



I CELLS GENDER EQUALITY PLAN

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1 INTRODUCTION, BACKGROUND AND OBJECTIVES OF THE CELLS GENDER EQUALITY PLAN

The ALBA synchrotron is a large scientific and technological facility located in Cerdanyola del Vallés (Barcelona, Spain). It is based on a complex of accelerators that produce synchrotron light beams. These beams have extremely unique characteristics in terms of their brightness, spectral, polarisation and temporal structure, making them a unique tool for analysing the atomic and molecular properties of materials in a wide variety of scientific fields. In order to use the light beams mentioned above, a series of laboratories located around the accelerator rings, called beamlines, are available. ALBA currently has ten beamlines in operation, with another four in various stages of design or construction, and the capacity to gradually grow to more than 20.

The ALBA synchrotron is managed by the Consortium for the Construction, Equipment and Exploitation of the Synchrotron Light Laboratory ("CELLS"). The CELLS is a public consortium, 50% owned by the central and regional governments, which participate equally in the governing bodies defined in the consortium's statutes. Its staff includes a wide variety of highly specialised profiles, with a very international character.

CELLS currently operates its accelerators and beamlines for a total of around 6,000 hours per year, enabling it to serve more than 1,000 scientific users and numerous companies each year.

Since its inception, it has been committed to the promotion of gender equality in our society. In this sense, it has developed a series of actions aimed at promoting equality and non-discrimination, leading to transform the culture and good practices in our organisation.

The most relevant actions currently underway or already carried out are:

- Approval of a protocol for action against harassment in the workplace applying the gender perspective.
- Adoption of internal rules for the representation of different genders on staff selection panels, on the Scientific Advisory Committee, and on scientific panels for the evaluation of experiment proposals.
- Implementation of information campaigns highlighting the role of women working at CELLS, as well as biographies of important women scientists.
- Renaming part of our meeting rooms after women scientists.

- External actions for primary and secondary school students with the aim of working on gender equality in science, technology, engineering and mathematics disciplines (project "STEM preparades", "Misión ALBA", and "Ciència en colors").

With this equality plan we want to complement the already existing policy, in order to make progress in achieving a totally equal environment in terms of gender.

The basis of this document is the firm commitment to full equality of opportunity between men and women in our organisation.

2 SCOPE OF APPLICATION

This plan shall apply to all CELLS staff.

3 REGULATORY FRAMEWORK

- 1) Convention on the Elimination of All Forms of Discrimination against Women, approved by the United Nations General Assembly in December 1979 and ratified by the Spanish State in 1983.
- 2) Charter of Fundamental Rights of the European Union. Chapter III, Article 23, enshrines equality between women and men and establishes that it must be guaranteed in all areas, including employment, work and pay, and makes it possible to adopt actions that favour the under-represented gender.
- 3) Spanish Constitution. Article 14 proclaims that Spaniards are equal before the law, without any discrimination on grounds of birth, race, sex, religion, opinion or any other personal or social condition or circumstance.
- 4) 2006 Statute of Autonomy of Catalonia. It advocates women's rights in Chapter I, in the rights and duties of the civil and social sphere, specifically in Article 19, establishing that all women have the right to the free development of their personality and personal capacity, and to live with dignity, security and autonomy, free from exploitation, mistreatment and all types of discrimination. Women also have the right to participate on equal terms with men in all public and private spheres.

5) Organic Law 3/2007, of 22 March, for the effective equality of women and men. Article 51 of the Organic Law mentions that:

"Public administrations, within the scope of their respective competences and in application of the principle of equality between women and men, shall:

- a) Remove the obstacles that imply the persistence of any type of discrimination in order to offer conditions of effective equality between women and men in access to public employment and in the development of professional careers.
- b) To facilitate the reconciliation of personal, family and working life, without detriment to professional promotion.
- c) Encourage training in equality, both in access to public employment and throughout the professional career.
- d) Promote a balanced presence of women and men in selection and assessment bodies.
- e) Establish effective measures to protect against sexual harassment and harassment based on sex.
- f) Establish effective measures to eliminate any direct or indirect discrimination based on sex in terms of pay.
- g) Periodically evaluate the effectiveness of the principle of equality in their respective spheres of action".

6) The seventh additional provision of the Basic Statute of the Public Employee states that:

"1. Public administrations are obliged to respect equality of treatment and opportunities in the workplace and, to this end, shall adopt measures aimed at avoiding any type of discrimination between women and men in the workplace.

2. Without prejudice to the provisions of the previous paragraph, Public Administrations shall draw up and implement an equality plan to be developed in the applicable collective bargaining agreement or agreement on working conditions for civil servants, under the terms provided therein".

7) Law 31/1995, of 8 November, on the Prevention of Occupational Risks establishes in its second article that the purpose of this law is to promote the safety and health of workers through the application of measures and the development of the necessary activities for the prevention of risks derived from work.

8) 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 establishes that the Public Administrations, within the scope of their competences, will guarantee the rights recognised in this law for all personnel in their service, and will implement measures for the promotion and defence of equal treatment and non-discrimination of LGTBI people. This dimension has been taken into account in this equality plan.

9) II Collective Agreement of the CELLS and other internal regulations of application.

10) Organic Law 1/2004 of 28 December, on Comprehensive Protection Measures against Gender Violence.

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

4 METHODOLOGY APPLIED IN THE IMPLEMENTATION OF THE GENDER EQUALITY PLAN

This section represents the reference framework for actions and actions in the field of ensuring gender equality in the CELLS.

The elements considered are:

- The definition of the general objectives.
- The data for the diagnosis of the situation.
- The process of developing the diagnosis, specific objectives, indicators, action plans, monitoring, evaluation and review.

In this context, the negotiating committee for the gender equality plan was set up, consisting of two representatives of the management and two representatives of the workers' legal representatives.

Within its scope, proposals for concrete actions and plans have been developed. The tasks of the negotiating committee have been:

- Point of contact for anyone interested in equality issues (feedback and consultation).
- Diagnosis and analysis based on available data.
- Formulation of specific objectives and indicators in compliance with the general objectives.
- Proposal of action plans to management and workers' representatives.
- Monitoring, evaluation and review of action plans and actions.

The Management and the Workers' Representation evaluated the proposed actions and plans and negotiated the terms in which they will eventually be carried out.

The data presented in Annex 1 of this document, which serve as input to the initial diagnosis of the situation of the CELLS, have been extracted from the personnel data available to the CELLS: database, payroll, personnel software applications (People Portal), internal documentation of the

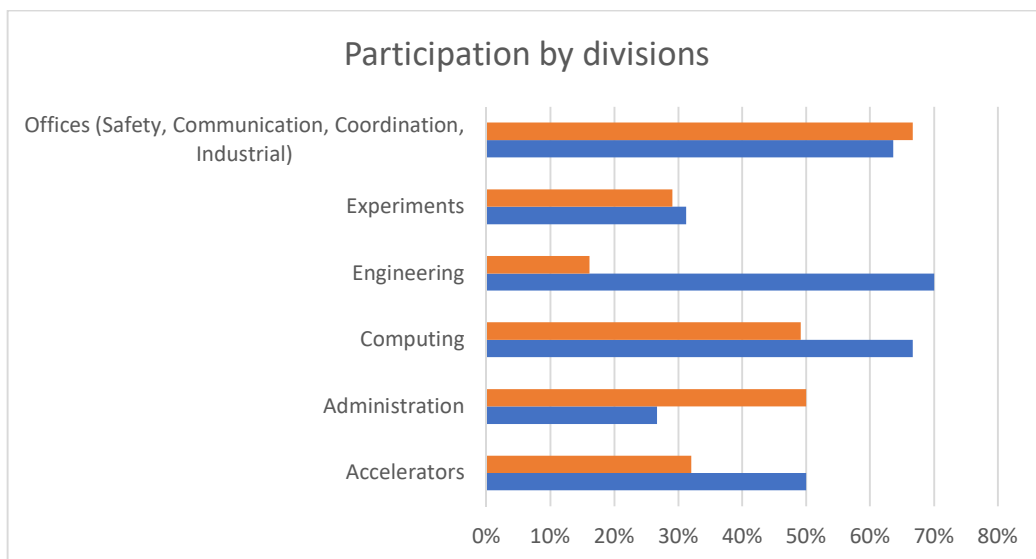
selection processes, the annual evaluation of staff, subsidised training, II Collective Bargaining Agreement and other internal regulations.

5 STAFF SURVEY ON THE CURRENT SITUATION OF GENDER EQUALITY IN CELLS

A staff survey was launched in May 2023 to find out their perception of gender equality at CELLS. The following is a summary of the most important results of the survey. The detailed results of the survey are shown in Annex II.

Participation:

A Gender Equality Survey was open between 2 and 17 May 2023 to all CELLS staff. The survey was responded to by 38% of the staff representing 46% of the female population and 35% of the male population of CELLS. Figure 1 shows the participation by gender and by division. There are differences between divisions, for example in ENG only 15% of the men responded while 70% of the women participated.



*blue=women; Orange=men.

The data have been analysed by the Negotiating Committee for a Gender Equality Plan. The percentages presented here are calculated for the entire CELLS workforce, not for the survey participants.

Results:

During the analysis of the survey it became clear that there was a group of people, around 10% of those who responded to the questionnaire, who had a very negative perception of the working conditions at CELLS. Further considerations for this group of people have been deferred to Human Resources and Safety who have taken the matter into their own hands. However, for the sake of completeness, all data have been analysed.

General trends in responses:

In general no discriminatory situations are perceived (Q7, Q8), although not all participants answer all questions ($\approx 80\%$ in some).

In general, there is a more positive perception (less inequality) among the male workforce than among the female workforce regarding the assessment of unequal situations of women vs. men (as reflected in the different sections of Q8).

At the same time, the responses indicate that there is a consensus that the difficulties in reconciling work and family life are greater (or occur more frequently) for women.

Staff also show that they agree with gender training (60% of respondents are in favour).

On the other hand, this committee considers that it is necessary to make every effort to avoid a single insult or aggression, as indicated by 18% of the women and 7% of the men, with differences according to the division. They also respond that women's opinions are sometimes undervalued.

The staff shows agreement that training is offered regardless of gender, that corporate language is sufficiently neutral and that management is committed to equal treatment of women and men.

The general perception of staff is that gender equality is achievable at CELLS in the next 10 years.

6 DIAGNOSTIC ANALYSIS

The data presented in Annex 1 of this document serve as input to the initial diagnosis of the CELLS situation. An analysis of each section of the diagnosis is presented below.

A1 Total staff distribution by gender

Large under-representation of women (76.5% men, 23.5% women). In recent years the trend has become more pronounced.

A2 Distribution of staff by division

The under-representation of women in the divisions is very uneven, with the scientific-technological categories (ACE, COM, ENG and EXP) below 20% on average, while the opposite is true for technical-administrative positions (ADM and DIR (or offices)).

It should be considered a positive aspect to have a female director, but it should be considered a negative aspect that all heads of division are and have always been men. The number of female section and group heads remains relatively constant over time.

A3 Distribution of staff by professional category

In the Management Board, the under-representation of women is higher than in the overall staff (80% men, 20% women). The number of female heads of section (34%) and group (31%) has remained relatively constant over the last 5 years, replicating the under-representation of women in the overall workforce.

The more technical profiles (scientific or technical) suffer from a more masculinised distribution than the average of the workforce.

The lowest paid professional category according to the collective bargaining agreement (administrative, V-A) is occupied 100% by women.

In EXP it stands out:

No female post-doc has managed to stabilise in the division and in a position relative to her/his training. In fact, between 2022 and 2022 there were no women post-docs in the division.

Over the years, the percentage of female beamline managers has been progressively decreasing. Vertically, the % of women decreases as we move up the career ladder.

A4 Distribution of students

There is a significant under-representation of women among dual vocational training students, while the difference is smaller among university students.

The more technical profiles (scientists or technicians per se) suffer from more masculine distributions than the average of the workforce.

There are no gender differences in their career progression different from those observed in the CELLS staff.

A5 Distribution by type of contract

Historically, the percentage of permanent contracts has favoured men, although in 2022 the trend has been reversed, as a result of the gender perspective being taken into account in the selection processes for the 2022 specific replacement rate.

A6 Average workforce by age

The average age of women is slightly higher than that of men, between 2 and 4 years depending on the year. It is recommended for future diagnoses to add the age pyramid of the workforce.

A7 Average years of service

No gender differences detected

A8 Distribution by type of working day

No gender differences are detected.

A9 Use of reduced working time

A higher percentage of women - the average (%W/TotW) over the last five years is three times that of men - make use of reduced working hours. Thus, while the percentage of men has doubled in 2022 (6%) compared to the previous year, the percentage of women has almost quadrupled in 2022.

A10 Use of breastfeeding leave

A higher percentage of women are taking breastfeeding leave. It is observed that since 2019, when breastfeeding leave could be taken by either parent, the number of men using it has increased, to the extent that 100% of men who were entitled in 2022 used it.

A11 Use of paid leave in relation to annual working time

No gender differences are detected.

A12 Educational level of the workforce and training received

A higher level of over-qualification is identified in positions occupied by women in the following categories:

- Support technician (with university studies)
- Senior technician (with doctorate)
- Secretary (with university studies)

It can be seen that there is a higher %M/total_M than the equivalent for women who have received training during these years (44% against 34%, according to A13.3). Examples: working at heights (100% M, electronics technicians), laser safety (74% M, BL technicians, Floor Coordinators), Kubernettes (88% M, COM staff).

A13 Distribution of the various CELLS bodies

The Management Board shows a higher female under-representation than the overall staff (80% men, 20% women). The Scientific Advisory Committee (SAC) and the Health and Safety Committee (CSS) show greater parity.

A14 Gender pay gap study at CELLS

With the available data, it can be seen that although in the overall staff, the salaries of men and women in 2022 are equal, when looking at the salary table of the collective agreement the distribution by categories, it is observed that the categories of Secretary, Administrative, Student in pre-doctoral training and staff funded by projects (which correspond to the lowest salaries) are entirely occupied by women. Thus, while the average is similar, the variability of salaries is more pronounced.

The Workers' Representation would like to mention that the company does not provide full information to the workers' representatives according to article 28.2 of the workers' statute. Furthermore, they indicate that it is not possible to carry out a complete analysis of the remuneration register because in this register the company omits the financial information of the categories of Director, Head of Division, Assistant to the management, Highly specialised scientist or technologist, Secretary, Administrative, Student in pre-doctoral

training and personnel financed by projects. These categories are made up of persons of the same gender or only with a single person of either gender.

A15 Performance evaluation

There is a systematic difference in favour of men with the only exception of the year 2021. The average score for men over the last 5 years is 6.998+/-0.015 and for women it is 6.968+/-0.1. This average is obtained taking into account variations that may occur after appeals have been resolved.

A16 Accident distribution

A higher number of accidents is detected in men than in women.

A17 Leaves of absence for childcare

No gender differences are detected.

A18 Staff leaves

No gender differences are detected.

A19 Statistics protocol for action against sexual and gender-based harassment.

There is one case, for which a file has been opened and the case has been closed.

A21 Recruitment

In general, the gender patterns that we see in the structure of our staff are reproduced in the % of CVs submitted, in the % of CVs selected, and in the % of interviewees, therefore, in general, fewer women than men are interviewed.

In 2022, the ADM division stands out, where, despite being highly feminised, no men were interviewed, even though a majority of male CVs were submitted, while in DIR (Offices), which is also highly feminised, more men than women were interviewed.

