

# EQUALITY PLAN OF IKERLAN 2021-2022

## 1. LETTER OF COMMITMENT

IKERLAN declares its commitment to promoting equality between women and men in different areas within our group of people.

In each and every one of the areas in which the technology centre operates, from the selection of professionals to their promotion, including salary policy, training, working conditions and employment... we adopt the principle of equal opportunities for women and men.

In order to achieve real Equal Opportunities for women and men, we wanted to plan the way towards gender equality. This being the case, activities have been designed around three lines of work that have been identified as strategic: culture of equality; social responsibility and systems from a gender perspective. In these lines of work, actions have been defined and carried out within the IKERLAN Equality Plan 2021-2022, which involve improvements with respect to the present situation, with the implementation of the corresponding monitoring systems, in order to make progress in achieving real equality between women and men in the organisation and, by extension, in society as a whole.

## 2. WORK TEAM: EQUALITY COMMITTEE/ BERDINTASUN BATZORDEA

The Equality Committee was created in 2019 and is an advisory, non-statutory body with a composition representative of the different internal and collective bodies and of a participatory nature. This is the working team that gives momentum to the Equality Plan.

- The composition of the Group is as follows:
  - Representative of the Executive Committee
  - Representative of the Board of Directors
  - Representative of the Social Council
  - Partners' representative
  - Representative of contracted parties
  - Committee Coordinator.

### 3. AREAS OF ACTION

Key areas of action, or lines of work:

- *Culture of equality*, with the aim of strengthening and disseminating the culture of equality in the IKERLAN collective.
- *Social responsibility*, with the aim of disseminating IKERLAN's commitment to equality in its environment and promoting the activation of an egalitarian culture in the entities that interact with the company.
- *Systems from a gender perspective* with the aim of incorporating the gender perspective in IKERLAN's people management.

### 4. DIAGNOSIS

Data collected by gender.

- Composition of the workforce 2021
  - Total 269 (71 women + 198 men)
  - Total women (71) / 26%
  - Total men (198) / 74%
  - IKERLAN is a cooperative in the field of highly qualified technological research and is mainly made up of men (in a similar proportion to their presence in the required university degrees).
- Responsibility positions:

	2021
Management	43 %
Projects / Commercial	25 %
NAH (Knowledge Area Head)	0 %
Teams (TH (Team head)	38 %
General services	17 %

BOARD OF DIRECTORS	EXECUTIVE COMMITTEE	SOCIAL COUNCIL	GOVERNING BOARD	SUPERVISORY COMMITTEE
2021	2021	2021	2021	2021
43 %	33 %	30 %	13 %	25 %

- The presence of women in positions of responsibility is rather weak. The low participation of women is particularly noticeable in some of the cooperative's social bodies.

- Horizontal segregation:

GENERAL SERVICES	RESEARCH STAFF
2021	2021
58 %	24 %

- At IKERLAN, as in most companies, there is horizontal gender segregation. That is, certain departments and areas of the company are more feminised or more masculinised than others.
- Life-work balance measures 2021:
  - At IKERLAN 53% of the reductions in working hours are being taken by women. In other words, we can see from this data that the work-life balance is in the hands of women.

5. Action plan 2021-2022

1. Culture of Equality		Person responsible	Timeframe		Indicator
			2021	2022	
<b>Objective:</b>	To strengthen and disseminate the culture of equality in the IKERLAN collective.				
1.1 Reactivate the Equality Committee and document its functions and procedure.	Berdintasun Batzordea EMUN	●		Document of the Equality Committee approved in bodies.	
1.2 Keep the section of the Equality Plan in Batuz up to date.	EC Representative EMUN	●	●	Minutes of the Equality Committee Meeting on the BATUZ portal.	
1.3 Include IKERLAN's commitment to equality and the existence of a protocol against harassment in the Welcome Plan.	Human Resources Representative - EMUN	●		Amended / revised Welcome Plan document.	
1.4 Disseminate the 2021-2022 Equality Plan to the collective in informative talks.	SC Representative BD Representative EMUN	●	●	Batuz updated and minutes of the briefing.	
1.5 To publicise the gender situation in IKERLAN and the annual progress of the Equality Plan (in the annual report and at the general assembly).	BD Representative EMUN		●	Annual disclaimer.	
1.6 Dynamize activities to socialise gender equality (talks, actions aimed at special dates, above all, giving visibility to IKERLAN's female researchers).	Berdintasun Batzordea EMUN	●	●	No. of actions on specific days and, if required, no. of participants.	
1.7 Prioritise, review and adapt official documents (Regulations and RIC) from an inclusive language point of view.	EC EMUN Representative		●	No. of documents reviewed.	
1.8 Create and include training pills on equality to be shared in the councils.	SC Communication Representative - EMUN		●	No. of pills disseminated.	
1.9 Create a summary sheet with strategies for avoiding the generic masculine.	EMUN	●		Sheet.	

