

ikerlan

MEMBER OF BASQUE RESEARCH
& TECHNOLOGY ALLIANCE

Gender equality, our goal.

GENDER EQUALITY PLAN 2023-2024



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COMISIÓN DE IGUALDAD

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1. INTRODUCTION

Work on gender equality is not new at IKERLAN. This document is the second Strategic Plan focused on promoting gender equality in IKERLAN.

In 2017 IKERLAN began the way to systematically work on the issue of gender equality. That same year, IKERLAN joined the Equality and Reconciliation project of the Etorikizuna Eraikiz initiative of the Provincial Council of Gipuzkoa and since 2018 it has been part of the Erantzunkide network of companies for responsible reconciliation. The project was carried out in collaboration with the consultancy firm IKERTALDE and served IKERLAN to raise awareness, review the main people management processes from a gender perspective and carry out a diagnosis of the initial situation.

In addition, the IKERLAN Equality Committee was created in 2019. This consultative body represents the internal and participation bodies and its main function is to dynamise actions to promote equality and advise the rest of the bodies on the matter.

After the Committee's stoppage and the interruption in the definition and implementation of the Gender Equality Plan, in 2021 the Plan resumed its journey with the collaboration of the EMUN consultancy firm. The Gender Equality Plan was redesigned and the 2021-2022 Gender Equality Plan was created, which we have implemented during these two years

Throughout these two years and on the basis of three cornerstones or objectives: the dissemination of the culture of equality in IKERLAN, the dissemination of IKERLAN's culture of equality in the environment and the incorporation of the gender perspective in the management of people. We have carried out different actions and have continued working as an Equality Committee.

Seeing that the previous Plan was coming to an end in 2022, in the Equality Committee we envisaged different scenarios for drawing up a possible future plan, carrying out an exercise to identify the favourable factors and the opposing factors. In other words, the Equality Committee decided to design the 2023-2024 Gender Equality Plan and then compare the actions included in it with the different areas. Above all with the personnel of Human Resources and the area of prevention.

Therefore, it has been important not to interrupt the implementation. The IKERLAN Gender Equality Plan is still very recent, and over these two years it has been decided to give it continuity. Thus, this document constitutes the IKERLAN Gender Equality Plan 2023-2024.

2. GENDER EQUALITY PLAN

The Gender Equality Plan is a set of ordered measures agreed following a diagnosis of the situation for the achievement of equal treatment and opportunities between women and men and the elimination of discrimination on grounds of sex.

IKERLAN Gender Equality Plan includes lines of work and objectives in the executive and social spheres:

- Lines of work in the executive sphere: actions related to the area of systems work from the gender perspective.
- Lines of work related to the social sphere: culture of equality and actions related to the lines of work of Social Responsibility.

The main medium and long-term objectives of the IKERLAN Gender Equality Plan are as follows:

1. To achieve equal opportunities and equal treatment between women and men in all areas of the co-operative.
2. To eliminate all discrimination between women and men.
3. To be a reference and promoter company in terms of equality between women and men.
4. That all the people and bodies of the co-operative adopt the values of equality.
5. To integrate the gender perspective in all the company's policies.

As we have already mentioned, IKERLAN's 2023-2024 Plan will focus on the three lines of work included in the previous plan. The following table shows the lines of work and the number of actions in this plan:

WORK LINES	Initiatives number
1. Equality culture	11
2. Social responsibility	5
3. Gender-sensitive systems	6

In relation to each line of work, the specific objectives that IKERLAN intends to achieve are detailed, as well as the specific actions necessary to approach these objectives. Some actions will be those from the previous planning period and which require continuity. Others, on the other hand, will be new.

1. Equality culture	Officer	Deadline		Indicator (measure)
		2023	2024	
Goal:	Promote and disseminate the culture of gender equality in the IKERLAN collective.			
1.1. Keep the section on the Batuz Gender Equality Plan and the website up to date.	Representative of staff/employees EMUN Communication	●	●	Minutes of the Equality Committee on the BATUZ portal.
1.2. Disseminate IKERLAN's gender situation and the annual advances of the Gender Equality Plan (in the report and at the General Assembly).	Representative of the Management Board EMUN	●	●	Annual release.
1.3. Dynamise the activities to socialise gender equality (talks, actions aimed at specific dates), visualising above all IKERLAN's female researchers.	Equality Committee EMUN	●	●	Number of actions to be carried out on designated days, and where appropriate, number of participants.
<ul style="list-style-type: none"> On 11 February, prepare and disseminate an action to visualise the work of women researchers at IKERLAN. 	Equality Committee EMUN	●	●	
<ul style="list-style-type: none"> Implementation of an awareness-raising action related to 8 March. 	Equality Committee EMUN	●	●	
<ul style="list-style-type: none"> An awareness-raising action in connection with 23 June. 	Equality Committee EMUN	●	●	
<ul style="list-style-type: none"> To prepare a message for the <i>Elkarte eguna</i>. 	Equality Committee EMUN	●	●	
<ul style="list-style-type: none"> To prepare an awareness-raising pill for 25 November. 	Equality Committee EMUN	●	●	
1.4. Agree on a procedure to adapt official documents from an inclusive language perspective to decide which and how to translate them. Translate those that are decided [Working Rules, following up on the IMS (Integrates management system) and Internal Regulations].	Representative of the Executive Committee EMUN	●	●	Number of documents reviewed
1.5. Generate training pills on equality (to be disseminated in the councils or using another space).	Social Council representative EMUN	●	●	Number of pills disseminated.
1.6. Training on equality for the people in charge, the members of the bodies and the IKERLAN collective.	EMUN	●	●	Number of training sessions. % Of people who have participated in equality training, disaggregated by gender.
<ul style="list-style-type: none"> An equality training pill for the members of the Executive Committee. 	EMUN	●	●	
<ul style="list-style-type: none"> A training pill on equality for the members of the Social Council. 	EMUN	●	●	