In the period analysed (2018-2022), for positions of responsibility (section, group and divisional heads), 11 M and only 4 W were recruited.

In the only category (2016-2020) where only women have been recruited is in the Administrative category.

A22 Job evaluation from a gender perspective

No assessment is issued until the implementation of measure M.2.1.2 of this Equality Plan, in which an external consultancy will help us to carry out an assessment of the positions from a gender perspective and not from an androcentric perspective in order to analyse in a general and systematic way the main tasks to be carried out and verify their correct framing within the conditions established in the collective bargaining agreement. Estimated time to have these data available: before the end of 2024.

7 OBJECTIVES AND ACTION PLAN

Gender equality is a principle of fundamental rights that implies that all people (men, women and all non-binary genders) should receive equal rights, benefits, equal opportunities, equal sentences and be treated with equal respect in all aspects of daily life and, in particular, in the workplace.

This equality of treatment is not always guaranteed, given that different people can be treated differently depending on their position in the sex-gender system, a treatment that can lead to discrimination and violence. In this sex-gender system, the most widespread inequality is that received by women because of their gender, although it also extends to other people (women, men and non-binary people who make up the LGTBI+ collective) who have gender expression, gender identity, sex-affective orientation or non-normative sexual characteristics. The Equality Plan in companies and institutions promotes measures to correct these inequalities based on gender or sex-gender diversity.

CELLS is determined to promote gender equality throughout the organisation, including in particular the technical-scientific fields, not only for principles of social equality, but also out of conviction for the improvement of quality and excellence of operation and innovation. In order to correct the structural inequalities of our society in gender and its diversity, the Consortium is committed to promoting the balanced participation of personnel in tasks and positions of responsibility, exposure and external projection, taking into account the structural biases in this dimension.

A series of action areas are then defined where, based on an introduction of the area, objectives to be achieved, measures to be implemented and indicators for monitoring the implementation of the measures are defined.

7.1 Area of selection and recruitment

In order to carry out a personnel selection process that guarantees access to all persons under the same conditions, it is necessary to check that gender does not condition the choice of the person to be hired.

The selection of personnel in the public administration is regulated at the legal level in order to guarantee the principles of equality, merit, capacity, publicity and transparency.

In order to achieve effective equality between women and men, it is necessary to promote the balanced participation of women and men in the organisation.

| 1. Area of selection and recruitment | |
|--------------------------------------|---|
| GOAL | O1.1 Balanced presence at all levels of the company. |
| MEASURE | M1.1.1 In the case of candidates of equal merit and ability, give preference to the gender under-represented in the position. |
| MEASURE | M1.1.2 Study existing and legally possible positive actions to be applied in selection processes. |
| MEASURE | M1.1.3 Anonymise in the first phase of the selection process the CV data in the selection process, by requesting anonymous CVs or omitting the data upon receipt. |
| MEASURE | M1.1.4 Converging towards the HRS4R certification criteria |
| MEASURE | M1.1.5 Include in all forms where gender is asked, the non-binary option, in addition to the binary male/female. Add the field (to be filled in optionally) of "Chosen name", according to Acord de Govern de la Generalitat de Catalunya 45/2022, de 15 de març 2022). |
| MEASURE | M.1.1.6 In selection processes, interview at least one person of the under-represented gender in the division/office if he/she meets the minimum requirements and after the merit assessment phase has been placed in one of the top five positions. |
| INDICATOR | I1.1.1 Verification of the inclusion of the gender preference criterion in the selection process. |

| 1. Area of selection and recruitment | |
|---|--|
| INDICATOR | I1.1.2 Elaboration of a legal study on the possibility of incorporating positive action measures. |
| INDICATOR | I1.1.3 Verification of the anonymity of CVs in selection processes. |
| GOAL | O1.2 Gender mainstreaming of selection boards. |
| MEASURE | M1.2.1 Establish criteria to ensure the gender neutrality of the selection tests and the content of the interview. |
| MEASURE | M1.2.2 Include a post-interview questionnaire with questions related to ensuring gender neutrality and a gender perspective during the interview. |
| MEASURE | M1.2.3 Review current selection criteria for bias. |
| MEASURE | M1.2.4 Train members of selection boards on gender perspective, non-discriminatory use of language, and unacceptable questions in job interviews that may lead to indirect discrimination. This training will be compulsory before being allowed to participate in selection boards. |
| MEASURE | M1.2.5 Regulate compliance with parity in the constitution of selection boards, with a minimum of two genders represented. |
| MEASURE | M1.2.6 In the future selection guide (I1.2.4), in addition to indicating the mandatory conditions (M1.2.5 among others) for the selection board, introduce guidelines indicating that the selection of board members must be oriented towards guaranteeing the board's competence in assessing the technical and professional competences of the candidates. |
| INDICATOR | I1.2.1 Report on the review of the selection criteria and selection procedure. |
| INDICATOR | I1.2.2 Report on the results of the post-interview surveys. |
| INDICATOR | I1.2.3 Report on the composition of the tribunals. |
| INDICATOR | I1.2.4 Development of a procedure or good practice guide on recruitment that includes a gender and diversity perspective. |
| GOAL | O1.3 Establish gender-sensitive selection criteria |
| MEASURE | M1.3.1 Publish in the offer the scoring criteria that can be obtained in the merit assessment phase with sufficient granularity. Provide details in the selection guide. |

| 1. Area of selection and recruitment | |
|---|--|
| MEASURE | M1.3.2 Publish in the offer the scoring criteria that can be obtained in the interview phase. The scores awarded for technical skills and professional skills should be balanced, taking into account the profile of the post. Provide details in the selection guide. |
| MEASURE | M1.3.3 Review of the scores obtained by the candidates in the selection processes, anonymised except for gender, to detect possible biases in the selection processes. |
| INDICATOR | I1.3.1 Verification of the publication in the tenders of the scores to be received in the different parts of the process. |
| INDICATOR | I1.3.2 Report with number and percentage, broken down by gender, division and section, of the people incorporated in the annual processes, and of those who participate in each selection process of the year. Also attach the scores obtained by each candidate. |
| GOAL | O1.4 Gender mainstreaming in tendering processes. |
| MEASURE | M1.4.1 Study the application of clauses similar to those already included in tendering processes for services and works in supply tenders. |
| INDICATOR | I1.4.1 Verification of the incorporation of gender-sensitive clauses in tenders. |

7.2 Area of remuneration and job classification

A key indicator for analysing gender pay policy is the pay gap, which is defined as the difference between men's average pay and women's average pay divided by men's average pay.

The aim of gender pay equity is to ensure that workers receive equal pay regardless of their gender.

| 2. Area of remuneration and job classification | |
|---|---|
| GOAL | O2.1 Ensuring pay equity |
| MEASURE | M2.1.1 Continuously monitor the equality of working conditions between women and men. |

| 2. Area of remuneration and job classification | |
|---|---|
| MEASURE | M2.1.2 To carry out the list of jobs foreseen in the organisation chart of the CELLS according to the Psychosocial Action Plan by adding a gender and non-androcentric evaluation of the jobs in order to analyse in a general and systematic way the main tasks to be performed and to verify their correct framing within the conditions established by the collective agreement. |
| MEASURE | M2.1.3 Commitment to balance the CELLS workforce across all professional categories. |
| INDICATOR | I2.1.1 Pay register, segregated by gender. |
| GOAL | O2.2 Rationalising remuneration. |
| MEASURE | M2.2.1 In the selection process, inform candidates of the salary range offered at an initial contact. |

7.3 Area of gender equality training

Access to training is fundamental in professional development as it improves skills for the performance of work tasks. Likewise, in order to avoid discrimination due to gender issues, it is essential to train staff to identify them and the measures proposed to eradicate them.

Through gender equality training, gender stereotypes, gender-based violence, the gender pay gap and the lack of representation of women in leadership positions, among other issues, can be identified and addressed. Gender equality training fosters a culture of respect, diversity and inclusion that benefits everyone at CELLS.

| 3. Area of gender equality training | |
|--|--|
| GOAL | O3.1 Equip staff with tools to raise awareness of gender equality and create a working environment that ensures equal opportunities. |
| MEASURE | M3.1.1 Organise, or publicise the opportunity to attend, courses, workshops and/or lectures on issues related to gender equality and gender diversity for all CELLS staff. |

| 3. Area of gender equality training | |
|--|---|
| MEASURE | M3.1.2 Specific gender equality training on topics such as "Gender equality in selection and recruitment", "Equal opportunities", "Unconscious bias", "Diversities of the sex-gender system" and "Work-life balance" for the continuous improvement of selection and recruitment to avoid barriers limiting the application and to ensure equal opportunities during the selection process. |
| MEASURE | M3.1.3 Implement training actions on how to avoid unconscious bias aimed at all ALBA staff with team management responsibilities. |
| MEASURE | M3.1.4 Implement training actions to promote the gender perspective in research projects. |
| MEASURE | M3.1.5 Integrate gender equality as a mandatory part of the training of new recruits. The first edition will be used to convene the entire workforce. |
| INDICATOR | I3.1.1 Number of papers, number of participants broken down by gender and categories, and satisfaction with the training received. |
| INDICATOR | I3.1.2 Number of hours of training, number of participants broken down by gender and categories, and satisfaction with the training received. |
| INDICATOR | I3.1.3 European Union's "She Figures" report to identify groups working on the gender dimension. |
| INDICATOR | I3.1.4 Number of research groups that include a gender perspective in their activities. |
| INDICATOR | I3.1.5 Percentage of externally funded projects that include a gender perspective. |

7.4 Area of career advancement and professional development

European, Spanish and Catalan legislation prohibits any discrimination in promotion and professional development practices on the grounds of gender. Gender mainstreaming, in addition to complying with current legislation, contributes to ensuring that men and women have the same possibilities for promotion and career development.

Women's access to the labour market is not reflected in career progression at the same rate. Globally, the presence of women at senior levels in organisations is low.

The incorporation of equality between women and men in promotion and career development practices becomes an essential aspect to work on in order to eliminate possible imbalances in the equal participation of women that may exist in the organisation.

| 4. Area of career advancement and professional development | |
|--|--|
| GOAL | O4.1 Promote internal promotion regardless of gender. |
| MEASURE | M4.1.1 Draft a career and professional development plan for all CELLS staff that takes into account the gender perspective. The document should include the articulation of compensatory measures in the promotion procedures to avoid negative impacts on equal opportunities (leaves of absence, reductions in working hours...) among other measures. The career plan must guarantee that the annual staff appraisal processes are carried out without discrimination on the grounds of gender. |
| MEASURE | M4.1.2 Disseminate general as well as specific training courses (for the divisions, for the different categories) to all staff without exceptions based on gender or gender diversity. |
| INDICATOR | I4.1.1 Number of internal promotions, segregated by gender, and category. |
| INDICATOR | I4.1.2 Number of training hours, timetable and type (remote/on-site) of training, number of participants (male/female) and categories, and satisfaction with the training received. |

7.5 Area of Personal, Family and Work Conciliation

Work-life balance is a strategy that allows the construction of a work and social environment where people, both men and women, can undertake their work, family and personal responsibilities, with a balance in the distribution of the time they devote to each of these spheres.

Facilitating and benefiting from work-life balance measures is a fundamental right of all CELLS staff. The integration of these strategies increases the possibilities of professional development of the people who make up the work team. The introduction of measures of balance between the different spheres that make up the life of a person facilitates participation in training and internal promotion processes, without the assumption of family and / or personal responsibilities can be an impediment.

It is important to stress that work-life balance cannot be understood as a women's responsibility. Despite the lack of co-responsibility and the sexual division of labour, reconciliation serves, at the very least, to ensure that women can have a presence in the labour market despite the double working day.

The implementation of work-life balance strategies is recognised in Article 44 of the Law for the Effective Equality of Women and Men (LOIEDH): "the rights to balance personal, family and working life must be recognised for male and female workers in a way that encourages the balanced assumption of family responsibilities, in order to avoid any discrimination based on their exercise".

Reconciliation management

Article 34.8 of the Workers' Statute establishes that workers have the right to request adaptations in the length and distribution of the working day, in the organisation of working time and in the form of provision, including the provision of remote work, in order to make their right to reconcile family and working life effective. These adaptations must be reasonable and proportionate in relation to the needs of the worker and the organisational or production needs of the company. If they have dependent minors, workers have the right to make this request until they reach the age of twelve.

The current Law on Science, Technology and Innovation (Law 14/2011 of 1 June) has among its general objectives: "To promote the inclusion of the gender perspective as a cross-cutting category in science, technology and innovation, as well as a balanced presence of women and men in all areas of the Spanish Science, Technology and Innovation System". The European

Research Area (ERA, 2012) has as its fourth priority "gender equality and gender perspective in research, by promoting gender diversity to foster scientific excellence". Furthermore, the UN through the 2030 Agenda (Paris, 25 September 2015) established Sustainable Goal number 5 "Gender Equality", which among other targets states "Ensure women's full and effective participation and equal opportunities for leadership at all decision-making levels in political, economic and public life". Directive 2006/54/EC of the European Parliament and of the Council enshrines the right of everyone not to be discriminated against or harassed on the basis of sex - or on grounds related to gender reassignment - with regard to access to employment, working conditions (cf. COM(2020) 698).

It is clear that the incorporation of gender equality and work-life balance measures in the company can have significant benefits, although for this to be the case it is necessary to adopt a comprehensive equality and work-life balance strategy.

It is essential to promote a balance of responsibilities between genders, as in addition to eliminating gender barriers and inequalities, productivity, staff retention and job satisfaction can be improved, which in turn benefits the Consortium.

| 5. Area of Personal, Family and Work Conciliation | |
|--|--|
| GOAL | O5.1 Design a work-life balance and co-responsibility policy for the entire workforce. |
| MEASURE | M5.1.1 Encourage and promote the measures adopted in the telework regulation. |
| MEASURE | M5.1.2 In shift work, parents with children under 12 years of age may exchange shifts of different types up to 50% of the assigned shifts. The same treatment shall be given to workers with dependents, in the process of assisted reproduction techniques and adoption or in the event of serious illness of a relative up to the first degree of consanguinity, provided that the organisation of work allows it and that the appropriate supporting documents are presented. |

| 5. Area of Personal, Family and Work Conciliation | |
|--|--|
| MEASURE | M5.1.3 The feasibility of improving the benefits and leave regime will be studied, such as: 1) Two months' leave for death, accident or long-term illness (expected to last more than six months, according to medical report) of spouse or common-law partner with job reservation; 2) Extension by 2 additional weeks of leave for childbirth and childcare. In the case of single-parent families, extension by three weeks; and 3) Minimising the impact of reduced working hours and other reconciliation measures on the gender pay gap. |
| MEASURE | M5.1.4 Encourage the use of leave equally between parents. |
| MEASURE | M5.1.5 Fitting out a breastfeeding room, a space for the safe expression of milk and its proper conservation, where the privacy of the workers and people present in the facilities and who express milk must be guaranteed and be accessible throughout the working day. Adaptation of changing tables in the different services. |
| MEASURE | M5.1.6 Reinforcement of research groups or management units through temporary contracts - where legally admissible - during maternity/paternity leave of group members and during long-term medical leave. |
| INDICATOR | I5.1.1 Statistics on the use of telework. |
| INDICATOR | I5.1.2 Number of requests made for leaves of absence and leaves of absence, by gender and division. |
| INDICATOR | I5.1.3 Number of casualties covered by gender and division. |
| INDICATOR | I5.1.4 Uses of the lactation room. |
| GOAL | O5.2 Train staff on the possibility of using existing measures for work-life balance and co-responsibility. |
| MEASURE | M5.2.1 Compilation of information, drafting and dissemination of a guide on leave relating to work-life balance and co-responsibility. |
| MEASURE | M5.2.2 Sensitisation of CELLS staff on the uses of time, with an emphasis on the reconciliation of personal, family and work life. |
| MEASURE | M5.2.3 Inclusion of this information in the induction plan for new recruits. |
| INDICATOR | I5.2.1 Number of publications, awareness-raising campaigns, surveys carried out annually. |
| INDICATOR | I5.2.2 Number of queries made to Personnel and/or the Equality Commission. |

5. Area of Personal, Family and Work Conciliation

| | |
|-----------|--|
| INDICATOR | I5.2.3 Number of newcomer courses/ welcome leaflets in which this awareness has been included. |
|-----------|--|

7.6 Area of gender under-representation

In recent decades, the situation of women and men in the labour market has experienced significant progress. However, despite these advances, the access and permanence of women and men do not occur under similar conditions in all organisations, which is why it is important to know and understand the current context, in particular, the participation of women and men.

