



II GENDER EQUALITY PLAN SPANISH STATE RESEARCH AGENCY (2025-2027)

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Document 3 of 3.

Prepared in the context of the work of:

- Evaluation of the I Gender Equality Plan of the AEI (document 1),
- Gender Diagnosis of the AEI (document 2), and the design of the
- II Gender Equality Plan of the AEI (document 3)

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PRESENTATION AND INSTITUTIONAL COMMITMENT

The management of the Spanish State Research Agency (hereinafter Agency or AEI) publicly declares its commitment to gender equality, and undertakes to promote and implement a Gender Equality Plan, in the terms and under the principles contained in Spanish legislation.

In each and every one of the areas in which the activity of the Spanish State Research Agency is carried out, it assumes the principle of gender equality: from the external sphere and the activities of evaluation and financing of R+D+i grants, to the most internal area of operation, including career selection and promotion, wage policy, training, working and employment conditions, occupational health, the organisation of working time and work-life balance and co-responsibility. For their part, any person who is part of the Agency is obliged to respect the aforementioned principle, and must, at all times, refrain from carrying out behaviour, actions or statements that result, directly or indirectly, in gender discrimination, and must also inform the Agency of any violation of this Principle that may be known. especially situations of special vulnerability due to the intersectionality of characteristics, or situations that could constitute any form of gender violence or sexual harassment or harassment based on sex or gender.

With regard to both internal and external communication, all decisions taken in this regard will be informed and an image of the Agency will be projected in accordance with this principle of equal treatment and opportunities.

The principles set out will be put into practice through the promotion of equality measures and through the implementation of this Equality Plan, with the corresponding monitoring systems being arbitrated, with the aim of advancing in the achievement of real equality in the Agency, in the science and research ecosystem and, by extension, in society as a whole.

It is the desire of the Management to be able to count on the support of all the people and representative bodies of the Agency, for the implementation of this II Gender Equality Plan. For this reason, in its preparation there has been representation of the staff and workers of the AEI, highlighting the participation of the Strategic Group of Equality of the AEI. Thanks to this, it is expected that this Plan will be an effective instrument in improving the work environment and creating spaces free of discrimination based on gender and violence. It is also expected that this Plan will allow the improvement in the quality of life of people, as well as the productivity and general quality of the work carried out by the institution.

1 INTRODUCTION

The Spanish State Research Agency is a public body of the Ministry of Science, Innovation and Universities, in charge of promoting scientific and technical research in all areas of knowledge through the allocation of public funding, being the largest funder of science and innovation in Spain.

As an institution part of the General State Administration (AGE), the Agency is obliged to implement the principle of equality in all its actions and to respect equal treatment and opportunities in the workplace and, to this end, it must adopt measures aimed at avoiding any type of discrimination between women and men.

The preparation and implementation of this Plan is an initiative of the Agency, although it has been the subject of collective bargaining, promoting the participation of the Agency's staff and being subject to review by the Strategic Equality Group, which has fulfilled the functions of the Negotiating Committee together with the unions.

This report is the final result of the process of drawing up the AEI's II Gender Equality Plan, which has included the following steps:

1. Carry out an evaluation of the I Equality Plan to find out its level of implementation and aspects of improvement (document 1).
2. Carry out a gender diagnosis on the internal aspects of the Agency (related to personnel and organisational culture) in order to incorporate new axes into the AEI's II Equality Plan (document 2).
3. Prepare the AEI's II Equality Plan (document 3).

For the entire process, we have had the professional advice of experts from the company NOTUS S. L.

This II Gender Equality Plan in the AEI has been approved on April 24, 2025 by the Strategic Equality Group / Negotiating Commission of the AEI, on May 25, 2025 by the Governing Council and finally signed by the presidency of the AEI.

1.1 TRAJECTORY FOR EQUALITY

Gender equality has been part of the Agency's Principles of Action since its creation as indicated in its Statutes.

In 2018, the Spanish State Research Agency (hereinafter AEI or Agency) became involved in the H2020 SUPERA project¹. In the context of this project, the AEI created the **Gender Equality Strategy Group** (GEI) with the aim of advancing equality strategies and measures in the context of the European Research Area (ERA). According to the minutes of the GEI meeting of 26 November 2018, the functions of the GEI include support in the decision and design of the Agency's Gender Equality Strategy; advice to the team responsible for the SUPERA project regarding the information

¹ SUPERA (Supporting the Promotion of Equality in Research and Academia) is a project funded by the Horizon 2020 framework programme between 2018 and 2021 with the aim of implementing six Equality Plans in 6 institutions in central and southern Europe (4 universities and 2 funding agencies), including the AEI.

and activities of the Agency; and the transmission of information to the different areas and teams of the Agency.