1. Equality culture	Officer	Deadline		Indicator (measure)
		2023	2024	
<ul style="list-style-type: none"> An Equality Training Pill for members of the Management Board. 	EMUN	●	●	
<ul style="list-style-type: none"> A training pill for Human Resources staff on gender mainstreaming in selection processes. 	EMUN	●	●	
<ul style="list-style-type: none"> Training in equality for those who wish to participate on a voluntary basis (in Galarreta and Arrasate-Mondragón). 	EMUN	●	●	
<ul style="list-style-type: none"> Specific training (on request) for staff who will participate in the conflict resolution protocol on workplace bullying. 	EMUN	●	●	
1.7 Analyse the communication styles of women and men in meetings and other areas of work (check list: direction of communication, interruptions, silences, etc.), identifying communication guidelines that guarantee equal participation in them.	Executive Committee EMUN	●		Use of analysis tools.
1.8 Reflect on the organisation's leadership style with gender mainstreaming (e.g., by organising focus groups).	Representative of the Management Board EMUN		●	Leadership style document.
1.9 Identify the first woman in the cooperative (competition), communicate this and honour her if appropriate. Who was a pioneer in our cooperative?	Equality Committee EMUN	●		Audio-visual media.
1.10 Offer a women's empowerment workshop to strengthen women in advocacy and development to remove limiting beliefs (with women in the collective).	Equality Committee EMUN		●	Empowerment workshop.
1.11 Networking breakfast meetings of women leaders.	Representative of the Management Board EMUN		●	Breakfast meeting.

2. Social responsibility	Officer	Deadline		Indicator (measure)
		2023	2024	
Goal:	To disseminate IKERLAN's commitment to gender equality in the environment and to activate the egalitarian culture in the organisations that interact with the company.			
2.1 Disseminate the actions that IKERLAN promotes in relation to equality (in social networks, web news and external media), for example, the actions carried out in point 1.6.	Communication EMUN Equality Committee	●	●	Number of news items, good practices disseminated around equality and STEM.
2.2 Participation and fulfilment of the commitments of the <i>Women in Science</i> initiative.	Equality Committee EMUN	●	●	Meetings attended and their actions.
2.3 Indicate to external training companies that IKERLAN is sensitive to gender equality and suggest that their training contents do not include gender stereotypes or connotations.	Human Resources EMUN		●	Clauses document.
2.4 Analyse the use of IPDK-COFIP funds from a gender perspective.	Social Council representative EMUN	●		Analyse the use of the COFIP (collected in a document).
2.5 Promoting participation in gender equality stamps, awards and competitions.	Equality Committee EMUN	●	●	Annual participation.

3. People management from a gender perspective	Officer	Deadline		Indicator (measure)
		2023	2024	
Goal:	Including the gender perspective in people management at IKERLAN			
3.1 Remuneration register following the guidelines established by Royal Decree 902/2020.	Human Resources	●	●	Registration has been carried out. Overall % of the pay gap.
3.2 Audit of salaries required by Royal Decree 902/2020 and proposal of measures if necessary.	Human Resources	●		The audit report has been completed.
3.4 Coordinate the gender equality data/information that is incorporated in the NFIs - Non-financial reports or sustainability reports, taking care of consistency.	Human Resources	●		Coordination meetings.
3.5 Analyse the field of prevention from a gender perspective and draw up an instruction sheet on what and how to work.	Prevention area		●	Prevention-related instruction sheet (Action Plan).
3.6 Analyse the training courses offered from a gender perspective.	Human Resources	●		All formations and the document with their analysis.

* In GP 2024 a space should be taken to visualise the next period of the Gender Equality Plan. Design another strategic plan or make a diagnosis of the situation in order to plan for the coming years.