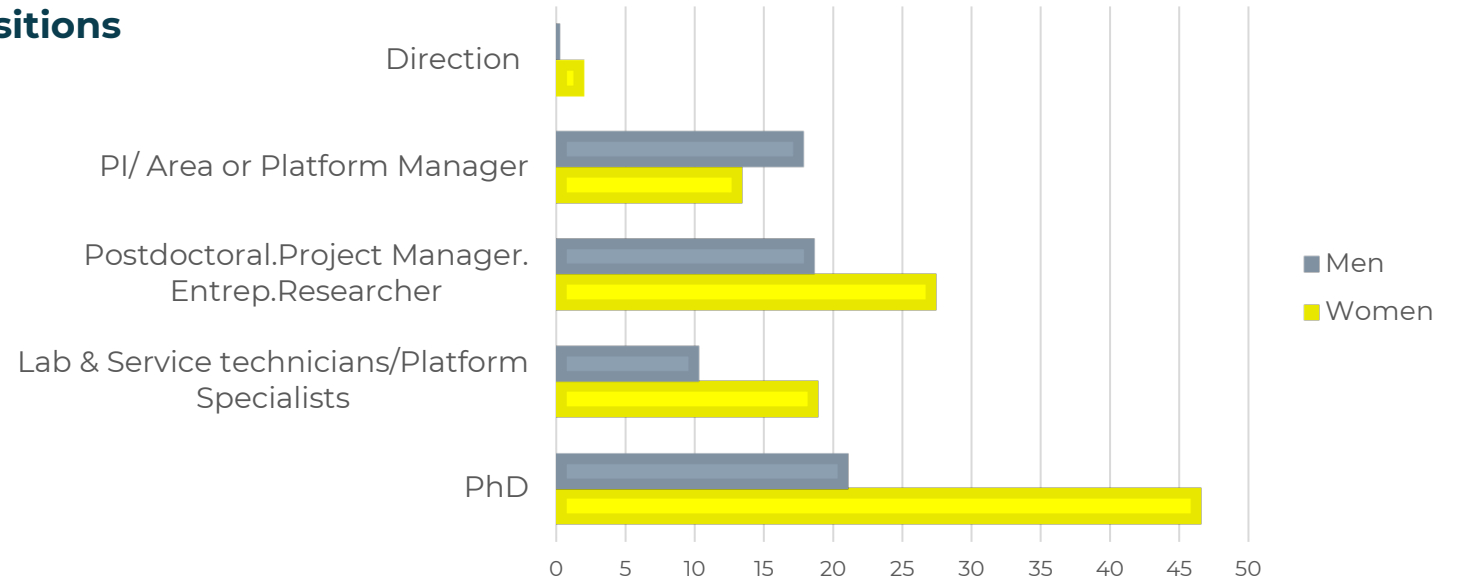
Proactive effort to attract female senior researchers as potential Principal Investigator (PI) candidates.



GENDER DISTRIBUTION



STAFF GENDER DISTRIBUTION by Positions

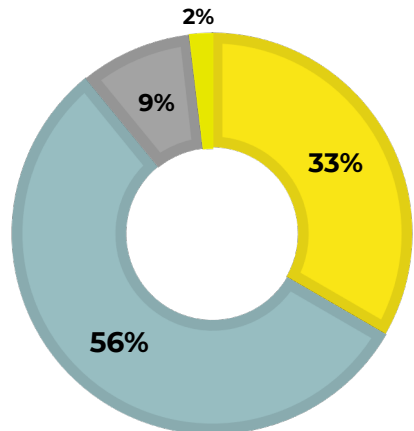


PERSONNEL ANALYSIS AGE

The **average age** of CIC biomaGUNE staff is **35 years** and 89% are under 50 years of age.

Both women and men are primarily in the **30-49** age range, representing **56%** of employees:

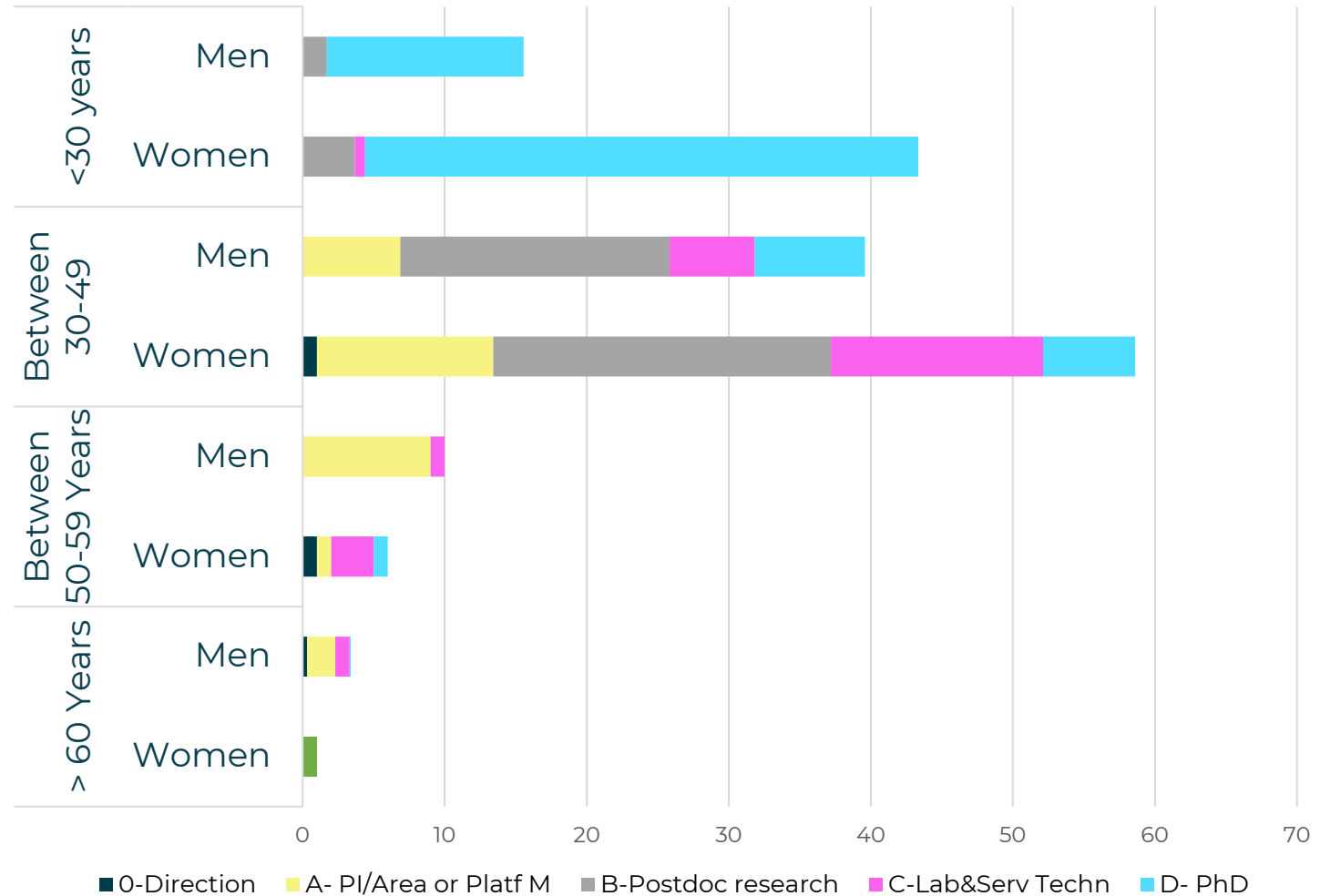
- 18% of PIs & area/platform managers
- 27% of postdoctoral researchers
- 15% of laboratory technicians and platform specialists
- 39% of PhD students.



AGE DISTRIBUTION

- <30 years
- 30-49 years
- 50-59 years
- >60 years

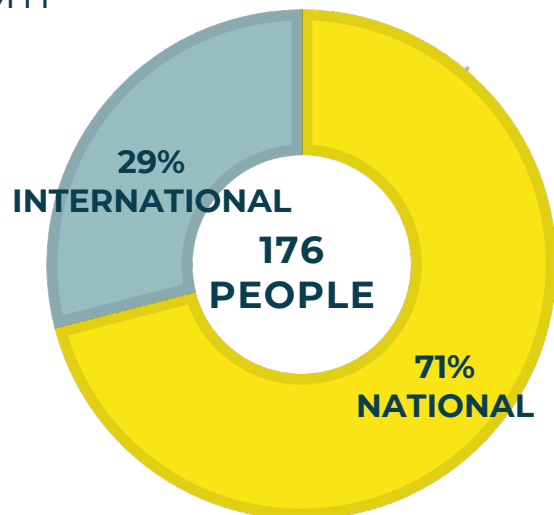
AGE DISTRIBUTION BETWEEN CATEGORIES



- 0-Direction
- A- PI/Area or Platf M
- B-Postdoc research
- C-Lab&Serv Techn
- D- PhD

STAFF DIVERSITY

CIC biomaGUNE is a **multicultural organization**, people from more than **27 different countries** work here **29%** of employees were born outside Spain.