The Agency's first Gender Equality Plan 2021-2023 was approved at the Governing Council meeting held on 20 January 2021. The areas of action contemplated in this first plan referred to R+D+i financing activities, some of which had already begun to adopt a gender perspective since 2019. Internally, it is also worth highlighting other actions that complement and coordinate with the objectives and measures of the AGE's Equality Plan:

- efforts to strengthen the structure of the AEI for the performance of a quality equality policy;
- awareness, training and organisational culture, to promote greater awareness of equality measures and the training needs to carry them out.

1.2 POLICY AND LEGAL FRAMEWORK

The main legal instrument on equality that must be taken into account is Organic Law 3/2007, of 22 March, for the effective equality of women and men, as well as the following Royal Decrees and Resolutions:

- Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation;
- Royal Decree 259/2019, of 12 April, regulating the Equality Units of the General State Administration;
- Royal Decree 901/2020, of 13 October, regulating equality plans and their registration;
- Resolution of 29 December 2020, of the General Secretariat of Public Administration, which publishes the Agreement of the Council of Ministers of 9 December 2020, which approves the III Plan for gender equality in the General State Administration and in the Public Bodies linked to or dependent on it;
- Resolution of 16 March 2023, of the Secretary of State for Public Administration, creating the Register of Equality Plans of the Public Administrations and their protocols against sexual and gender-based harassment.
- Royal Decree 247/2024, of 8 March, approving the Protocol of Action against Sexual Harassment and Harassment on Grounds of Sex in the General State Administration and its Public Bodies.

In addition, Law 4/2023, of 28 February, for the real and effective equality of trans people and for the guarantee of the rights of LGTBI people, and Royal Legislative Decree 1/2013, of 29 November, approving the Revised Text of the General Law on the rights of people with disabilities and their social inclusion, must be taken into account. and the United Nations Convention on Persons with Disabilities, adopted on 13 December 2006, ratified by Spain on 3 December 2007.

At the executive level, the political instruments of reference are the State Plans for Equal Opportunities in the General State Administration: The III Gender Equality Plan in the General State Administration and the III Strategic Plan for Effective Equality between Men and Women, 2022-2025, which establish the path to achieve the Government's commitments on equality.

In the preparation of this document, the provisions of the draft of 17 December of the IV Gender Equality Plan in the General State Administration and in the public bodies linked to or dependent on it have also been taken into account.

This Plan is also governed by the provisions of Law 14/2011, of 1 June, on Science, Technology and Innovation (LCTI), including Law 17/2022, of 5 September, amending the previous one and introducing the new general objective of promoting and guaranteeing egalitarian, diverse, inclusive and safe wherever science and research is carried out, preventing and eradicating any situation of direct or indirect discrimination (Art. 2 p).

The gender perspective is also a cross-cutting axis of the Spanish Strategy for Science, Technology and Innovation 2021-2027, as well as one of the guiding principles of the State Plan for Scientific and Technical Research and Innovation (hereinafter PEICTI) to guarantee the application of the principle of real equality between women and men in R+D+I. The PEICTI 2021-2023 contemplates the application of the principles of gender equality, diversity and inclusion in the design, granting and execution of aid. The new PEICTI 2024-2027 includes catalytic elements that must be incorporated into all actions: commitment to open science policy, promotion of equality and diversity, and simplification and the fight against bureaucracy.

At the European level, Gender Equality in R+D+I and the inclusion of the gender perspective in the content of projects are part of the priorities of the European Research Area agenda and the values to be defended included in Council Recommendation (EU) 2021/2122 of 26 November 2021 on a Pact for Research and Innovation in Europe.

In addition, the European Commission **has established that every entity must have an equality plan in force with minimum requirements to access funding from the new framework programme for funding research and innovation (R+I) for the period 2021-2027, Horizon Europe**. In this way, it introduces the gender dimension in R+D+I, promoting an organisational culture of work-life balance and gender balance.

1.3 GUIDING PRINCIPLES

Gender equality is one of the basic principles of action of the Agency according to Article 6 of its statutes. For its correct compliance, this Plan is aligned with different national and international principles and values.