The scientific-technological context is generally male-dominated at present, although the under-representation of women in training periods is lower, although still present, as can be seen in the table below.

Gender distribution of the student body in university degrees¹

| Field | Men | Women |
|---|-----|-------|
| Life Sciences | 60% | 40% |
| Physical, chemical, geological sciences | 58% | 42% |
| Engineering | 74% | 26% |
| Computing | 86% | 14% |
| Business administration and management | 51% | 49% |

6. Area of gender under-representation

| GOAL | O6.1 Minimise gender under-representation in the different groups. |
|---------|---|
| MEASURE | M6.1.1 To achieve levels of gender representation that, if not equal, reflect gender representation as it could be of the different groups in the educational sphere. |
| MEASURE | M6.1.2 View measure 1.1.1 |
| MEASURE | M6.1.3 View measure 1.1.3 |

¹ https://www.universidades.gob.es/stfls/universidades/Estadisticas/ficheros/DyC_2021_22.pdf

| 6. Area of gender under-representation | |
|---|--|
| MEASURE | M6.1.4 Non-discriminatory use of language in job advertisements. |
| MEASURE | M6.1.5 Include the gender dimension in strategic plans. |
| INDICATOR | I6.1.1 Annual growth statistics and distribution by gender and category of staff. |
| GOAL | O6.2 Minimise gender under-representation in the different constituent bodies (SAC/MAC/CSS...) |
| MEASURE | M6.2.1 Ensure levels of gender representation in the various constituent bodies. |
| INDICATOR | I6.2.1 Staff. |
| GOAL | O6.3 Implementing a gender-sensitive events policy |
| MEASURE | M6.3.1 Draft and implement an appropriate gender policy for all events organised by CELLS. |
| INDICATOR | I6.3.1 Gender-segregated statistics on participation in events organised by CELLS. |
| GOAL | O6.4 Promote equality in all areas of CELLS with adequate gender representation. |
| MEASURE | M6.4.1 Disseminate gender opportunities in the scientific and technical context of the CELLS infrastructure to schools and training centres. |
| INDICATOR | I6.4.1 Gender-segregated statistics on participation in CELLS-organised disseminations. |

7.7 Area of prevention of harassment and support for victims of gender violence

In line with article 4.3 of the Istanbul Convention on preventing and combating violence against women, measures to protect the rights of victims must be ensured without discrimination based on sex, gender, race, colour, language, religion, political or other opinion, national or social origin, membership of a national minority, sexual orientation, gender identity, age, health status, disability, marital status.

Male chauvinist violence against women is exercised in the same way, and from the same root, against people with gender and sexual-affective diversity (LGTBI). Therefore, the protocols will also include these people, who are also vulnerable to the same violence.

| 7. Area of prevention of harassment and support for victims of gender violence | |
|---|--|
| GOAL | O7.1 Maintain the protocol for action against harassment in the workplace in the Consortium in relation to cases affecting dignity and discrimination at work. |
| MEASURE | M7.1.1 Review the protocol for action against harassment in the workplace, on the one hand, and the protocol for sexual and gender-based harassment in the Consortium in relation to cases affecting dignity and discrimination at work, on the other. |
| MEASURE | M7.1.2 Drafting the protocol against harassment on grounds of sexual orientation, gender identity and/or gender expression. Consider whether it can be merged with the sexual and gender-based harassment protocol. |
| INDICATOR | I7.1.1 Annual review of the protocol. |
| GOAL | O7.2 Carry out active prevention of harassment. |
| MEASURE | M7.2.1 To equip stakeholders with the necessary knowledge to respond to potential internal complaints of sexual, gender-based or sexual and gender diversity harassment. |
| MEASURE | M7.2.2 Devise and implement staff awareness-raising measures. |
| INDICATOR | I7.2.1 Specific courses on the subject for the members of the commission. |
| GOAL | O7.3 To make the Protocol known to the staff. |
| MEASURE | M7.3.1 Develop and implement a campaign to disseminate the action protocol. |
| INDICATOR | I7.3.1 Inclusion of a question in a follow-up questionnaire (do you know what to do or who to contact in case of harassment?). |

7.8 Area of Inclusive Non-Sexist Communication

All Romance languages are gender-inflected languages, i.e. nouns (and adjectives, articles and pronouns) in these languages vary according to this grammatical category. In the case of Catalan and Spanish, there are two genders, masculine and feminine. This characteristic is not shared by all languages; English, for example, has no gender inflection.

Equality policies have considered the importance of non-sexist language and communication, and the Council of Europe in 1990 considered the following measures to be basic:

- The incorporation by member states of initiatives to promote non-sexist language that takes into account the presence and situation of women in society.
- Promote in legal, educational and public administration texts the use of terminology that is in harmony with the principle of gender equality.
- Encourage the use of sexist-free language in the media.

People are plural in a plural world. A person can be defined along multiple axes: age, gender identity, sexual orientation, skin colour, social class, religion, origin, physical or intellectual abilities, etc. People are not defined by only one of these axes, they are the result of a specific and unique combination that places them in the world. In order to be a truly egalitarian society, these identity axes must never be ranked one above the other.

Language still contains many expressions that are a direct consequence of ethnocentrism, racism, sexism and many other group attitudes that must be avoided; it must be reconstructed so that everyone has a place, using language that respects people and avoiding the use of terms or expressions that may contribute to marginalising social groups or that may be offensive or uncomfortable for them.

However, the main purpose of a text is to communicate, and although form is important, it must allow the message to be understood. The form is important for visibility, but the content has to reach the target person. The non-sexist use of language could hinder fluent expression, as the use of inclusive language is complex and detracts from the fluidity of communication. It should be pointed out that, in the case of English, since there is no gender inflection and only some nouns and pronouns have definite gender referents, the problem is greatly reduced.

In the CELLS, there are currently no regulations, documentation, support, etc. for internal and external communication (emails, social networks, web...) on a non-sexist use of language. Therefore, the objective of this area is to analyse the degree of integration of inclusive language and communication from a gender perspective, providing guidelines for the correct use of inclusive language and ensuring its use, and additionally for an adequate, balanced and non-stereotypical graphic representation.

Annex 4 includes general recommendations for the non-sexist use of language in Catalan.

| 8. Area of Inclusive Non-Sexist Communication | |
|--|---|
| GOAL | O8.1 Use of language and inclusive communication from a gender perspective: Provide guidelines for the correct use of inclusive language, Promote and encourage non-sexist language, Use terminology that is harmonious with the principle of gender equality, Use language that respects people and avoid the use of terms or expressions that may contribute to marginalising social groups or that may be offensive or uncomfortable. |
| MEASURE | M8.1.1 Training by an accredited professional for all CELLS staff. |
| MEASURE | M8.1.2 Draft a language usage manual. |
| MEASURE | M8.1.3 Review of the model documentation, web texts and official communications by a professional person, taking into account the existence of non-binary persons. |
| INDICATOR | I8.1.1 Surveys on language use. |
| INDICATOR | I8.1.2 Number of e-mails to genderequality@cells.es about inappropriate language. |

7.9 Effective implementation of the equality plan

The management is committed to creating conditions that promote the achievement of the goals expressed in this plan.

The tasks leading to broad equality in the CELLS require the initiative of all staff from a perspective of sensitivity, responsibility and awareness. Therefore, mechanisms will be put in place to facilitate active participation.

In section 4, the composition and tasks of the equality negotiating committee have been defined. In addition, a specific e-mail address has been set up through which proposals, feedback and comments from all employees can be collected on an individual basis.

The management undertakes to implement this plan in the terms agreed with the workers' legal representatives. It also undertakes to respond to the proposals made by the staff following

consultation and consensus with the monitoring committee. Where appropriate, the management undertakes to explain the conditions under which they may be assumed or the reasons why not.

The measures to be taken must be evaluable through indicators and must have a consensual, feasible timetable. They should also allow for adequate monitoring by the stakeholders.

The management will annually inform the staff of the actions carried out in the CELLS.

The Gender Equality Plan will be communicated and distributed among the staff of the institution.

8 TERM AND MONITORING COMMITTEE

The present Gender Equality Plan shall be valid until January 31, 2026, extendable up to 12 more months if so decided by the Monitoring Committee. At the end of the period, the parties shall review it and if no agreement is reached, its validity shall be terminated, without prejudice to the continuation of the measures already implemented. The current Plan will be registered in accordance with the resolution of the Secretary of State for Public Function, which creates the Registry of equality plans of the Public Administrations and their protocols against sexual harassment and gender-based harassment, BOE 21/03/2023.

Once the revision is agreed upon, the revised Plan will be in effect for 2 years from the time of its signature unless otherwise agreed. After this date, either party may request its revision or make a new plan and the present plan shall remain in force until a new one is implemented.

A Monitoring Committee for the 1st CELLS Gender Equality Plan agreed between the Workers' Representation and the CELLS Management is hereby established.

The Follow-up Commission will be parity and will be composed of four members, of which two will be appointed by the Consortium Management and the other two by the Workers' Representation.

The Follow-up Commission shall meet at least quarterly and its function shall be to

- to assess the implementation of this agreement,

- to follow up on it,
- adopt corrective measures if necessary,
- to collect any discrepancies that may have arisen in the application of the agreement.

The statistics foreseen for follow-up will be generated on an annual basis.

The Consortium undertakes to inform the Monitoring Commission of the budget approved and allocated to the implementation of the Equality Plan. Likewise, the monitoring commission will be consulted for the management of the execution of the budget reserved for the Equality Plan and in case of deviation the commission will arbitrate the management.

The commission shall inform the staff with a minimum annual and recommended quarterly periodicity of the details of the implementation, as well as collect the doubts or comments that may arise.

The agreements reached by the Monitoring Committee will be incorporated into the Plan.

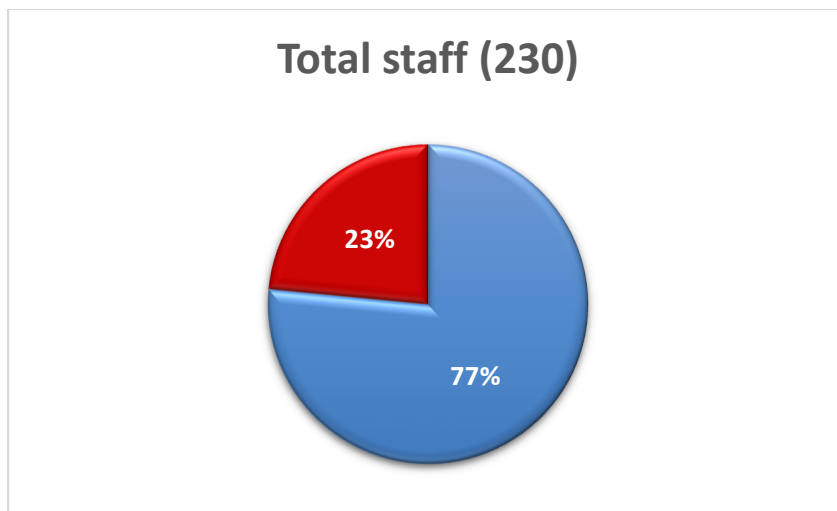
ANNEX 1. INITIAL DIAGNOSTIC REPORT

The period analyzed is from 2018 to 2022. The distribution of the staff is as of December 31 of the corresponding year.

The results of the diagnosis of the CELLS situation in terms of gender equality are set out below.

A.1 Total staff distribution by gender

A.1.1. Total staff distribution by gender as of 12.31.2022



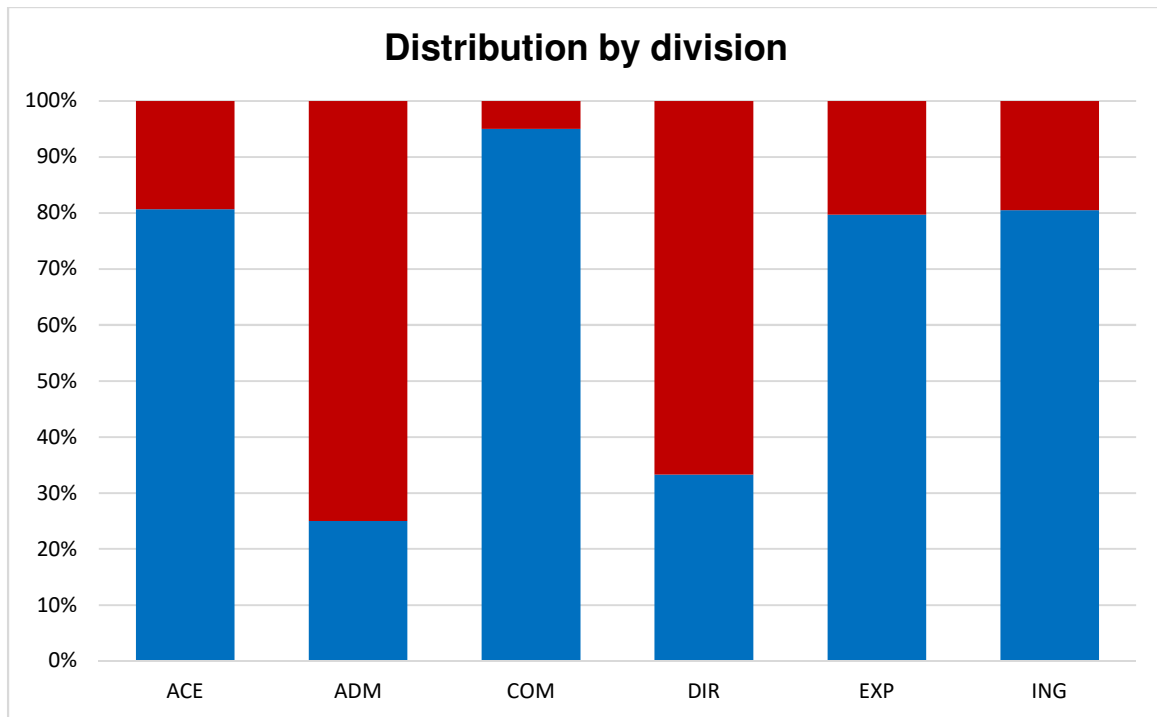
*red=women; blue=men

A.1.2 Total staff distribution by gender 2018-2022

| Year | Men | % Men | Women | % Women |
|-------------|-----|--------|-------|---------|
| 2022 | 176 | 76,52% | 54 | 23,48% |
| 2021 | 159 | 74,65% | 54 | 25,35% |
| 2020 | 151 | 71.56% | 60 | 28.44% |
| 2019 | 157 | 73.02% | 58 | 26.98% |
| 2018 | 155 | 72.43% | 59 | 27.57% |

