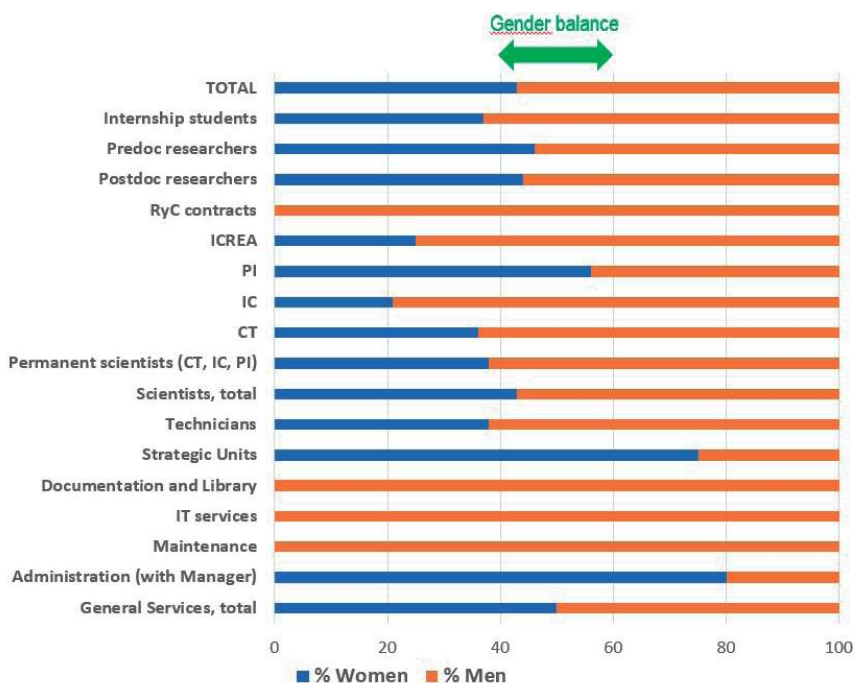


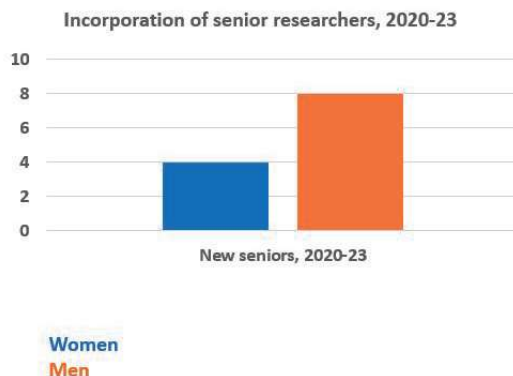
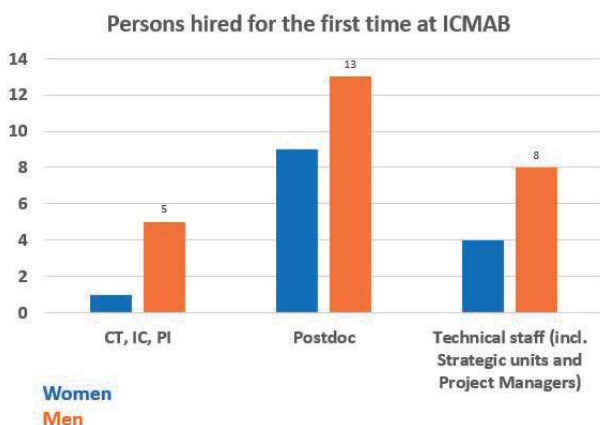
EXECUTIVE SUMMARY

This summary highlights the key points regarding gender equality, workplace dynamics, and the need for further actions and improvements in inclusion at ICMAB.



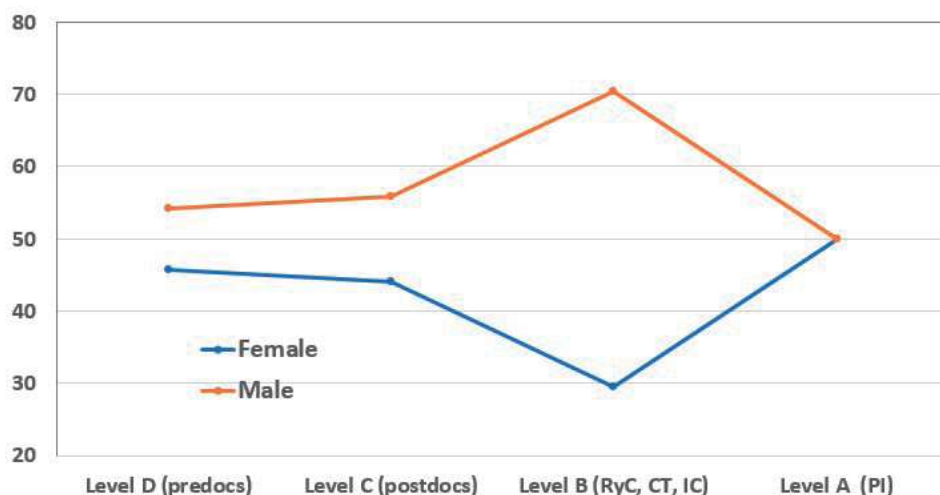
Task and gender of ICMAB's personnel (with data from 2023)

The ICMAB staff shows gender balance overall, but gender imbalances appear when considering specific tasks, levels, and scientific departments. These imbalances reflect broader societal biases in education and profession choices, although they should still be addressed.