To this end, the following principles will guide the implementation of this Plan:

- **Mainstreaming of the intersectional gender approach:** In compliance with Articles 2 and 4 of the LCTI, the Agency must promote the inclusion of the gender perspective as a cross-cutting category in science, technology and innovation. Such transversality will be carried out by promoting the integration of intersectionality both in the design of gender equality policies in science and innovation and in the content of research and in the transfer of knowledge.
- **Inclusion and diversity:** The Agency will promote open, inclusive and responsible scientific and technical research. The more diverse the research, the more people benefit from its results. For this reason, collaboration between researchers from different backgrounds and socioeconomic and cultural backgrounds, as well as other age or disability profiles, is essential for scientific excellence.

- **Complementarity:** with the provisions of the National Strategies and Plans and with other regulatory and programmatic frameworks of reference at European and international level, such as the European Strategy for Gender Equality or the 2030 Agenda and Sustainable Development Goals, particularly those related to the achievement of equality.
- **Zero tolerance for gender-based violence,** including sexual harassment and harassment based on sex or gender. The Agency is firmly committed to promoting safe spaces free of violence and harassment both within the Agency and in the science and research environment.
- **Co-responsibility and sustainability of life:** co-responsibility has to do with the promotion of work-life balance through egalitarian, diverse, inclusive, safe and co-responsible work environments within the Agency, but also with the promotion of the values of equality, diversity and sustainability in science, technology and innovation.
- **Sustainability of equality policies:** The mainstreaming of the gender perspective must also be aimed at transforming the organisational culture and institutionalising and sustainability of the Agency's equality structures, in order to guarantee a greater social impact of all its actions.
- **Participation:** the greater the participation, the greater the diversity and number of innovative ideas, and therefore the better the science. The Agency wants to contribute to the idea that equitable participation contributes to excellence.

1.4 STRUCTURE OF THE SPANISH STATE RESEARCH AGENCY

Presidency

The highest institutional and legal representation of the Agency, chairs its Governing Council and ensures the fulfilment of its purpose, aims and functions

Governing Council

Collegiate governing body of the Agency. The Governing Council is responsible for monitoring, supervising and controlling the actions of the Spanish State Research Agency.

Director

The Agency's highest executive body. The Director is responsible for carrying out the day-to-day management of the Agency, within the framework of the functions conferred in the statutes or those expressly delegated to him.

The Scientific and Technical Committee.

Permanent collegiate advisory and advisory body of the Agency. It will make recommendations on the principles, methodologies and practices of scientific and technical evaluation, monitoring of results, selection of scientific collaborators, preparation of reports, or in general, provide support to the presidency, management or Governing Council.

Division of Economic and Administrative Programming and Management (DPRO)

Among others, it has the function of managing the administrative procedures for granting aid and preparing and requesting any reports it deems necessary for their resolution. The following subdivisions depend on it:

- Administrative Planning and Management
- Monitoring and Justification of Aid
- Economic Management
- Management of European Grants and Funds

Division of Scientific and Technical Coordination, Evaluation and Monitoring (DCES)

Among others, it has the function of defining the content, modalities, requirements, evaluation and monitoring of the calls for aid corresponding to the programmes of the state plans that are attributed to the Agency through the legal instruments established as a system for the allocation of resources. The following subdivisions depend on it:

- Coordination and Evaluation
- Scientific-Technical Thematic Programs
- Cross-Cutting Scientific-Technical Programs, Strengthening and Excellence

Secretaría General (SEGE)

Responsible for the management and administration of human resources, the processing of recruitment files, budget management, security, internal regime, general affairs and the coordination and inspection of the Agency's units, facilities and services.

Support Unit (UA)

The functions of the Support Unit include advising the Director of the AEI, coordinating institutional relations and dealing with complaints, claims and requests for information of a general nature.

Currently, the Support Unit coordinates the AEI's gender equality activities.

2 SCOPE

This II Gender Equality Plan is applicable to three different groups.

- **IED PERSONNEL.** This plan applies to the staff of the Spanish State Research Agency, including 100% of its staff, and any new unit that will be created during its validity. In general, it does not apply to personnel belonging to technical assistance since these people will be governed by the Equality Plans of the companies to which they belong. Only the AEI's sexual harassment or gender-based harassment protocol will apply to technical assistance personnel.
- **FUNDED ACTIVITIES.** It also applies to the people and entities involved in the financed activities, or beneficiaries of the aid.
- **COLLABORATING PERSONNEL.** In the actions detailed, it also applies to the Scientific-Technical collaborating staff and to the experts who participate in the evaluation tasks.