A.2 Distribution of staff by division

A.2.1. Distribution by division as at 31.12.2022



*blue=men; red=women

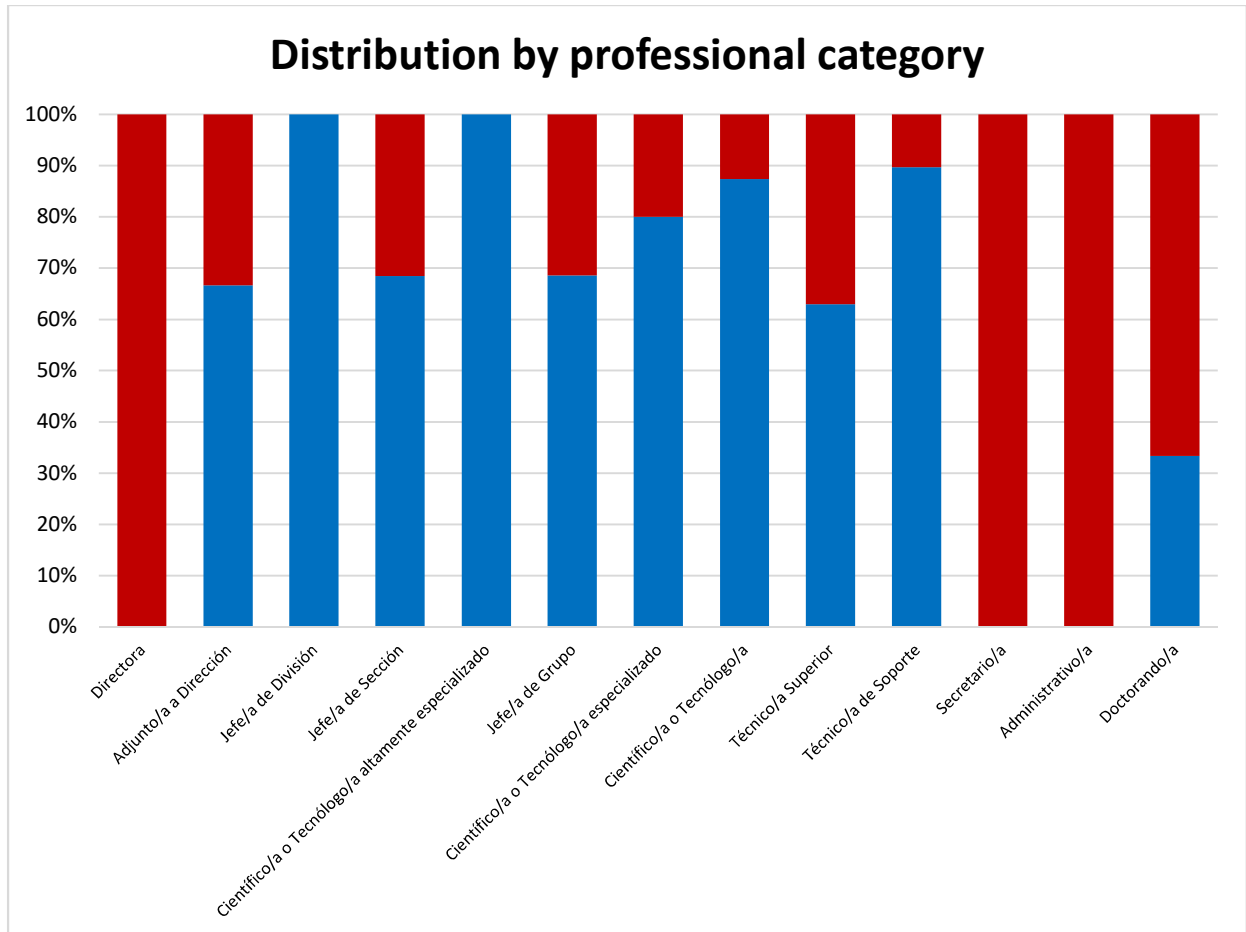
A.2.2. Percentages and number of employees by division 2018-2022

| Year | Division | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|------|--------------|------------|--------|-----------------|-----------|---------|---------------------|
| 2022 | ACE | 25 | 80,65% | 14,20% | 6 | 19,35% | 11,11% |
| | ADM | 4 | 25,00% | 2,27% | 12 | 75,00% | 22,22% |
| | COM | 57 | 95,00% | 32,39% | 3 | 5,00% | 5,56% |
| | DIR | 6 | 33,33% | 3,41% | 12 | 66,67% | 22,22% |
| | EXP | 51 | 79,69% | 28,98% | 13 | 20,31% | 24,07% |
| | ENG | 33 | 80,49% | 18,75% | 8 | 19,51% | 14,81% |
| | Total | 176 | | 100,00% | 54 | | 100,00% |
| 2021 | ACE | 24 | 85,71% | 15,09% | 4 | 14,29% | 7,41% |
| | ADM | 4 | 22,22% | 2,52% | 14 | 77,78% | 25,93% |
| | COM | 49 | 92,45% | 30,82% | 4 | 7,55% | 7,41% |
| | DIR | 6 | 31,58% | 3,77% | 13 | 68,42% | 24,07% |

| | | | | | | | |
|-------------|--------------|------------|--------|----------------|-----------|--------|----------------|
| | EXP | 49 | 81,67% | 30,82% | 11 | 18,33% | 20,37% |
| | ENG | 27 | 77,14% | 16,98% | 8 | 22,86% | 14,81% |
| | Total | 159 | | 100,00% | 54 | | 100,00% |
| 2020 | ACE | 25 | 80,65% | 16,56% | 6 | 19,35% | 10,00% |
| | ADM | 3 | 17,65% | 1,99% | 14 | 82,35% | 23,33% |
| | COM | 45 | 95,74% | 29,80% | 2 | 4,26% | 3,33% |
| | DIR | 4 | 25,00% | 2,65% | 12 | 75,00% | 20,00% |
| | EXP | 48 | 72,73% | 31,79% | 18 | 27,27% | 30,00% |
| | ENG | 26 | 76,47% | 17,22% | 8 | 23,53% | 13,33% |
| | Total | 155 | | 100,00% | 59 | | 100,00% |
| 2019 | ACE | 24 | 85,71% | 15,29% | 4 | 14,29% | 6,90% |
| | ADM | 3 | 20,00% | 1,91% | 12 | 80,00% | 20,69% |
| | COM | 47 | 95,92% | 29,94% | 2 | 4,08% | 3,45% |
| | DIR | 6 | 35,29% | 3,82% | 11 | 64,71% | 18,97% |
| | EXP | 48 | 70,59% | 30,57% | 20 | 29,41% | 34,48% |
| | ENG | 29 | 76,32% | 18,47% | 9 | 23,68% | 15,52% |
| | Total | 157 | | 100,00% | 58 | | 100,00% |
| 2018 | ACE | 26 | 86,67% | 16,77% | 4 | 13,33% | 6,78% |
| | ADM | 3 | 20,00% | 1,94% | 12 | 80,00% | 20,34% |
| | COM | 43 | 95,56% | 27,74% | 2 | 4,44% | 3,39% |
| | DIR | 8 | 47,06% | 5,16% | 9 | 52,94% | 15,25% |
| | EXP | 47 | 67,14% | 30,32% | 23 | 32,86% | 38,98% |
| | ENG | 28 | 75,68% | 18,06% | 9 | 24,32% | 15,25% |
| | Total | 155 | | 100,00% | 59 | | 100,00% |

A.3 Distribution of staff by professional category

A.3.1. Distribution by professional category as at 31.12.2022



*blue=men; red=women

A.3.2: Percentages and number of employees by professional category 2018-2022

| (2022) Professional category | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|--|------------|--------------|------------------------|--------------|----------------|----------------------------|
| Director | 0 | 0,00% | 0,00% | 1 | 100,00% | 1,85% |
| Assistant to the Director | 2 | 66,67% | 1,14% | 1 | 33,33% | 1,85% |
| Head of Division | 5 | 100,00% | 2,84% | 0 | 0,00% | 0,00% |
| Head of Section | 13 | 68,42% | 7,39% | 6 | 31,58% | 11,11% |
| Scientist or Technologist highly specialized | 1 | 100,00% | 0,57% | 0 | 0,00% | 0,00% |
| Head of Group | 24 | 68,57% | 13,64% | 11 | 31,43% | 20,37% |
| Scientist or Technologist specialized | 4 | 80,00% | 2,27% | 1 | 20,00% | 1,85% |
| Scientist or Technologist | 83 | 87,37% | 47,16% | 12 | 12,63% | 22,22% |
| Senior Technician | 17 | 62,96% | 9,66% | 10 | 37,04% | 18,52% |
| Support Technician | 26 | 89,66% | 14,77% | 3 | 10,34% | 5,56% |
| Secretary | 0 | 0,00% | 0,00% | 3 | 100,00% | 5,56% |
| Administrative | 0 | 0,00% | 0,00% | 4 | 100,00% | 7,41% |
| PhD. Student | 1 | 33,33% | 0,57% | 2 | 66,67% | 3,70% |
| | 176 | | 100,00% | 54 | | 100,00% |

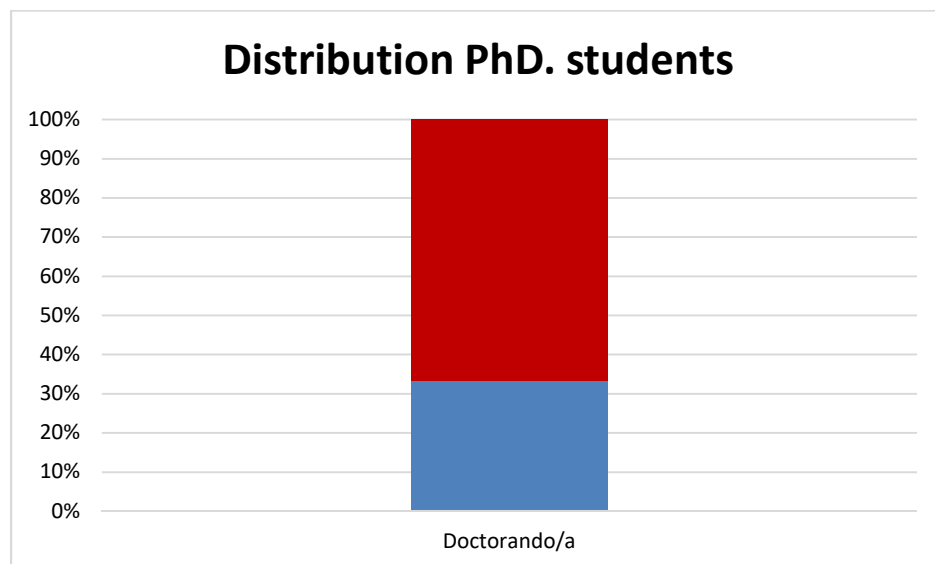
| (2021) Professional category | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|--|------------|--------------|------------------------|--------------|----------------|----------------------------|
| Director | 0 | 0,00% | 0,00% | 1 | 100,00% | 1,85% |
| Assistant to the Director | 2 | 66,67% | 1,26% | 1 | 33,33% | 1,85% |
| Head of Division | 5 | 100,00% | 3,14% | 0 | 0,00% | 0,00% |
| Head of Section | 13 | 68,42% | 8,18% | 6 | 31,58% | 11,11% |
| Scientist or Technologist highly specialized | 2 | 100,00% | 1,26% | 0 | 0,00% | 0,00% |
| Head of Group | 23 | 69,70% | 14,47% | 10 | 30,30% | 18,52% |
| Scientist or Technologist specialized | 4 | 80,00% | 2,52% | 1 | 20,00% | 1,85% |
| Scientist or Technologist | 66 | 85,71% | 41,51% | 11 | 14,29% | 20,37% |
| Senior Technician | 12 | 57,14% | 7,55% | 9 | 42,86% | 16,67% |
| Support Technician | 31 | 86,11% | 19,50% | 5 | 13,89% | 9,26% |
| Secretary | 0 | 0,00% | 0,00% | 4 | 100,00% | 7,41% |
| Administrative | 0 | 0,00% | 0,00% | 5 | 100,00% | 9,26% |
| PhD. Student | 1 | 50,00% | 0,63% | 1 | 50,00% | 1,85% |
| | 159 | | 100,00% | 54 | | 100,00% |

| (2020) Professional category | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|--|------------|--------------|------------------------|--------------|----------------|----------------------------|
| Director | 0 | 0,00% | 0,00% | 1 | 100,00% | 1,67% |
| Assistant to the Director | 1 | 100,00% | 0,66% | 0 | 0,00% | 0,00% |
| Head of Division | 5 | 100,00% | 3,31% | 0 | 0,00% | 0,00% |
| Head of Section | 12 | 63,16% | 7,95% | 7 | 36,84% | 11,67% |
| Scientist or Technologist highly specialized | 2 | 100,00% | 1,32% | 0 | 0,00% | 0,00% |
| Head of Group | 22 | 68,75% | 14,57% | 10 | 31,25% | 16,67% |
| Scientist or Technologist specialized | 2 | 66,67% | 1,32% | 1 | 33,33% | 1,67% |
| Scientist or Technologist | 63 | 82,89% | 41,72% | 13 | 17,11% | 21,67% |
| Senior Technician | 10 | 55,56% | 6,62% | 8 | 44,44% | 13,33% |
| Support Technician | 29 | 85,29% | 19,21% | 5 | 14,71% | 8,33% |
| Secretary | 0 | 0,00% | 0,00% | 4 | 100,00% | 6,67% |
| Administrative | 0 | 0,00% | 0,00% | 5 | 100,00% | 8,33% |
| PhD. Student | 3 | 50,00% | 1,99% | 3 | 50,00% | 5,00% |
| "Youth employment" programme | 2 | 40,00% | 1,32% | 3 | 60,00% | 5,00% |
| | 151 | | 100,00% | 60 | | 100,00% |

| (2019) Professional category | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|--|------------|--------------|------------------------|--------------|----------------|----------------------------|
| Director | 0 | 0,00% | 0,00% | 1 | 100,00% | 1,72% |
| Assistant to the Director | 2 | 100,00% | 1,27% | 0 | 0,00% | 0,00% |
| Head of Division | 4 | 100,00% | 2,55% | 0 | 0,00% | 0,00% |
| Head of Section | 11 | 64,71% | 7,01% | 6 | 35,29% | 10,34% |
| Scientist or Technologist highly specialized | 2 | 100,00% | 1,27% | 0 | 0,00% | 0,00% |
| Head of Group | 22 | 68,75% | 14,01% | 10 | 31,25% | 17,24% |
| Scientist or Technologist specialized | 3 | 75,00% | 1,91% | 1 | 25,00% | 1,72% |
| Scientist or Technologist | 65 | 81,25% | 41,40% | 15 | 18,75% | 25,86% |
| Senior Technician | 11 | 68,75% | 7,01% | 5 | 31,25% | 8,62% |
| Support Technician | 30 | 85,71% | 19,11% | 5 | 14,29% | 8,62% |
| Secretary | 0 | 0,00% | 0,00% | 4 | 100,00% | 6,90% |
| Administrative | 0 | 0,00% | 0,00% | 5 | 100,00% | 8,62% |
| PhD. Student | 5 | 71,43% | 3,18% | 2 | 28,57% | 3,45% |
| "Youth employment" programme | 2 | 40,00% | 1,27% | 3 | 60,00% | 5,17% |
| No category (funded programme) | 0 | 0,00% | 0,00% | 1 | 100,00% | 1,72% |
| | 157 | | 100,00% | 58 | | 100,00% |

| (2018) Professional category | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|--|------------|---------|-----------------|-----------|---------|---------------------|
| Director | 0 | 0,00% | 0,00% | 1 | 100,00% | 1,69% |
| Assistant to the Director | 2 | 100,00% | 1,29% | 0 | 0,00% | 0,00% |
| Head of Division | 4 | 100,00% | 2,58% | 0 | 0,00% | 0,00% |
| Head of Section | 11 | 64,71% | 7,10% | 6 | 35,29% | 10,17% |
| Scientist or Technologist highly specialized | 3 | 100,00% | 1,94% | 0 | 0,00% | 0,00% |
| Head of Group | 21 | 67,74% | 13,55% | 10 | 32,26% | 16,95% |
| Scientist or Technologist specialized | 5 | 83,33% | 3,23% | 1 | 16,67% | 1,69% |
| Scientist or Technologist | 62 | 77,50% | 40,00% | 18 | 22,50% | 30,51% |
| Senior Technician | 13 | 76,47% | 8,39% | 4 | 23,53% | 6,78% |
| Support Technician | 29 | 85,29% | 18,71% | 5 | 14,71% | 8,47% |
| Secretary | 0 | 0,00% | 0,00% | 4 | 100,00% | 6,78% |
| Administrative | 0 | 0,00% | 0,00% | 5 | 100,00% | 8,47% |
| PhD. Student | 5 | 62,50% | 3,23% | 3 | 37,50% | 5,08% |
| “Youth employment” programme | 0 | 0,00% | 0,65% | 2 | 100,00% | 3,39% |
| | 155 | | 100,00% | 59 | | 100,00% |

A.3.3. Distribution by formative employment relationship as at 31.12.2022



*blue=men; red=women

A.3.4: Career progression for staff initially recruited on a training contract between 2018 and 2022.