Scientific talent attraction (with data from 2023)

An analysis of contract types reveals some gender bias favoring men, along with evidence that women face greater challenges in obtaining permanent positions and experience more job insecurity. The lack of comprehensive information on tasks and educational levels complicates drawing definitive conclusions, but a deeper analysis and follow-up is essential.



Glass ceiling index:

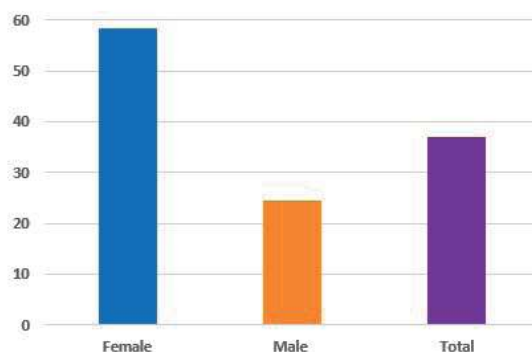
GCI=0.742

CSIC: 1.44

ICMAB researchers by level (scissors graph, with data from 2023)

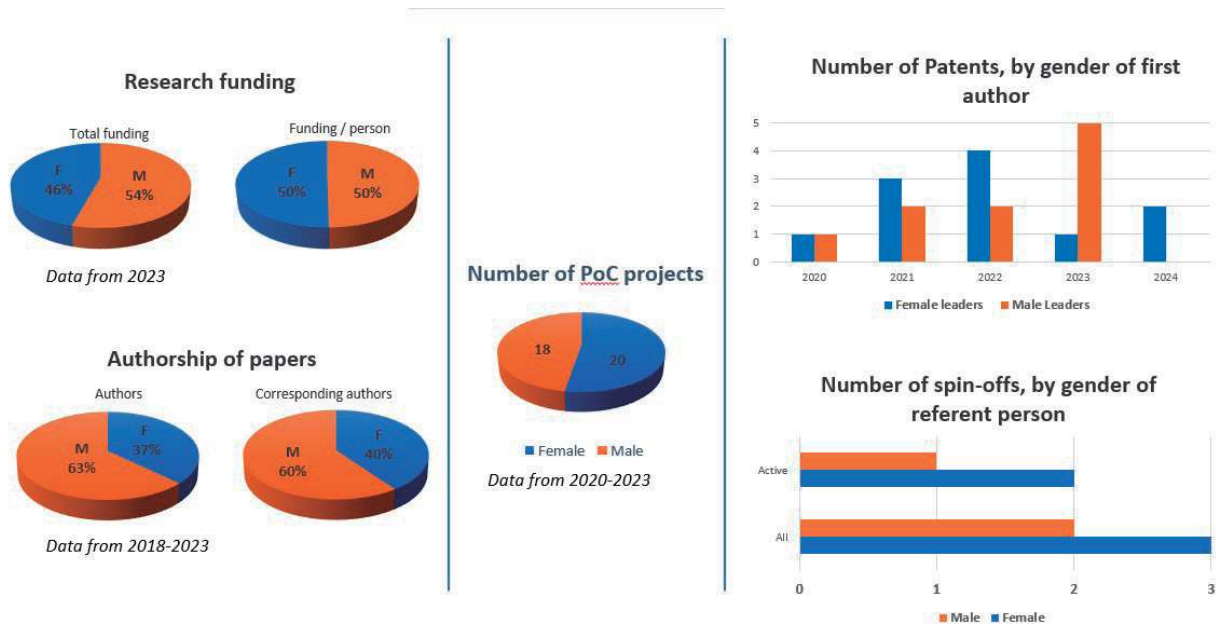
In the scientific staff, gender balance is observed at the predoctoral and postdoctoral levels, but there is a gender imbalance among tenured scientists and research scientists. However, an anomaly is found in the research professor level, where gender balance is maintained. This results in a break in the typical STEM gender gap at its highest levels, with a notably low glass ceiling index.

% of senior researchers who have done their PhD at ICMAB



Mobility graph within ICMAB researchers (with data from 2023)

A concerning trend is the increasing masculinization of the workforce, particularly in senior scientific positions, which appears to be linked to reduced mobility of women beyond a certain age, a common issue in research fields. Nevertheless, there is room for improvement, as the ICMAB's current performance falls below the average for women obtaining "Ramón y Cajal" contracts in areas relevant to the institution.



Statistics on scientific outcome

Data on scientific productivity, research funding acquisition, and knowledge transfer show gender balance, with female staff performing even better than the gender imbalance among permanent scientific staff. No cases of sexual or gender harassment have been reported, but microaggressions and reluctance to report them are evident. Hints of work-related harassment also exist, particularly regarding workload and hierarchical relationships.

There is a strong awareness of equality and inclusion within the governing bodies and a significant portion of the staff. However, some insensitivity to gender issues, resistance to equality initiatives, unconscious bias, and microaggressions exist among both men and women. Continued efforts are needed to raise awareness, improve communication on equality issues, and inform staff about available support for work-life balance and equality training.

ICMAB has an active Gender and Diversity Equality Commission composed of volunteers without specific training. There is no dedicated staff for equality and inclusion tasks, and this limits the commission's capacity to implement initiatives. While there is a willingness from some staff to promote inclusion, particular attention should also be given to individuals with functional diversity, different sexual orientations, and varied ethnic backgrounds.