The following sections list the main lines of action and the strategic and operational objectives that are contemplated, as well as the specific measures included. In all cases, it is specified to whom it applies, whether to the Agency's staff or to the funding activities.

It includes a total of 7 axes and 26 measures organised around 14 operational objectives. The 7 axes considered are:

- AXIS 1. ORGANIZATIONAL CULTURE
- AXIS 2. AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING
- AXIS 3. WORKING CONDITIONS, CO-RESPONSIBILITY AND WORK-LIFE BALANCE
- AXIS 4. ACCESS and CAREER DEVELOPMENT AT THE AEI
- AXIS 5. GENDER PERSPECTIVE IN RESEARCH
- AXIS 6. GENDER PERSPECTIVE IN EVALUATION
- AXIS 7. GENDER-BASED VIOLENCE AND SEXUAL AND SEXIST HARASSMENT

3 RESOURCES

The plan has the AEI's own resources, including a new person in the Support Unit for the coordination of Equality activities and possible collaborations with other institutions, thus ensuring compliance with the Horizon Europe requirement that the plan be endowed with its own/specific resources.

4 LINES OF ACTION, OBJECTIVES AND MEASURES.

AXIS 1. ORGANIZATIONAL CULTURE

Strategic objective: To promote a gender-sensitive organizational culture in all AEI actions.

Operational Objective 1: Incorporation of the gender perspective in procedures.

Measure 1. Include the Equality Plan and the Harassment Protocol in the AEI's welcome documentation.

Description:	Revision of the documentation of the Welcome Manual to incorporate the gender perspective, the Equality Plan and the Protocol for Action against Conduct Constituting Sexual Harassment and Harassment on Grounds of Sex (hereinafter Harassment Protocol).		
Responsible:	Secretaría General	Aimed at:	Personal AEI
Indicators:	- Mention in the welcome manual. - Updated documents on the intranet.	Term:	2025, 2026, 2027

Measure 2. Encourage the use of inclusive and non-sexist language in internal and external communication by providing the staff with tools for its use.

Description:	Preparation of a document with recommendations for the use of inclusive and non-sexist language, including its application in external and internal communication.		
Responsible:	Support Unit	Aimed at:	Personal AEI Funded activities Collaborating staff
Indicators	- Instructions from the Directorate for the use of inclusive and non-sexist language.	Term:	2026

Measure 3. Review of forms for the collection of staff data from a gender perspective.

Description:	Review of forms to incorporate improvements that facilitate the collection, monitoring and analysis of workforce data from a gender perspective.		
Responsible:	Secretaría General	Aimed at:	Personal AEI
Indicators	- No. of computer tools, templates and forms revised and modified	Term:	2026

Measure 4. Review of call data collection forms, from a gender perspective

Description:	Revision of forms and improvements for the collection and analysis of data from a gender perspective, relating to applications, evaluation activity and monitoring		
Responsible:	DPRO, DCES	Aimed at:	Funded activities
Indicators	- No. of computer tools, templates and forms revised and modified	Term:	2027

Operational Objective 2: To promote and improve the internal and external image of the Agency linked to its commitment to equality.

Measure 5. Internal and external communication actions on equality activities of the AEI, including communication and dissemination of the Gender Equality Plan.

Description:	Communication and dissemination of activities related to gender equality, both organised or implemented by the Agency itself and organised by other institutions.		
Responsible:	Support Unit Secretaría General	Aimed at:	Personal AEI Funded activities Collaborating staff
Indicators:	<ul style="list-style-type: none"> - Number of activities promoted or participated in by the Agency, with participation data - Intranet space created and accessible. 	Term:	2025, 2026, 2027

Operational Objective 3: Eliminate the possible presence of a glass ceiling.

Measure 6. Promote proportionate representation in decision-making spaces with respect to the total number of women in the AEI workforce.

Description:	Active promotion of proportionate representation in leadership positions and decision-making spaces of the AEI (unit/division and subdivision heads) with respect to the total number of women in the workforce.		
Responsible:	Address Secretaría General	Aimed at:	Personal AEI
Indicators:	<ul style="list-style-type: none"> - No. of selection processes for decision-making positions, candidacies by gender. - Dissemination and implementation of contracting protocol with a gender perspective 	Term:	2025, 2026, 2027

AXIS 2. AWARENESS-RAISING, TRAINING AND CAPACITY BUILDING

Strategic Objective: To ensure alignment with the IV Gender Equality Plan of the General State Administration, specifically with axis 2 awareness, training and training.