*blue=men; red=women

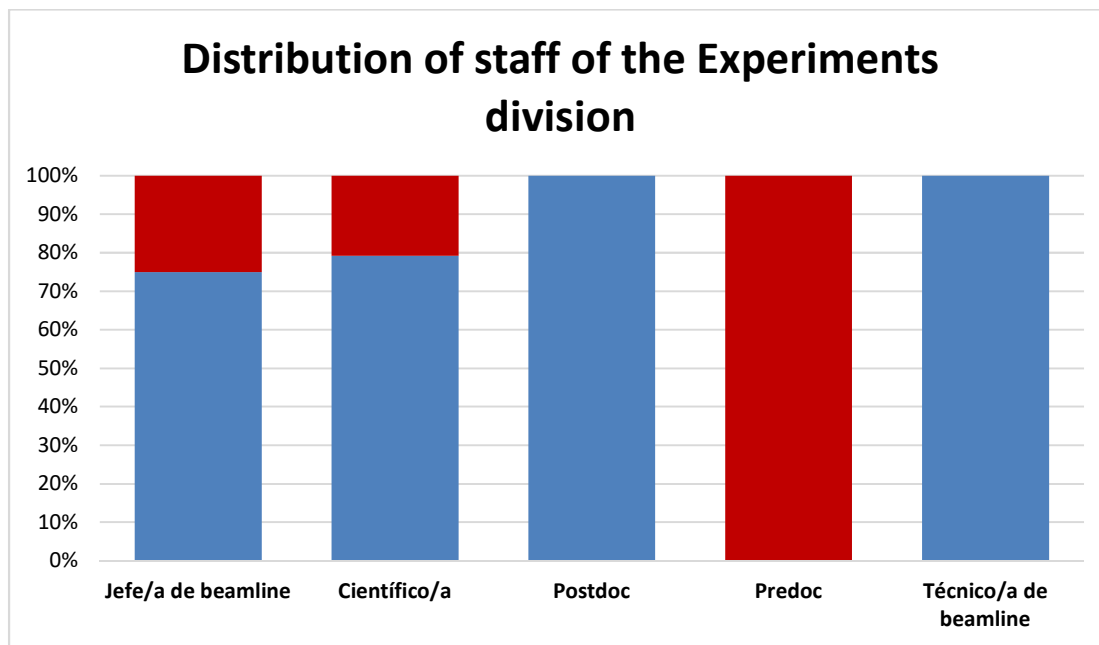
The graph shows the percentage of PhD. students, postdocs and junior staff who completed their contracts during the period 2018-2022 and have subsequently been recruited as permanent staff in the same division.

| | 2022 | | 2021 | | 2020 | | 2019 | | 2018 | |
|-------------------------|------|-------|------|-------|------|-------|------|-------|------|-------|
| | Men | Women | Men | Women | Men | Women | Men | Women | Men | Women |
| <i>Postdocs</i> | 25% | - | 100% | 0% | - | 0% | 0% | - | 100% | 0% |
| <i>PhD. students</i> | 100% | - | 50% | 0% | 50% | - | 50% | 0% | 0% | - |
| <i>Youth employment</i> | - | - | 50% | 33% | - | - | - | - | - | - |

The table shows the percentage of PhD. students, postdocs and young staff who completed their contracts during the relevant year and have subsequently been recruited as permanent staff in the same division.

"0%" refers to the fact that, of all the persons who ended their contract in the year indicated, none has been recruited by CELLS. "-" means that there are no persons who terminated their contract in the year indicated.

A.3.5.: Distribution of staff of the Experiments division as at 31.12.2022



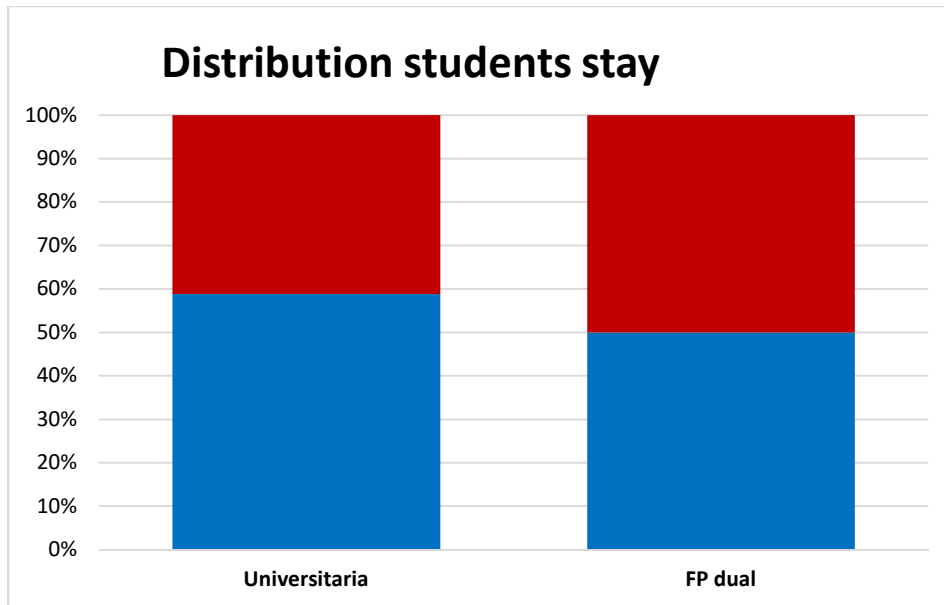
*blue=men; red=women

| Profile | 2022 | | 2021 | | 2020 | |
|----------------------|---------|---------|---------|---------|---------|---------|
| | % Men | % Women | % Men | % Women | % Men | % Women |
| Beamline responsible | 75,00% | 25,00% | 76,92% | 23,08% | 75,00% | 25,00% |
| Scientist | 79,17% | 20,83% | 82,61% | 17,39% | 72,00% | 28,00% |
| Postdoc | 100,00% | 0,00% | 100,00% | 0,00% | 100,00% | 0,00% |
| PhD. student | 0,00% | 100,00% | 100,00% | 0,00% | 50,00% | 50,00% |
| Beamline technician | 100,00% | 0,00% | 80,00% | 20,00% | 83,33% | 16,67% |

| Profile | 2019 | | 2018 | |
|----------------------|---------|---------|---------|---------|
| | % Men | % Women | % Men | % Women |
| Beamline responsible | 72,73% | 27,27% | 63,64% | 36,36% |
| Scientist | 77,27% | 22,73% | 73,91% | 26,09% |
| Postdoc | 55,56% | 44,44% | 50,00% | 50,00% |
| PhD. student | 66,67% | 33,33% | 60,00% | 40,00% |
| Beamline technician | 100,00% | 0,00% | 100,00% | 0,00% |

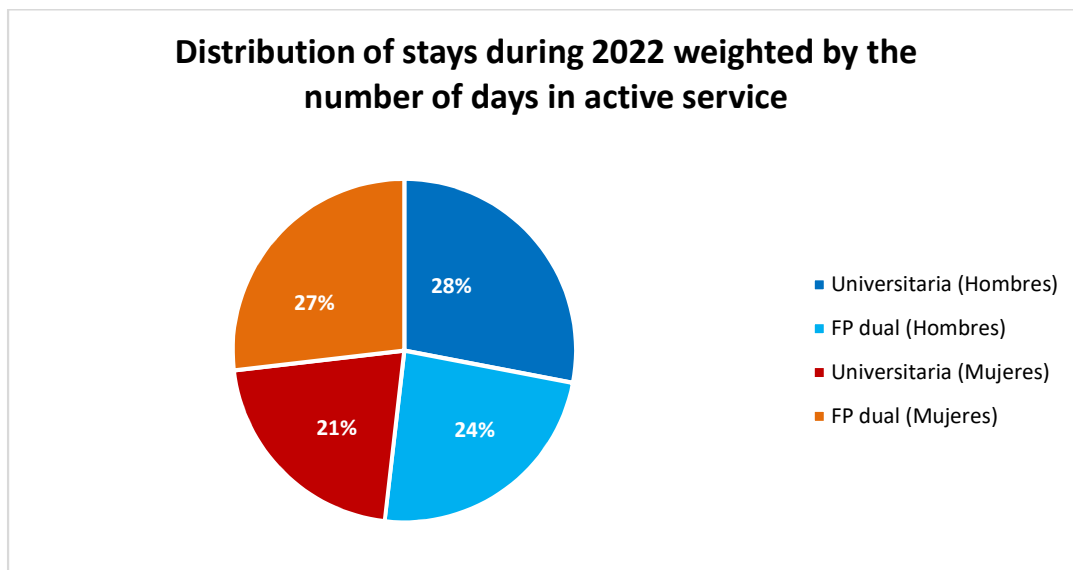
A.4 Distribution of students

A.4.1. Distribution of students by type of stay in 2022



*blue=men; red=women

A.4.2. Distribution of students by type of stay weighted by number of days in 2022



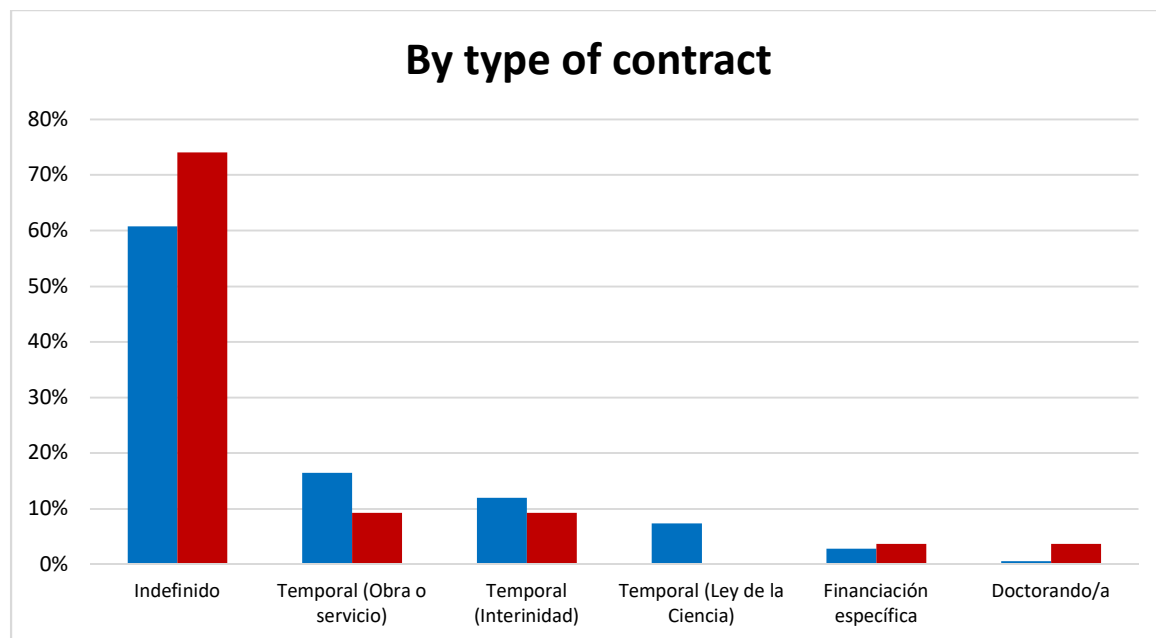
A.4.3. Career progression for students between 2018 and 2022

| | Men | | Women | |
|------|-----|--------------|-------|--------------|
| | # | % contracted | # | % contracted |
| 2022 | 17 | 0,00% | 14 | 0,00% |
| 2021 | 18 | 0,00% | 9 | 0,00% |
| 2020 | 18 | 0,00% | 7 | 0,00% |
| 2019 | 24 | 8,33% | 13 | 7,69% |
| 2018 | 24 | 0,00% | 12 | 0,00% |

The table shows the percentage of students who have subsequently been recruited as permanent staff.

A.5 Distribution by type of contract

A.5.1 Distribution by type of contract as at 31.12.2022



*blue=men; red=women

*Financiación específica= contract staff in charge of external projects.