1. Culture of Equality	Person responsible	Timeframe		Indicator
		2021	2022	
1.10 To offer training to the people in charge, participants in governing bodies and the IKERLAN collective in matters of equality	EMUN	●	●	No. of training sessions. % of staff participation in equality training, disaggregated by gender.
1.11 Adaptations from the perspective of non-sexist communication on digital platforms (web)	Communication – EMUN- Berdintasun Batzordea		●	Amended / revised website
1.12 To create a channel for suggestions and communicate it in the councils, so that the IKERLAN collective can send suggestions and contributions on gender equality that may have repercussions for IKERLAN.	EC Representative SC Representative EMUN		●	Suggestion channel and a process for assessing suggestions.
1.13 Monitor and analyse data on women's participation and leadership in different types of projects (research, European and transfer).	Representative of Human Resources Department EMUN		●	Data panel.

2. Social responsibility		Person responsible	Timeframe		Indicator
			2021	2022	
<b>Objective:</b>	Disseminate IKERLAN's commitment to equality in its environment and promote the activation of an egalitarian culture in the entities that interact with the company				
2.1 Include the commitment to equality in IKERLAN's different communication media (website).	Berdintasun Batzordea Communication EMUN			●	Website amended.
2.2 Disseminate (through social networks, news on the website, external media...) the equality activities promoted by IKERLAN, for example, the actions carried out in point 1.6.	Communication EMUN Berdintasun Batzordea	●		●	No. of news, good practices, etc. disseminated related to equality and STEM.
2.3 Disseminate STEM vocations <sup>1</sup> accessing educational centres with IKERLAN researchers, and/or organising talks/visits by the educational centres to IKERLAN	Representative of Human Resources Department EMUN			●	No. of actions.
2.4 Organise joint talks, in collaboration with entities close to IKERLAN (e.g., MGEP)	Representative of Human Resources Department EMUN			●	No. of actions.

<sup>1</sup> The term **STEM** is an acronym for Science, Technology, Engineering and Mathematics.

3. People management from a gender perspective		Person responsible	Timeframe		Indicator
			2021	2022	
<b>Objective:</b>	To incorporate the gender perspective in the IKERLAN people management				
3.1	Include the gender variable in IKERLAN data (statistics, studies and reports). Start by including it in the Monthly Report.	Human Resources	●	●	Processes in which the gender variable has been included.
3.2	Monitor recruitment/selection processes from a gender perspective.	Human Resources	●	●	Annual disclaimer.
3.3	Monitor equal representation in management positions and in the composition of bodies.	Human Resources	●	●	Annual disclaimer.
3.4	Remuneration register following the guidelines set out in RD902/2020.	Human Resources	●		Record kept overall % wage gap.
3.5	Salary audit required by RD 902/2020 and propose measures if necessary.	Human Resources		●	Audit report carried out.
3.6	To keep the document compiling the work-life balance measures available to IKERLAN staff up to date and available to all staff.	Human Resources	●		Annual dissemination action.
3.7	Monitor staff requests related to life-work balance.	Human Resources	●	●	Annual disclaimer.
3.8	Inform staff of the IKERLAN protocol "conflict resolution in matters of harassment at work".	Human Resources EMUN		●	Dissemination action.

Ion Etxeberria, General Manager of IKERLAN