- Albania
- Argentina
- Australia
- Austria
- China
- Colombia
- Costa Rica
- Cuba
- Czech Republic
- Denmark
- France
- India
- Irish
- Italy
- Líbano
- Lithuania
- México
- Perú
- Philippines
- Portugal
- Russia
- Spain
- Thailand
- Ukraine
- Uruguay
- USA
- Vietnam
- Yemen

PERSONNEL CHANGES

CIC biomaGUNE's mission is to train researchers so that they can continue their professional careers in other research organizations/universities or companies.

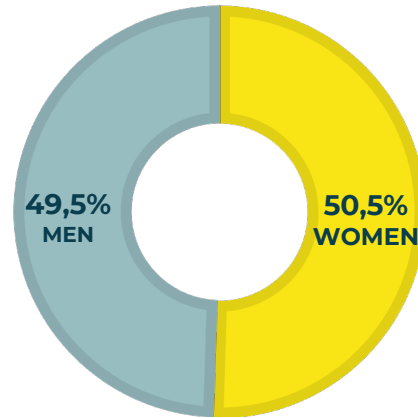
57 people joined

CIC biomaGUNE in 2024, 39 women (68%) and 18 men (31%), mostly postdoctoral researchers and PhD students.

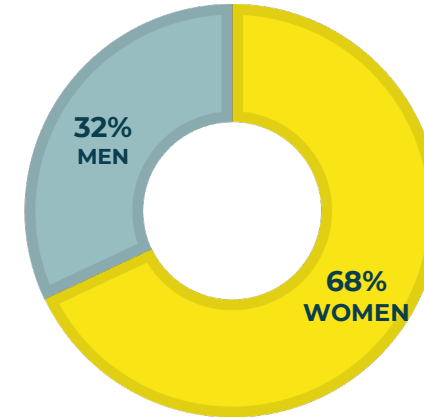
46 people left

the Center in 2024, 31 women and 15 men. 70% of departures were due to the end of their contract whereas 30% left on a voluntary basis.