A.5.2. Percentages and number of employees by type of contract 2018-2022

2022

| Type of contract | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|-------------------------------|------------|---------|-----------------|-----------|---------|---------------------|
| Permanent | 107 | 72,79% | 60,80% | 40 | 27,21% | 74,07% |
| Temporary ("Obra o servicio") | 29 | 85,29% | 16,48% | 5 | 14,71% | 9,26% |
| Temporary ("Interinidad") | 21 | 80,77% | 11,93% | 5 | 19,23% | 9,26% |
| Temporary (Science Law) | 13 | 100,00% | 7,39% | 0 | 0,00% | 0,00% |
| Targeted funding | 5 | 71,43% | 2,84% | 2 | 28,57% | 3,70% |
| PhD. student | 1 | 33,33% | 0,57% | 2 | 66,67% | 3,70% |
| | 176 | | 100,00% | 54 | | 100,00% |

2021

| Type of contract | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|-------------------------------|------------|---------|-----------------|-----------|---------|---------------------|
| Permanent | 100 | 74,63% | 62,89% | 34 | 25,37% | 62,96% |
| Temporary ("Obra o servicio") | 32 | 69,57% | 20,13% | 14 | 30,43% | 25,93% |
| Temporary ("Interinidad") | 14 | 77,78% | 8,81% | 4 | 22,22% | 7,41% |
| Temporary (Science Law) | 9 | 100,00% | 5,66% | 0 | 0,00% | 0,00% |
| Targeted funding | 3 | 75,00% | 1,89% | 1 | 25,00% | 1,85% |
| PhD. student | 1 | 50,00% | 0,63% | 1 | 50,00% | 1,85% |
| | 159 | | 100,00% | 54 | | 100,00% |

2020

| Type of contract | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|------------------|-----|--------|-----------------|-------|---------|---------------------|
| Permanent | 98 | 74,81% | 64,90% | 33 | 25,19% | 55,00% |

| | | | | | | |
|-------------------------------|------------|---------|-------------|-----------|--------|---------------|
| Temporary (“Obra o servicio”) | 23 | 63,89% | 15,23% | 13 | 36,11% | 21,67% |
| Temporary (“Interinidad”) | 16 | 72,73% | 10,60% | 6 | 27,27% | 10,00% |
| Temporary (Science Law) | 7 | 100,00% | 4,64% | 0 | 0,00% | 0,00% |
| Targeted funding | 2 | 50,00% | 1,32% | 2 | 50,00% | 3,33% |
| Youth employment programme | 2 | 40,00% | 1,32% | 3 | 60,00% | 5,00% |
| PhD. student | 3 | 50,00% | 1,99% | 3 | 50,00% | 5,00% |
| | 151 | | 100% | 60 | | 100,0% |

2019

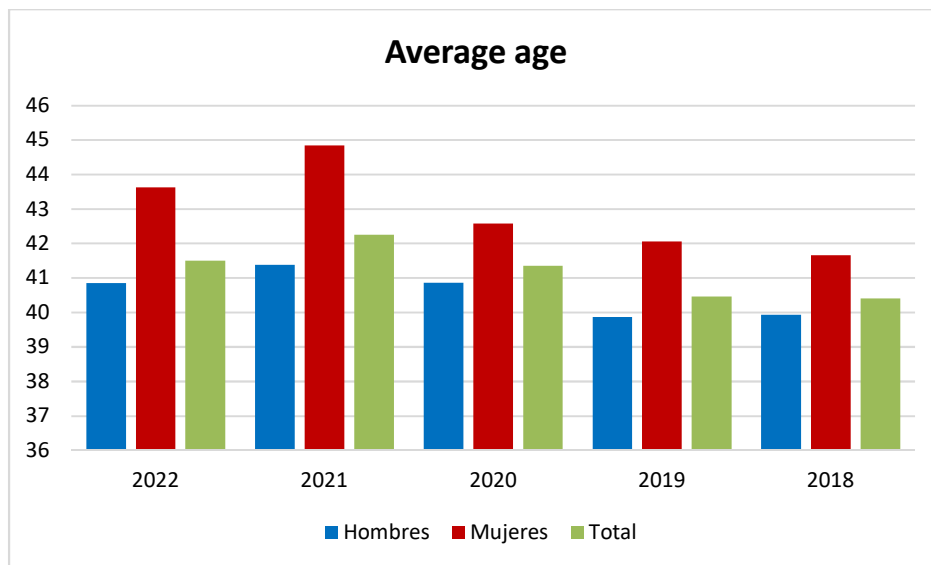
| Type of contract | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|-------------------------------|------------|--------|-----------------|-----------|---------|---------------------|
| Permanent | 75 | 72,12% | 47,77% | 29 | 27,88% | 50,00% |
| Temporary (“Obra o servicio”) | 23 | 74,19% | 14,65% | 8 | 25,81% | 13,79% |
| Temporary (“Interinidad”) | 44 | 80,00% | 28,03% | 11 | 20,00% | 18,97% |
| Temporary (Science Law) | 6 | 66,67% | 3,82% | 3 | 33,33% | 5,17% |
| Targeted funding | 2 | 50,00% | 1,27% | 2 | 50,00% | 3,45% |
| Youth employment programme | 2 | 40,00% | 1,27% | 3 | 60,00% | 5,17% |
| PhD. student | 5 | 71,43% | 3,18% | 2 | 28,57% | 3,45% |
| | 157 | | 100% | 58 | | 100,0% |

2018

| Type of contract | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|-------------------------------|------------|--------|-----------------|-----------|---------|---------------------|
| Permanent | 78 | 71,56% | 50,32% | 31 | 28,44% | 52,54% |
| Temporary (“Obra o servicio”) | 16 | 76,19% | 10,32% | 5 | 23,81% | 8,47% |
| Temporary (“Interinidad”) | 46 | 80,70% | 29,68% | 11 | 19,30% | 18,64% |
| Temporary (Science Law) | 7 | 63,64% | 4,52% | 4 | 36,36% | 6,78% |
| Targeted funding | 3 | 37,50% | 1,94% | 5 | 62,50% | 8,47% |
| PhD. student | 5 | 62,50% | 3,23% | 3 | 37,50% | 5,08% |
| | 155 | | 100% | 59 | | 100,0% |

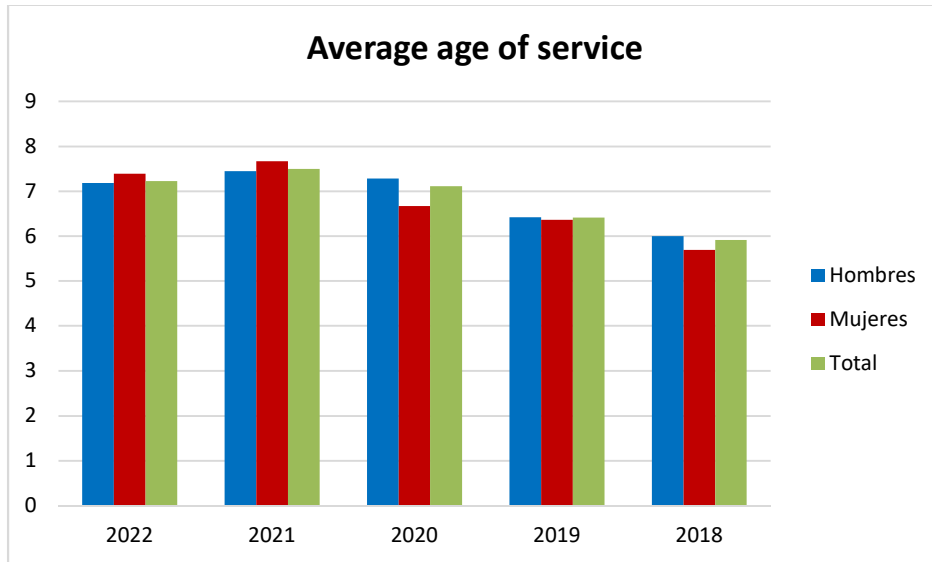
A.6 Average age of the staff

A.6.1. Average age of staff at 31 December of the years presented



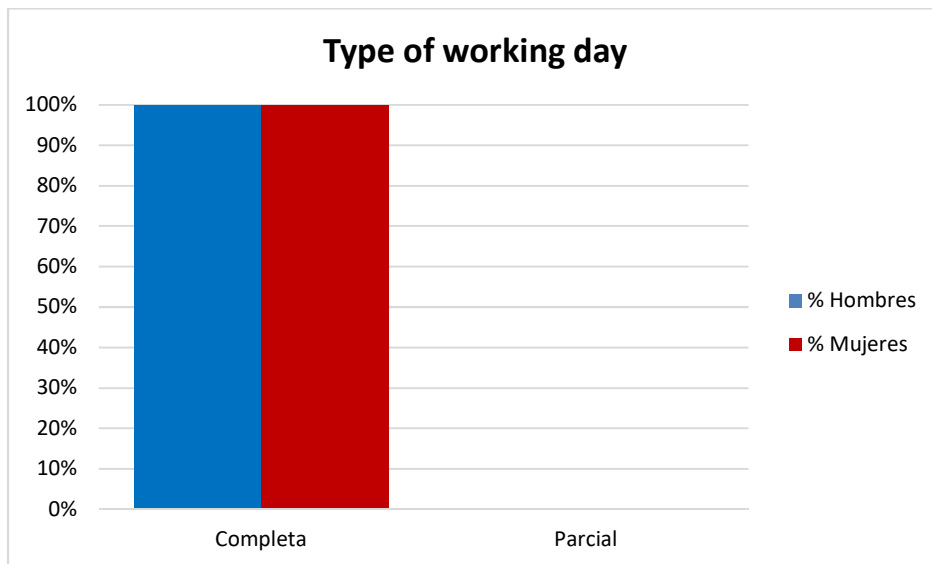
A.7 Average years of service

A.7.1. Average years in service as at 31 December of the years presented



A.8 Distribution by type of working day

A.8.1. Distribution of staff by type of working day as at 31.12.2022



A.8.2 Distribution of staff by type of working day from 2018 to 2022

| Year | Full-time men | Part-time men | Full-time women | Part-time women |
|------|---------------|---------------|-----------------|-----------------|
| 2022 | 100% | 0% | 100% | 0% |
| 2021 | 99,4% | 0,6% | 100% | 0% |
| 2020 | 100% | 0% | 100% | 0% |
| 2019 | 100% | 0% | 100% | 0% |
| 2018 | 100% | 0% | 100% | 0% |

A.9 Use of reduced working hours

A.9.1. Use of reduced working time 2018-2022

| Reduced working time | | | | | | |
|----------------------|-----|--------|------------|-------|---------|--------------|
| Year | Men | % Men | % Men/TotM | Women | % Women | % Women/TotW |
| 2022 | 11 | 50,00% | 6,25% | 11 | 50,00% | 20,37% |
| 2021 | 5 | 62,50% | 3,14% | 3 | 37,50% | 5,56% |
| 2020 | 5 | 83,30% | 3,30% | 1 | 16,70% | 1,70% |
| 2019 | 4 | 44,40% | 2,50% | 5 | 55,60% | 8,60% |
| 2018 | 3 | 37,50% | 1,90% | 5 | 62,50% | 8,50% |
| 2018-2022 | 11 | 50,00% | 6,89%** | 11 | 50,00% | 19,30%** |

(** where TotM and TotW is the average number of males and females between the five years)

A.9.2. History from 2018 to 2022 of the use of the reduction of working time based on three tranches

| Reduced working hours | Men | | Women | |
|-----------------------|-----|-----|-------|-----|
| | # | % | # | % |
| 0 to 1/8 | 6 | 50% | 6 | 50% |
| 1/8 to 1/3 | 2 | 50% | 2 | 50% |
| 1/3 to 1/2 | 3 | 50% | 3 | 50% |

A.10 Use of breastfeeding leave

A.10.1. Use of breastfeeding leave

| Year | Men who had the right | % Men who made use of | Women who had the right | % Women who made use of |
|-----------|-----------------------|-----------------------|-------------------------|-------------------------|
| 2022 | 12 | 100,00% | 0 | - |
| 2021 | 8 | 88,89% | 0 | - |
| 2020 | 9 | 55,60% | 2 | 50,00% |
| 2019 | 10 | 40,00% | 5 | 80,00% |
| 2018 | 12 | 0,00% | 4 | 100,00% |
| 2018-2022 | 51 | 28 (55%) | 10 | 9 (90%) |

A.11 Use of paid permits in relation to annual working time

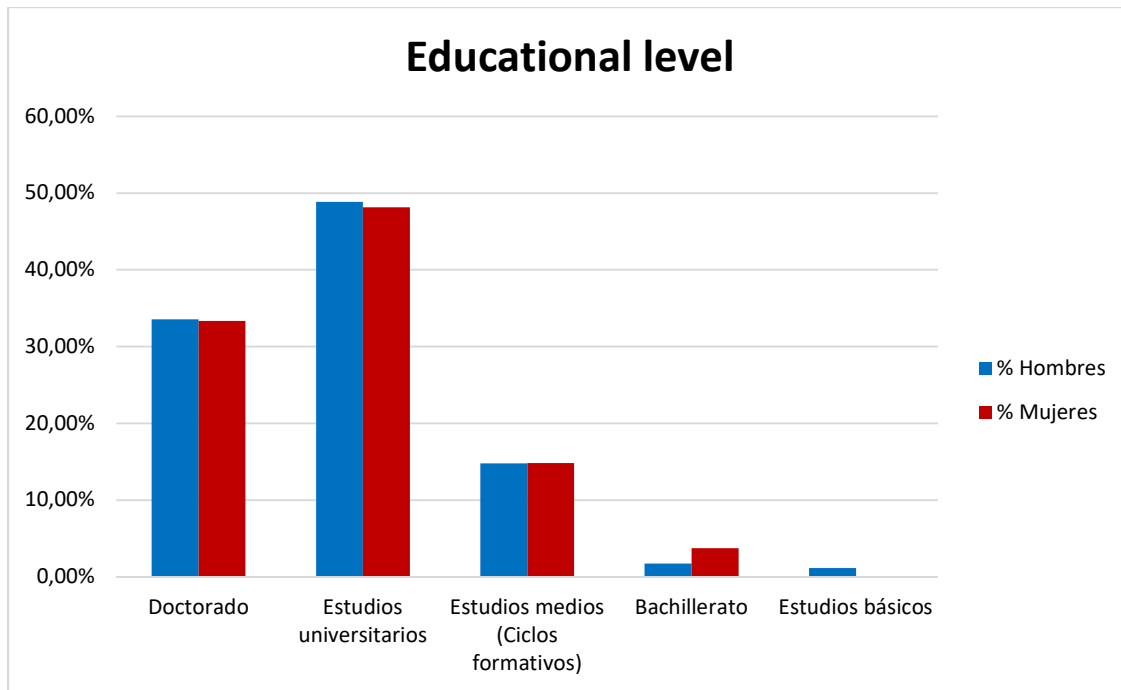
A.11.1. Use of paid permits

The days of paid permits are set out in the 2nd CELLS collective bargaining agreement, which are as follows: 1) Accompany a 1st degree relative or a brother/sister on a medical visit; 2) Breastfeeding accumulation; 3) Child illness; 4) Child meetings for psycho-pedagogical purposes or additional healthcare support; 5) Death or serious illness of up to 2nd degree relative; 6) Death or serious illness of up to 2nd degree relative (more than 100 km); 7) Exam of studies in official centres and lecture and defense of thesis; 8) Marriage; 9) Move; 10) Move (more than 100 km); 11) Pregnancy visit or class; 12) Public and personal obligation; 13) Visit to the doctor.

| Use of paid permits | | |
|---------------------|-----------------|---------------------|
| Year | % Men/Total Men | % Women/Total Women |
| 2022 | 1,03% | 0,82% |
| 2021 | 0,83% | 0,60% |
| 2020 | 0,09% | 0,07% |
| 2019 | 0,72% | 1,06% |
| 2018 | 1,04% | 0,98% |

A.12 Level of staff education and training received

A.12.1. Educational level of staff as at 31.12.2022



2018-2022

| Educational level / Year | 2022 | | 2021 | | 2020 | |
|--------------------------|--------|--------|--------|--------|-------|-------|
| | Men | Women | Men | Women | Men | Women |
| PhD. | 33,52% | 33,33% | 35,22% | 29,63% | 35,8% | 33,3% |
| University degree | 48,86% | 48,15% | 45,91% | 50,00% | 45,7% | 48,3% |
| Professional degree | 14,77% | 14,81% | 16,35% | 9,26% | 15,9% | 8,3% |
| Baccalaureate | 1,70% | 3,70% | 1,26% | 11,11% | 1,3% | 10,0% |
| Basic studies | 1,14% | 0,00% | 1,26% | 0,00% | 1,3% | 0,0% |

| Nivel formativo / Año | 2019 | | 2018 | |
|-----------------------|-------|-------|-------|-------|
| | Men | Women | Men | Women |
| PhD. | 33,1% | 31,0% | 34,8% | 37,3% |
| University degree | 49,0% | 48,3% | 47,7% | 45,8% |
| Professional degree | 15,3% | 10,3% | 14,8% | 6,8% |
| Baccalaureate | 1,3% | 10,3% | 1,3% | 10,2% |

| | | | | |
|---------------|------|------|------|------|
| Basic studies | 1,3% | 0,0% | 1,3% | 0,0% |
|---------------|------|------|------|------|