Operational Objective 4: To strengthen awareness-raising measures and increase the level of training for gender equality and other gender dimensions such as intersectionality of all Agency staff and people in the Spanish R+D+i system.

Measure 7. Extension of the AEI's Gender Equality Training Plan.

Description:	Staggered expansion of the training content on gender equality in the AEI.		
Responsible:	Support Unit Secretaría General	Aimed at:	Personal AEI
Indicators:	<ul style="list-style-type: none"> - Mandatory gender equality training and other aspects of equality and harassment for all staff - Mandatory gender training for managerial and pre-managerial staff and HR staff - Number of training hours in equality and % of the total - Number of other online courses or resources that incorporate the gender perspective 	Term:	2025, 2026, 2027

Measure 8. Training in gender equality for scientific evaluation and research projects

Description:	Provision of training in gender equality for scientific evaluation and the gender perspective in research projects.		
Responsible:	Support Unit DCES	Aimed at:	Personal AEI Funded activities Collaborating staff
Indicators:	- Gender equality course for scientific evaluation and the gender perspective in research projects.	Term:	2026, 2027

AXIS 3. WORKING CONDITIONS, CO-RESPONSIBILITY AND WORK-LIFE BALANCE

Strategic Objective: To guarantee fair and equitable working conditions under the principles of co-responsibility and equality.

Operational Objective 5: Improvement of existing work-life balance measures.

Measure 9. To prepare and disseminate co-responsible work protocols in line with the AGE's Guide for the Reconciliation of Personal, Work and Family Life.

Description:	Preparation, establishment and dissemination of an AEI Concilia Plan to improve conciliation conditions.		
Responsible:	Secretaría General	Aimed at:	Personal AEI
Indicators:	<ul style="list-style-type: none"> - Establishment of the Concilia Plan in the AEI (PC) - Annual monitoring of the CP with data disaggregated by gender. - Dissemination in the AEI. 	Term:	2026 establishment and dissemination in the AEI 2027 follow-up

Measure 10. Carrying out a diagnosis and guidelines on digital disconnection in the AEI

Description:	Digital disconnection in the IEA, diagnosis, guidelines and monitoring		
Responsible:	Secretaría General Support Unit	Aimed at:	Personal AEI
Indicators:	<ul style="list-style-type: none"> - Diagnosis of digital disconnection, taking into account data disaggregated by gender and intersectional characteristics - Inclusion of guidelines on PC. 	Term:	2025 Diagnosis 2026 CP Principals

Measure 11. Analysis, dissemination and possible improvements of conciliation measures in R+D+i aid

Description:	Annual assessment of the implementation of conciliation measures in the AEI's calls for aid.		
Responsible:	DPRO DCES	Aimed at:	Funded activities
Indicators:	- Annual report on reconciliation measures implemented	Term:	2025, 2026, 2027

Operational Objective 6: Ensure a fair remuneration policy without discrimination based on sex or other characteristics, promoting equal pay.

Measure 12. Include annual systems for controlling and monitoring the wage gap.

Description:	Annual monitoring of data on the wage gap, and promoting a more in-depth analysis of differences and possible causes through remuneration audit mechanisms.		
Responsible:	Secretaría General Support Unit	Aimed at:	Personal AEI
Indicators:	- Pay Gap Index Annual Report - Remuneration audit	Term:	2025, 2026, 2027

AXIS 4. ACCESS and CAREER DEVELOPMENT AT THE AEI

Strategic Objective: To ensure equal access, promotion and career development in the Agency, including access to decision-making positions.

Operational Objective 7: Detection and elimination of possible direct or indirect barriers and promotion of equitable practices in all access and selection processes.

Measure 13. Preparation and dissemination of a selection and promotion procedure to ensure the elimination of bias based on sex and/or gender, disability, sexual orientation, race or ethnic origin, or any other characteristic in the AEI.

Description:	Development of a staff selection procedure in the AEI sensitive to gender and diversity.		
Responsible:	Secretaría General	Aimed at:	Personal AEI
Resources:	- Preparation of Contracting Procedure - Dissemination of the procedure - Annual Monitoring Report	Term:	2026 Preparation and dissemination 2027 follow-up

Operational Objective 8: Strengthen equality criteria in career retention, promotion and development.