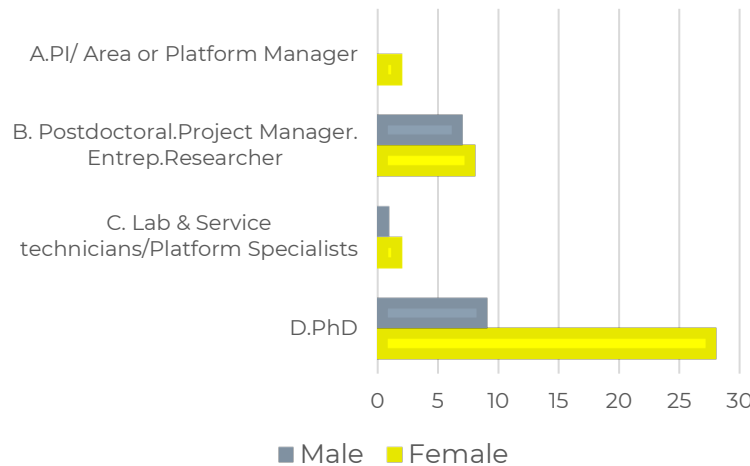
Applicants to Selection Processes



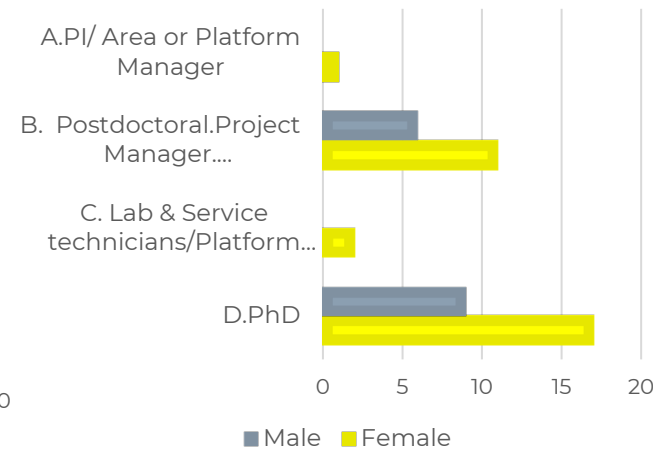
Hired Candidates



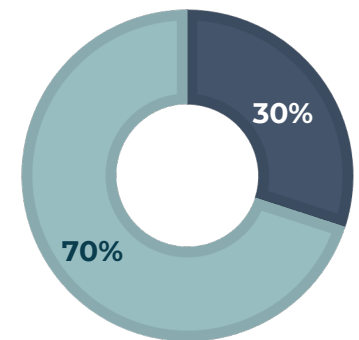
Arrivals



Departures



Reasons for Departure



■ Voluntary Resignation
■ End of Contract

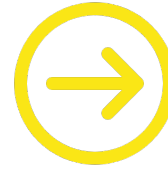
WORK-LIFE BALANCE

Since 2020 CIC biomaGUNE has put in place specific measures to support labour flexibility which have favored the work-life balance.

This has resulted in a **reduction in both requests for childcare leave and reductions of working hours for legal guardianships**, avoiding the consequent damage of a loss of income.

An important focus here should be placed towards **co-responsible conciliation in families**.

Maternity & Paternity Leave



7 EMPLOYEES

- 4 men
- 3 women

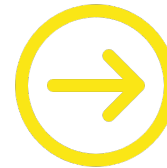
START

- 1 woman started to benefit from a reduction

END

- 4 women will no longer require reduced working hours, as they have been able to achieve work-life balance through the Centre's measures.

Reduction for legal guardianship



2 EMPLOYEES

- 1 men
- 1 women

Both took respectively one week's leave

Maternity & Paternity Leave



**TRAINING & CAREER
DEVELOPMENT**

CIC biomaGUNE considers training an added value for both the Center and the society, since it contributes to the development of qualified professionals to carry out activities in the development of biosciences at any level: academic, business, etc.

Internal Seminar Attendance



**67% Women
33% Men**

External Training Attendance



**65% Women
35% Men**

Invited Speakers



**28% Women
61% Men**

Research Stays & Internships



**29% Women
71% Men**

Publication 1st Authorship



**58% Women
42% Men**

Average articles corresponding authorship per category



**41% Women
59% Men**

 **74** /year

Internal Training Events

 **127**
Oral & Posters

OUTREACH

CIC biomaGUNE has a strong commitment to scientific dissemination, the promotion of STEAM careers and citizen science.

Our aim is to promote scientific culture, to make the role of women in science more visible and to make science more accessible to everyone.

In 2024 we organized and participated in **23** outreach activities.



TOP TEAM IN EMAKUMEAK ZIENTZIAN !!!
THANKS ♥ ESKERRIK ASKO ♥ GRACIAS



SBE CICbiomaGUNE Biophysical Science Domino's



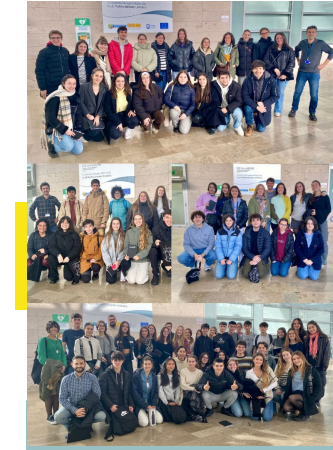
MAY
PINT OF SCIENCE



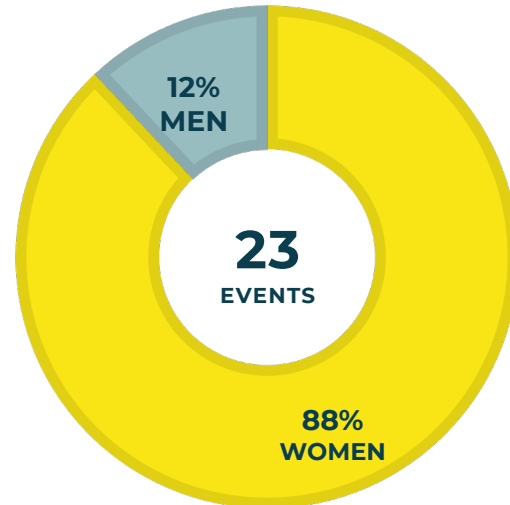
OCTOBER
DSS WEEKINN



ANNUAL
INSPIRA STEAM Science_Technology Engineering_Art_Maths



ANNUAL
SCHOOL VISITS





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HR EXCELLENCE IN RESEARCH

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