A.12.2 Level of training of staff by professional category

| Professional category / Educational level | 2022 | | 2021 | | 2020 | |
|---|------|-------|------|-------|------|-------|
| | Men | Women | Men | Women | Men | Women |
| Director | | | | | | |
| PhD. | 0% | 100% | 0% | 100% | 0% | 100% |
| Assistant to the Director | | | | | | |
| PhD. | 100% | 100% | 100% | 100% | 100% | 0% |
| Head of Division | | | | | | |
| PhD. | 40% | 0% | 40% | 0% | 40% | 0% |
| University degree | 60% | 0% | 60% | 0% | 60% | 0% |
| Head of Section | | | | | | |
| PhD. | 46% | 17% | 46% | 17% | 42% | 43% |
| University degree | 54% | 83% | 54% | 83% | 58% | 57% |
| Scientist or Technologist highly specialized | | | | | | |
| PhD. | 100% | 0% | 100% | 0% | 100% | 0% |
| Head of Group | | | | | | |
| PhD. | 46% | 45% | 43% | 50% | 55% | 50% |
| University degree | 50% | 45% | 52% | 50% | 41% | 50% |
| Professional degree | 4% | 9% | 4% | 0% | 5% | 0% |
| Scientist or Technologist specialized | | | | | | |
| PhD. | 75% | 0% | 75% | 0% | 100% | 0% |
| University degree | 25% | 100% | 25% | 100% | 0% | 100% |
| Scientist or Technologist | | | | | | |
| PhD. | 40% | 50% | 44% | 36% | 44% | 46% |
| University degree | 57% | 42% | 52% | 55% | 52% | 46% |
| Professional degree | 1% | 8% | 2% | 9% | 2% | 8% |
| Baccalaureate | 2% | 0% | 2% | 0% | 2% | 0% |
| Senior Technician | | | | | | |
| PhD. | 6% | 40% | 0% | 44% | 0% | 50% |

| | | | | | | |
|---------------------------------------|------|------|------|------|------|------|
| University degree | 76% | 40% | 75% | 44% | 70% | 50% |
| Professional degree | 12% | 10% | 17% | 0% | 20% | 0% |
| Baccalaureate | 6% | 10% | 8% | 11% | 10% | 0% |
| Support Technician | | | | | | |
| PhD. | 0% | 0% | 3% | 0% | 7% | 0% |
| University degree | 11% | 67% | 19% | 60% | 17% | 40% |
| Professional degree | 81% | 33% | 71% | 20% | 69% | 20% |
| Baccalaureate | 0% | 0% | 0% | 20% | 0% | 40% |
| Basic studies | 7% | 0% | 7% | 0% | 7% | 0% |
| Secretary | | | | | | |
| University degree | 0% | 67% | 0% | 50% | 0% | 50% |
| Professional degree | 0% | 33% | 0% | 25% | 0% | 25% |
| Baccalaureate | 0% | 0% | 0% | 25% | 0% | 25% |
| Administrative | | | | | | |
| Professional degree | 0% | 75% | 0% | 40% | 0% | 40% |
| Baccalaureate | 0% | 25% | 0% | 60% | 0% | 60% |
| PhD. student | | | | | | |
| University degree | 100% | 100% | 100% | 100% | 100% | 100% |
| Youth employment programme | | | | | | |
| University degree | 0% | 0% | 0% | 0% | 100% | 67% |
| Professional degree | 0% | 0% | 0% | 0% | 0% | 33% |
| No category (funded programme) | | | | | | |
| University degree | 0% | 0% | 0% | 0% | 0% | 0% |

| Professional category / Educational level | 2019 | | 2018 | |
|---|------|-------|------|-------|
| | Men | Women | Men | Women |
| Director | | | | |
| PhD. | 0% | 100% | 0% | 100% |
| Assistant to the Director | | | | |
| PhD. | 100% | 0% | 100% | 0% |
| Head of Division | | | | |
| PhD. | 50% | 0% | 50% | 0% |
| University degree | 50% | 0% | 50% | 0% |
| Head of Section | | | | |
| PhD. | 36% | 50% | 36% | 50% |
| University degree | 64% | 50% | 64% | 50% |

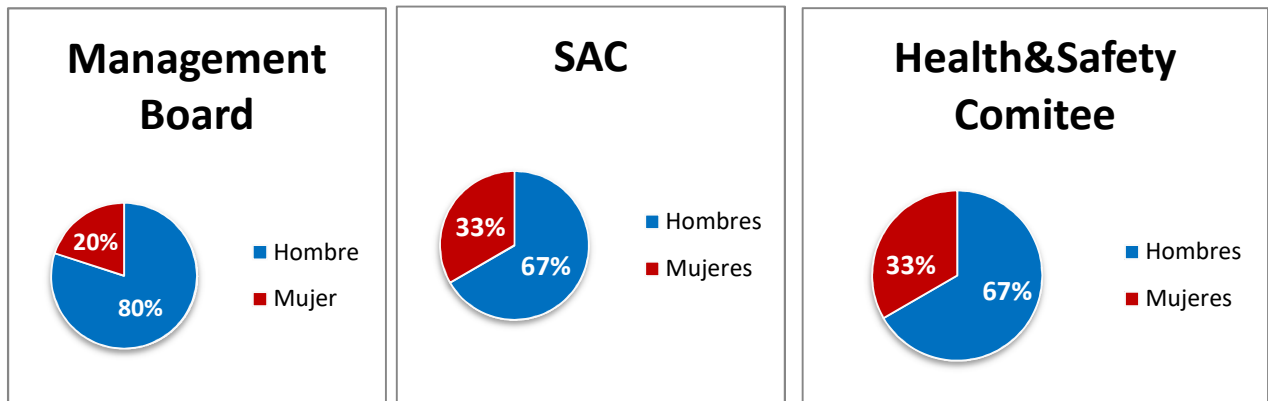
| | | | | |
|---|------|------|------|------|
| Scientist or Technologist highly specialized | | | | |
| PhD. | 100% | 0% | 100% | 0% |
| Head of Group | | | | |
| PhD. | 36% | 50% | 50% | 50% |
| University degree | 64% | 50% | 45% | 50% |
| Professional degree | 0% | 0% | 5% | 0% |
| Scientist or Technologist specialized | | | | |
| PhD. | 67% | 0% | 40% | 0% |
| University degree | 33% | 100% | 60% | 100% |
| Scientist or Technologist | | | | |
| PhD. | 40% | 47% | 44% | 58% |
| University degree | 57% | 47% | 52% | 42% |
| Professional degree | 2% | 7% | 2% | 0% |
| Baccalaureate | 2% | 0% | 2% | 0% |
| Senior Technician | | | | |
| PhD. | 0% | 40% | 8% | 50% |
| University degree | 73% | 60% | 69% | 50% |
| Professional degree | 18% | 0% | 15% | 0% |
| Baccalaureate | 9% | 0% | 8% | 0% |
| Support Technician | | | | |
| PhD. | 7% | 0% | 7% | 0% |
| University degree | 20% | 40% | 21% | 40% |
| Professional degree | 67% | 20% | 66% | 20% |
| Baccalaureate | 0% | 40% | 0% | 40% |
| Basic studies | 7% | 0% | 7% | 0% |
| Secretary | | | | |
| University degree | 0% | 50% | 0% | 50% |
| Professional degree | 0% | 25% | 0% | 25% |
| Baccalaureate | 0% | 25% | 0% | 25% |
| Administrative | | | | |
| Professional degree | 0% | 40% | 0% | 40% |
| Baccalaureate | 0% | 60% | 0% | 60% |
| PhD. student | | | | |
| University degree | 100% | 100% | 100% | 100% |
| Youth employment programme | | | | |
| University degree | 100% | 67% | | |
| Professional degree | 0% | 33% | | |
| No category (funded programme) | | | | |
| University degree | 0% | 100% | 0% | 100% |

A.12.3. Training received

| Training received | | | | | | |
|-------------------|-----|--------|-----------------|-------|---------|---------------------|
| Year | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
| 2022 | 96 | 79,33% | 54,54% | 25 | 20,67% | 46,29% |
| 2021 | 58 | 79,45% | 36,47% | 15 | 20,55% | 27,77% |
| 2020 | 73 | 81,11% | 48,34% | 17 | 18,89% | 28,33% |
| 2019 | 78 | 75,73% | 49,68% | 25 | 24,27% | 43,10% |
| 2018 | 49 | 75,38% | 31,61% | 16 | 24,62% | 27,12% |

A.13 Distribution of different bodies of CELLS

A.13.1. Distribution of various CELLS bodies as at 31.12.2022



A.13.2. Distribution of different CELLS bodies from 2018 to 2022

| Year | Management Board | | Health & Safety Comitee | | SAC | |
|------|------------------|---------|-------------------------|---------|-------|---------|
| | % Men | % Women | % Men | % Women | % Men | % Women |
| 2022 | 80% | 20% | 67% | 33% | 67% | 33% |
| 2021 | 80% | 20% | 67% | 33% | 73% | 27% |
| 2020 | 80% | 20% | 67% | 33% | 80% | 20% |
| 2019 | 89% | 11% | 67% | 33% | 73% | 27% |
| 2018 | 89% | 11% | 67% | 33% | 80% | 20% |

A.14 CELLS Gender Pay Gap Study

The study aims to analyse the difference between the average and median salaries of men and the average and median salaries of women of all the people who worked in CELLS in 2022.

In the following tables, all the contractual situations of each person have been considered (days working in CELLS, reduced working hours, part-time contracts, childcare leave...). The amounts correspond to the amount actually received during the year 2022 between the total number of men and women respectively. The final table shows the equalised amounts (adjusted to 100% of working time and annual period in active employment for both genders).

A.14.1 Averages and overall wage gap

Total staff (2022)

| | |
|----------------|-----|
| # Men | 188 |
| # Women | 61 |
| % active men | 89% |
| % active women | 88% |

| Concept | Pay gap |
|-------------|---------|
| Base salary | -2% |

| | |
|---|------------|
| Equalised effective base salary | -3% |
| Professional promotion | -8% |
| Shifts | 89% |
| Productivity | -10% |
| Overtime | 13% |
| On call | 59% |
| Local contact/CA | 40% |
| Total actual salary supplements | 17% |
| Total actual salary | 1% |
| Temporary incapacity benefit | 36% |
| Dietary allowance | -33% |
| Mileage | 31% |
| 1st establishment compens. | -35% |
| Severance payments and Indemnities | 21% |
| Total actual non-wage | 25% |
| Total actual remuneration | 2% |
| Total effective equalised remuneration | 0% |

At equal pay (that all men and women would have worked the whole year and full-time in 2022) the data show that in the overall average of the CELLS there is a 0% pay gap. In terms of equalised basic salary, women earn on average 3% more than men.

A.14.2 Average wages and pay gap by professional category

By professional category, the data are as follows:

| Assistant to the Director | | Scientist or Technologist | | Scientist or Technologist specialized | |
|---------------------------|----------------|---------------------------|----------------|---------------------------------------|----------------|
| # Men | 2 | # Men | 90 | # Men | 4 |
| # Women | 1 | # Women | 14 | # Women | 2 |
| % active men | 100% | % active men | 82% | % active men | 97% |
| % active women | 100% | % active women | 81% | % active women | 50% |
| Concept | Pay gap | Concept | Pay gap | Concept | Pay gap |

| | |
|---|-------------|
| Base salary | 7% |
| Equalised effective base salary | 7% |
| Professional promotion | -27% |
| Shifts | |
| Productivity | 3% |
| Overtime | |
| On call | |
| Local contact/CA | |
| Total actual salary supplements | -20% |
| Total actual salary | 3% |
| Temporary incapacity benefit | |
| Dietary allowance | 46% |
| Mileage | 100% |
| 1st establishment compens. | |
| Severance payments and Indemnities | |
| Total actual non-wage | 49% |
| Total actual remuneration | 3% |
| Total effective equalised remuneration | 3% |

| | |
|---|--------------|
| Base salary | -4% |
| Equalised effective base salary | -5% |
| Professional promotion | -38% |
| Shifts | -14% |
| Productivity | -9% |
| Overtime | -30% |
| On call | -33% |
| Local contact/CA | -5% |
| Total actual salary supplements | -25% |
| Total actual salary | -7% |
| Temporary incapacity benefit | -88% |
| Dietary allowance | -34% |
| Mileage | 36% |
| 1st establishment compens. | -231% |
| Severance payments and Indemnities | -12% |
| Total actual non-wage | -101% |
| Total actual remuneration | -8% |
| Total effective equalised remuneration | -9% |

| | |
|---|-------------|
| Base salary | 33% |
| Equalised effective base salary | -29% |
| Professional promotion | 87% |
| Shifts | 100% |
| Productivity | 100% |
| Overtime | 100% |
| On call | 100% |
| Local contact/CA | |
| Total actual salary supplements | 93% |
| Total actual salary | 44% |
| Temporary incapacity benefit | 100% |
| Dietary allowance | 100% |
| Mileage | 100% |
| 1st establishment compens. | |
| Severance payments and Indemnities | |
| Total actual non-wage | 97% |
| Total actual remuneration | 59% |
| Total effective equalised remuneration | 21% |

Head of Group

| | |
|----------------|------|
| # Men | 26 |
| # Women | 11 |
| % active men | 94% |
| % active women | 100% |

Head of Section

| | |
|----------------|------|
| # Men | 13 |
| # Women | 6 |
| % active men | 100% |
| % active women | 100% |

| Concept | Pay gap |
|--|------------|
| Base salary | -5% |
| Equalised effective base salary | 1% |
| Professional promotion | -9% |
| Shifts | 37% |
| Productivity | -3% |

| Concept | Pay gap |
|--|-------------|
| Base salary | -14% |
| Equalised effective base salary | -14% |
| Professional promotion | -12% |
| Shifts | 100% |
| Productivity | 1% |

| | |
|---|------------|
| Overtime | -23% |
| On call | 48% |
| Local contact/CA | 16% |
| Total actual salary supplements | 10% |
| Total actual salary | -2% |
| Temporary incapacity benefit | 44% |
| Dietary allowance | -61% |
| Mileage | -34% |
| 1st establishment compens. | 100% |
| Severance payments and Indemnities | 100% |
| Total actual non-wage | 40% |
| Total actual remuneration | -1% |
| Total effective equalised remuneration | 5% |

| | |
|---|------------|
| Overtime | 95% |
| On call | 100% |
| Local contact/CA | 98% |
| Total actual salary supplements | 29% |
| Total actual salary | -7% |
| Temporary incapacity benefit | 98% |
| Dietary allowance | 12% |
| Mileage | 56% |
| 1st establishment compens. | |
| Severance payments and Indemnities | |
| Total actual non-wage | 93% |
| Total actual remuneration | -1% |
| Total effective equalised remuneration | -1% |

Support Technician

| | |
|----------------|-----|
| # Men | 28 |
| # Women | 5 |
| % active men | 96% |
| % active women | 89% |

Senior Technician

| | |
|----------------|-----|
| # Men | 18 |
| # Women | 10 |
| % active men | 93% |
| % active women | 91% |

| Concept | Pay gap |
|--|------------|
| Base salary | 10% |
| Equalised effective base salary | 3% |
| Professional promotion | -10% |
| Shifts | 100% |
| Productivity | 0% |
| Overtime | -93% |
| On call | 100% |
| Local contact/CA | |
| Total actual salary supplements | 26% |
| Total actual salary | 13% |
| Temporary incapacity benefit | 91% |
| Dietary allowance | 66% |
| Mileage | 22% |
| 1st establishment compens. | |

| Concept | Pay gap |
|--|------------|
| Base salary | 2% |
| Equalised effective base salary | 0% |
| Professional promotion | 23% |
| Shifts | 100% |
| Productivity | -9% |
| Overtime | -4% |
| On call | 100% |
| Local contact/CA | |
| Total actual salary supplements | 67% |
| Total actual salary | 15% |
| Temporary incapacity benefit | -686% |
| Dietary allowance | -66% |
| Mileage | 33% |
| 1st establishment compens. | |

| | | | |
|---|------------|---|--------------|
| Severance payments and Indemnities | -73% | Severance payments and Indemnities | 100% |
| Total actual non-wage | 64% | Total actual non-wage | -265% |
| Total actual remuneration | 14% | Total actual remuneration | 12% |
| Total effective equalised remuneration | 7% | Total effective equalised remuneration | 10% |

The following professional categories have not been included in the analysis as there is no representation of either gender: Head of Division, Highly specialised scientist or technologist, Secretary, Administrative, Pre-doctoral researcher in training and Ungraded (funded project).