Measure 14. Proactive dissemination of information on internal promotion processes in the AEI

Description:	Proactive dissemination of information (before and after) on internal promotion processes and career development in the AEI.		
Responsible:	Secretaría General Support Unit	Aimed at:	Personal AEI
Indicators:	- Number of promotion processes disseminated against the total number of promotion positions	Term:	2025, 2026, 2027

Measure 15. Exit questionnaire for people who are promoting, leaving or changing positions

Description:	Completion of an exit questionnaire for all people who are promoting, leaving or changing positions for any other reason, to learn about possible (intersectional) barriers to talent retention and professional development and to detect possible opportunities for improvement.		
Responsible:	Secretaría General Support Unit	Aimed at:	Personal AEI
Indicators:	- Questionnaire Development - Annual Results Report	Term:	2026 Quiz 2027 Report

AXIS 5. GENDER PERSPECTIVE IN RESEARCH

Strategic objective: To contribute significantly and qualitatively to the effective incorporation of the intersectional gender perspective as a cross-cutting category in R+D+i

Operational Objective 9: Promote the adequate integration of sex/gender analysis from an intersectional perspective throughout the research cycle or development.

Measure 16. Qualitative and quantitative analysis of the gender perspective in the research declared in the applications.

Description:	Report on the completion and scope of the gender perspective described in applications for R+D+i grants		
Responsible:	Support Unit	Aimed at:	Funded activities
Indicators:	- Gender Perspective Report - Proposed measures	Term:	2026 Report 2027, proposed measures

Operational Objective 10: Ensure gender balance and promote diversity at all levels, at all stages and in all research teams

Measure 17. To stimulate and recognize the presence and leadership of women in research teams

Description:	The presence and leadership of women in the research teams of all calls will be enhanced		
Responsible:	DCES Support Unit	Aimed at:	Funded activities
Indicators:	- Inclusion in the News of the calls: - % requests with 1 female PI - % requests with 2 female IPs - % requests with 2 male IPs - Dissemination and actions aimed at improving women's leadership	Term:	2025, 2026, 2027

Measure 18. Analysis and implementation of positive actions in the AEI's calls to achieve equitable access and distribution to funds

Description:	Positive actions in the AEI calls, to achieve equitable access and distribution under gender criteria.		
Responsible:	DCES	Aimed at:	Funded activities
Indicators:	Conducting a study Number of positive actions proposed Number of calls that include a prioritization/tie-breaking criterion based on gender or diversity of the teams Quotas or gender-conditional support	Term:	2025, conducting the study 2026, proposed actions 2027 incorporation into calls

Operational Objective 11: Strengthen support for women's research careers.

Measure 19. Annual awards for relevant activities in gender equality in research

Description:	Creation of an annual award to recognize relevant activities carried out in gender equality in research.		
Responsible:	DCES Support Unit	Aimed at:	Funded activities Collaborating staff
Indicators:	- Definition of the bases of the call - Award ceremony	Term:	2026, terms and conditions of the call 2027, first installment

AXIS 6. GENDER PERSPECTIVE IN EVALUATION

Strategic objective: To ensure a scientific and technical quality assessment that is sensitive to gender and diversity

Operational Objective 12: Ensure a gender perspective in all steps of the evaluation process

Measure 20. Guarantee the gender perspective in all evaluation and monitoring commissions

Description:	Ensure reference to the gender perspective in committees		
Responsible:	DCES	Aimed at:	Personal AEI Collaborating staff

Indicators:	<ul style="list-style-type: none"> - Proposed measures to be implemented - Implementation of measures - Annual follow-up 	Term:	2025, proposed measures 2026 and 2027 follow-up
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Measure 21. Annual publication of data on the AEI Evaluators' Database

Description:	Annual publication of data on the evolution of the proportion of women and men participating in the evaluation of the AEI calls		
Responsible:	DCES	Aimed at:	Collaborating staff
Indicators:	<ul style="list-style-type: none"> - Report on sex-disaggregated data of BECA experts. - Report on sex-disaggregated data from experts participating in the evaluations. 	Term:	2025, 2026, 2027

Operational Objective 13: Ensure the homogenization of gender perspective evaluation in calls for proposals

Measure 22. Preparation of a guide for the evaluation and monitoring of the gender perspective

Description:	Guide/guidelines for the evaluation and monitoring of the gender perspective in research content.		
Responsible:	Strategic Equality Group DCES	Aimed at:	Personal AEI
Indicators:	<ul style="list-style-type: none"> - Guidelines for the consideration of the perspective in evaluation and monitoring. - Updated templates of evaluation and monitoring reports with creation of descriptors and sections on gender perspective 	Term:	2027

AXIS 7. GENDER-BASED VIOLENCE AND SEXUAL AND SEXIST HARASSMENT

Strategic Objective: To guarantee respectful, safe and violence-free work environments by establishing a zero-tolerance policy towards gender-based violence and sexual and/or sexist harassment or harassment based on sex or gender

Operational Objective 14: Establish mechanisms for the prevention and monitoring of the prevalence of bullying in the Agency

Measure 23. Questionnaire for the identification of prevalence of bullying behaviors with an intersectional approach

Description:	Design and implementation of a biannual questionnaire to identify behaviors constituting bullying, with special focus on especially vulnerable people or the possible existence of multiple inequalities.
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Responsible:	Secretaría General Support Unit	Aimed at:	Personal AEI
Indicators:	<ul style="list-style-type: none"> - Questionnaire design. - Number of participants, by sex/gender - Results Report 	Term:	2026, biannually

Measure 24. Dissemination of the protocol for harassment based on sex and sex, and instructions for action in the event of harassment

Description:	Prepare information and internal and external dissemination materials on the Protocol against sexual harassment or harassment based on sex/gender, as well as any other existing measures for the prevention and protection against harassment, including informative instructions on reprehensible conduct.		
Responsible:	General Secretary Support Unit	Aimed at:	Personal AEI Collaborating staff
Indicators:	<ul style="list-style-type: none"> - Dissemination / communication activities - Materials produced and disseminated 	Term:	2025, 2026, 2027

Measure 25. Inclusion of a declaration of promotion of a culture free of violence, action protocols and safe, inclusive and balanced work environment for institutions and research teams applying for funding from the Agency

Description:	Inclusion in the calls of a responsible declaration by the applicants that includes the will to promote a research culture free of violence and the commitment to act promptly and diligently in the face of complaints, in accordance with its protocol and internal procedures. This declaration must also include a commitment to promote a safe and inclusive work environment in the team, as well as a balanced distribution of tasks and resources.		
Responsible:	DPRO DCES	Aimed at:	Funded activities
Indicators:	<ul style="list-style-type: none"> - Proposal of text to be included in the bases or calls. - Text drafted with the modification 	Term:	2025, text proposal 2026, drafted text (Order of Bases and/or calls)

Measure 26. AEI's Statement of Institutional Commitment to Violence-Free Research Environments

Description:	AEI management statement of its commitment to creating a safe, inclusive and violence-free work environment.		
Responsible:	Address Support Unit	Aimed at:	Personal AEI
Indicators:	- Management Statement	Term:	2025

5 VALIDITY, PLANNING AND MONITORING OF THE PLAN

5.1 VALIDITY AND DISSEMINATION

The Plan will enter into force on the day of its signature by the Presidency of the AEI after approval by the Governing Council, and will be in force until December 2027, or until the approval of the III Gender Equality Plan. In September 2027, the process of designing and negotiating the next plan will begin, based on the annual monitoring reports and the final evaluation of this plan.

Once signed, it will be uploaded to the AEI website and a news item will be prepared on the website and on the intranet. Infographics and informative material will also be distributed with the basic content and the most important measures of the Plan.

5.2 FOLLOW-UP, MONITORING AND EVALUATION

In accordance with Article 4 bis 6. of Law 14/2011 (LCTI), all agents of the Spanish System of Science, Technology and Innovation that are part of the state public sector, such as the AEI, will have Gender Equality Plans in the field of R+D+I and will carry out annual monitoring, monitoring their level of implementation and the results obtained for each measure, and making adjustments as necessary.

Coordinator and follow-up

The **AEI Support Unit** will be responsible for directing the implementation of the Plan and monitoring its progress and results. The Agency will promote participation in monitoring activities through the Strategic Equality Group, which will continue to exercise the functions of the Monitoring Committee and in any case will have monitoring and evaluation information.

Monitoring and evaluation tools

Specifically, the tools for monitoring and evaluating the Plan are:

1. Sheets for each measure: A specific sheet will be prepared for each measure. Monitoring through these files will be carried out by the unit responsible for implementation.
2. Annual progress monitoring and evaluation reports, which will be published on the website. They will be carried out by the Support Unit based on the files of each action, with the support of the GEI / Monitoring Committee, in accordance with the provisions of its internal operating rules.
3. Final impact evaluation report, with a complete evaluation of the design, results obtained, level of implementation, achievements achieved and impact, at a quantitative and qualitative level, which will be taken into account for subsequent plans.

Mechanisms for adapting or modifying the Plan

This Plan must be adapted or modified when recommended by the annual monitoring reports.

- When it is revealed that it is not in line with the legal and regulatory requirements or that it is insufficient as a result of the action of the Labour and Social Security Inspectorate.
- In the event of a merger, absorption, transfer or modification of the Agency's legal status.

- In the event of any incident that substantially modifies the workforce, its working methods, organisation or remuneration systems, including the non-application of the agreement and the substantial modifications of working conditions or the situations analysed in the diagnosis of the situation that has served as the basis for its preparation.
- When a court decision condemns the Agency for direct or indirect discrimination on grounds of sex or when it determines that the equality plan is not in line with legal or regulatory requirements.

The modifications must be discussed with the Strategic Equality Group / Monitoring Committee of the Plan, and approved by the Governing Council of the AEI.

6 ACRONYMS

AEI Spanish State Research Agency

CSIC Spanish National Research Council

ERA European Research Area

GEI Strategic Equality Group

SUPERA Supporting the Promotion of Equality in Research and Academia

UMyC Women and Science Unit, a unit under the Ministry of Science, Innovation and Universities.

LCTI Law 14/2011, of 1 June, on Science, Technology and Innovation.

Annex I List of measures and personnel to which they apply

MEASURE	DESCRIPTION	PERSONAL IEDs	ACTIVITIES FINANCED	PERSONAL COLLABORATOR
1	Include the Equality Plan and the Harassment Protocol in the AEI's welcome documentation.	X		
2	Encourage the use of inclusive and non-sexist language in internal and external communication by providing the staff with tools for its use.	X	X	X
3	Review of forms for the collection of staff data from a gender perspective.	X		
4	Review of call data collection forms, from a gender perspective		X	
5	Internal and external communication actions on equality activities of the AEI, including communication and dissemination of the Gender Equality Plan.	X	X	X
6	Promote proportionate representation in decision-making spaces with respect to the total number of women in the AEI workforce.	X		
7	Extension of the AEI's Gender Equality Training Plan.	X		
8	Training in gender equality for scientific evaluation and research projects.	X	X	X
9	To prepare and disseminate co-responsible work protocols in line with the AGE's Guide for the Reconciliation of Personal, Work and Family Life.	X		
10	Carrying out a diagnosis and guidelines on digital disconnection in the AEI.	X		
11	Analysis, dissemination and possible improvements of conciliation measures in R+D+i aid.		X	
12	Include annual systems for controlling and monitoring the wage gap.	X		
13	Preparation and dissemination of a selection and promotion procedure to ensure the elimination of bias based on sex and/or gender, disability, sexual orientation, race or ethnic origin, or any other characteristic in the AEI.	X		
14	Proactive dissemination of information on internal promotion processes in the AEI.	X		
15	Exit questionnaire for people who are promoting, leaving or changing positions.	X		
16	Qualitative and quantitative analysis of the gender perspective in the research declared in the applications.		X	
17	To stimulate and recognize the presence and leadership of women in research teams.		X	
18	Analysis and implementation of positive actions in the AEI's calls to achieve equitable access and distribution to funds.		X	
19	Annual awards for relevant activities in gender equality in research.		X	X
20	Guarantee the gender perspective in all evaluation and monitoring commissions		X	X
21	Annual publication of data on the AEI Evaluators' Database.		X	X
22	Preparation of a guide for the evaluation and monitoring of the gender perspective.		X	
23	Questionnaire for the identification of prevalence of bullying behaviors with an intersectional approach.	X		
24	Dissemination of the protocol for harassment based on sex and sex, and instructions for action in the event of harassment.	X		X
25	Inclusion of a declaration of promotion of a culture free of violence, action protocols and safe, inclusive and balanced work environment for institutions and research teams applying for funding from the Agency.		X	
26	AEI's Statement of Institutional Commitment to Violence-Free Research Environments.	X		