A.14.3 Median and overall wage gap

Total staff (2022)

| | |
|----------------|-----|
| # Men | 188 |
| # Women | 61 |
| % active men | 89% |
| % active women | 88% |

| Concept | Pay gap |
|--|----------------|
| Base salary | 2% |
| Equalised effective base salary | 1% |
| Professional promotion | 2% |
| Shifts | |
| Productivity | 7% |
| Overtime | |
| On call | |
| Local contact/CA | |
| Total actual salary supplements | 4% |
| Total actual salary | 2% |
| Temporary incapacity benefit | |
| Dietary allowance | |
| Mileage | |
| 1st establishment compens. | |

| | |
|---|-----------|
| Severance payments and Indemnities | |
| Total actual non-wage | |
| Total actual remuneration | 2% |
| Total effective equalised remuneration | 1% |

A.14.4 Median and pay gap by professional category

| Assistant to the Director | | Scientist or Technologist | | Scientist or Technologist specialized | |
|---------------------------|------|---------------------------|-----|---------------------------------------|-----|
| # Men | 2 | # Men | 90 | # Men | 4 |
| # Women | 1 | # Women | 14 | # Women | 2 |
| % active men | 100% | % active men | 82% | % active men | 97% |
| % active women | 100% | % active women | 81% | % active women | 50% |

| Concept | Pay gap | Concept | Pay gap | Concept | Pay gap |
|--|-------------|--|-------------|--|-------------|
| Base salary | 7% | Base salary | -4% | Base salary | 38% |
| Equalised effective base salary | 7% | Equalised effective base salary | -6% | Equalised effective base salary | -21% |
| Professional promotion | -27% | Professional promotion | | Professional promotion | 85% |
| Shifts | | Shifts | | Shifts | |
| Productivity | 3% | Productivity | -3% | Productivity | 100% |
| Overtime | | Overtime | | Overtime | 100% |
| On call | | On call | | On call | |
| Local contact/CA | | Local contact/CA | | Local contact/CA | |
| Total actual salary supplements | -20% | Total actual salary supplements | -52% | Total actual salary supplements | 90% |
| Total actual salary | 3% | Total actual salary | -6% | Total actual salary | 44% |
| Temporary incapacity benefit | | Temporary incapacity benefit | | Temporary incapacity benefit | |
| Dietary allowance | 46% | Dietary allowance | | Dietary allowance | 100% |
| Mileage | 100% | Mileage | | Mileage | |
| 1st establishment compens. | | 1st establishment compens. | | 1st establishment compens. | |
| Severance payments and Indemnities | | Severance payments and Indemnities | | Severance payments and Indemnities | |
| Total actual non-wage | 49% | Total actual non-wage | | Total actual non-wage | 100% |
| Total actual remuneration | 3% | Total actual remuneration | -6% | Total actual remuneration | 45% |

| | |
|---|-----------|
| Total effective equalised remuneration | 3% |
|---|-----------|

| | |
|---|------------|
| Total effective equalised remuneration | -8% |
|---|------------|

| | |
|---|------------|
| Total effective equalised remuneration | -7% |
|---|------------|

Head of Group

| | |
|----------------|------|
| # Men | 26 |
| # Women | 11 |
| % active men | 94% |
| % active women | 100% |

| Concept | Pay gap |
|---|------------|
| Base salary | 3% |
| Equalised effective base salary | 9% |
| Professional promotion | 16% |
| Shifts | |
| Productivity | -1% |
| Overtime | 100% |
| On call | |
| Local contact/CA | |
| Total actual salary supplements | 12% |
| Total actual salary | 4% |
| Temporary incapacity benefit | |
| Dietary allowance | |
| Mileage | |
| 1st establishment compens. | |
| Severance payments and Indemnities | |
| Total actual non-wage | |
| Total actual remuneration | 4% |
| Total effective equalised remuneration | 9% |

Head of Section

| | |
|----------------|------|
| # Men | 13 |
| # Women | 6 |
| % active men | 100% |
| % active women | 100% |

| Concept | Pay gap |
|---|-------------|
| Base salary | -12% |
| Equalised effective base salary | -12% |
| Professional promotion | 7% |
| Shifts | |
| Productivity | -6% |
| Overtime | 100% |
| On call | |
| Local contact/CA | |
| Total actual salary supplements | 5% |
| Total actual salary | -10% |
| Temporary incapacity benefit | |
| Dietary allowance | 41% |
| Mileage | |
| 1st establishment compens. | |
| Severance payments and Indemnities | |
| Total actual non-wage | 39% |
| Total actual remuneration | -10% |
| Total effective equalised remuneration | -10% |

Support Technician

| | |
|----------------|-----|
| # Men | 28 |
| # Women | 5 |
| % active men | 96% |
| % active women | 89% |

| Concept | Pay gap |
|---|-------------|
| Base salary | -10% |
| Equalised effective base salary | -19% |
| Professional promotion | 8% |
| Shifts | |
| Productivity | -8% |
| Overtime | |
| On call | |
| Local contact/CA | |
| Total actual salary supplements | 2% |
| Total actual salary | -9% |
| Temporary incapacity benefit | |
| Dietary allowance | |
| Mileage | |
| 1st establishment compens. | |
| Severance payments and Indemnities | |
| Total actual non-wage | |
| Total actual remuneration | -9% |
| Total effective equalised remuneration | -18% |

Senior Technician

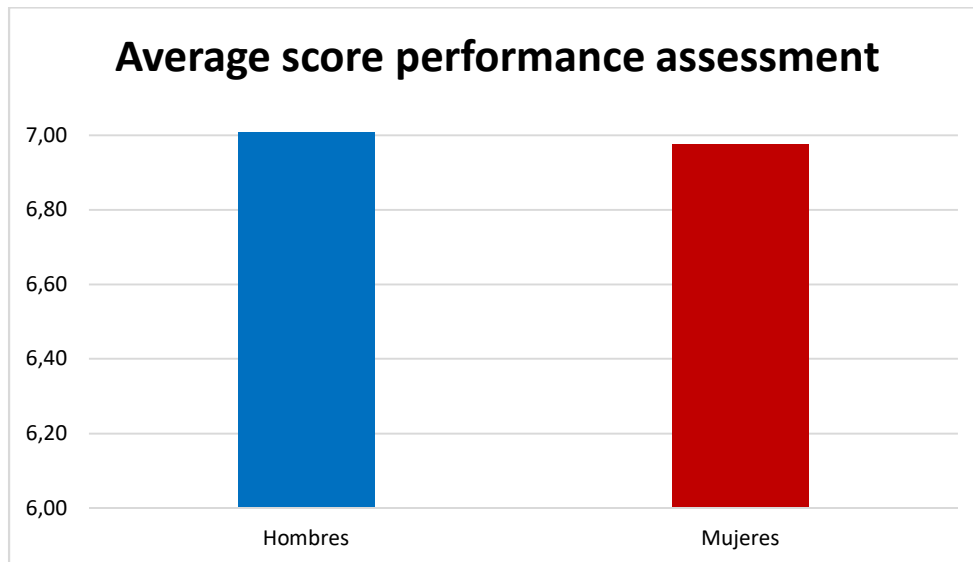
| | |
|----------------|-----|
| # Men | 18 |
| # Women | 10 |
| % active men | 93% |
| % active women | 91% |

| Concept | Pay gap |
|---|------------|
| Base salary | 5% |
| Equalised effective base salary | 3% |
| Professional promotion | 44% |
| Shifts | |
| Productivity | 5% |
| Overtime | |
| On call | |
| Local contact/CA | |
| Total actual salary supplements | 24% |
| Total actual salary | 6% |
| Temporary incapacity benefit | 100% |
| Dietary allowance | |
| Mileage | |
| 1st establishment compens. | |
| Severance payments and Indemnities | |
| Total actual non-wage | 49% |
| Total actual remuneration | 6% |
| Total effective equalised remuneration | 4% |

The following professional categories have not been included in the analysis as there is no representation of either gender: Head of Division, Highly specialised scientist or technologist, Secretary, Administrative, Pre-doctoral researcher in training and no category (funded project).

A.15 Performance evaluation

A.15.1. Average score performance assessment in 2022



| Year | Average score men | Average score women |
|------|-------------------|---------------------|
| 2022 | 7,01 | 6,98 |
| 2021 | 6,98 | 7,05 |
| 2020 | 7,00 | 6,99 |
| 2019 | 6,99 | 6,85 |
| 2018 | 7,01 | 6,97 |

A.16 Accident distribution

A.16.1. Number of occupational accidents with sick leave from 2018 to 2022

| Year | Men | % Men | Women | % Women |
|------|-----|--------|-------|---------|
| 2022 | 1 | 100,0% | 0 | 0,00% |
| 2021 | 3 | 100,0% | 0 | 0,00% |
| 2020 | 1 | 100,0% | 0 | 0,00% |
| 2019 | 2 | 66,7% | 1 | 33,33% |
| 2018 | 2 | 66,7% | 1 | 33,33% |

A.17 Childcare leave-of-absence

| Year | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|------|-----|---------|-----------------|-------|---------|---------------------|
| 2022 | 1 | 100,00% | 0,56% | 0 | 0,00% | 0,00% |
| 2021 | 0 | 0,00% | 0,00% | 0 | 0,00% | 0,00% |
| 2020 | 1 | 50,00% | 0,66% | 1 | 50,00% | 1,67% |
| 2019 | 0 | 0,00% | 0,00% | 0 | 0,00% | 0,00% |
| 2018 | 0 | 0,00% | 0,00% | 0 | 0,00% | 0,00% |

A.18 Staff departures

A.18.1 Departures and leave of absence from the staff

| Year | Men | % Men | % Men/Total Men | Women | % Women | % Women/Total Women |
|------|-----|-------|-----------------|-------|---------|---------------------|
| 2022 | 13 | 62% | 7% | 8 | 38% | 15% |
| 2021 | 8 | 67% | 5% | 4 | 33% | 7% |
| 2020 | 9 | 90% | 6% | 1 | 10% | 2% |
| 2019 | 17 | 77% | 11% | 5 | 23% | 9% |
| 2018 | 7 | 70% | 5% | 3 | 30% | 5% |

A.18.2 Staff returning from leave on personal grounds

| Year | Men | % Men | Women | % Women |
|------|-----|-------|-------|---------|
| 2022 | 1 | 100% | 0 | 0% |
| 2021 | 0 | 0% | 0 | 0% |
| 2020 | 1 | 100% | 0 | 0% |
| 2019 | 1 | 100% | 0 | 0% |
| 2018 | 1 | 100% | 0 | 0% |

A.19 Statistics protocol for action against sexual and gender-based harassment

| | |
|---|---|
| No. of complaints filed during 2018-2022 | 1 |
| No. of disciplinary proceedings initiated | 1 |
| No. of disciplinary files resolved with the closure of the file | 1 |
| No. of disciplinary files resolved with a sanction | 0 |

A.20 Personnel selection

A.20.1. Gender distribution of positions covered from 2018 to 2022

| Year | % Men | % Women |
|------|--------|---------|
| 2022 | 72,13% | 27,87% |
| 2021 | 81,40% | 18,60% |
| 2020 | 72,73% | 27,27% |
| 2019 | 80,00% | 20,00% |
| 2018 | 55,17% | 44,83% |

A.20.2.1 Gender distribution of CVs submitted and interviews conducted for vacancies covered in 2022

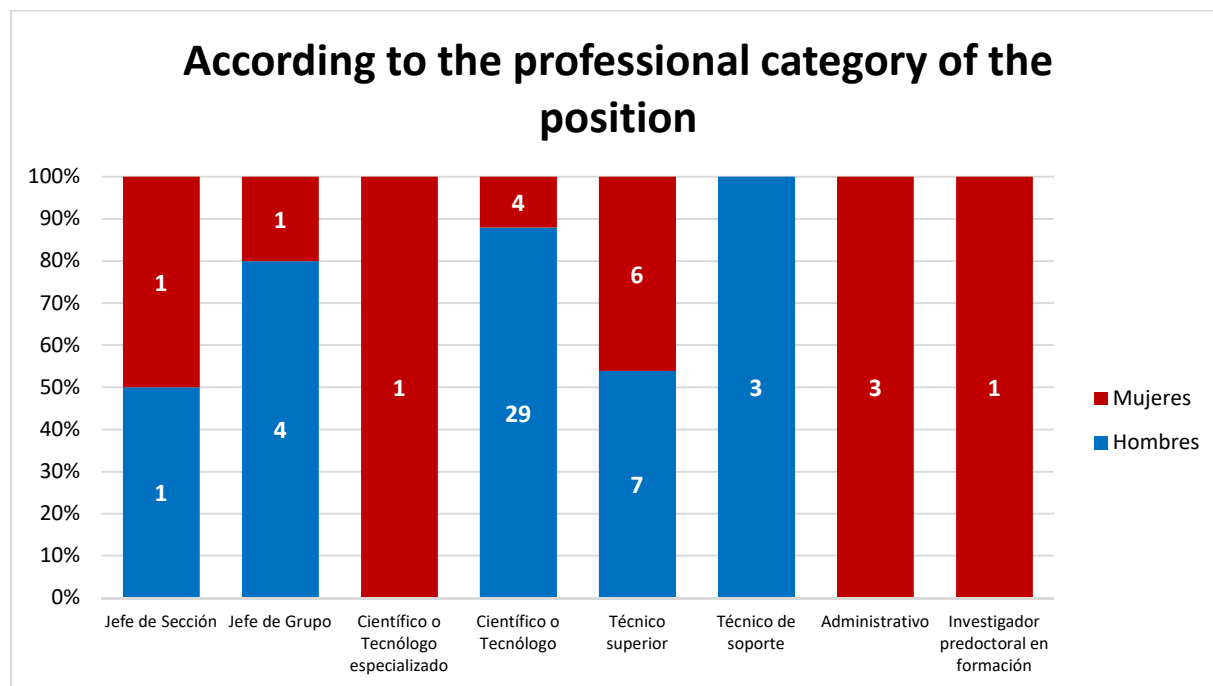
| | Men | | Women | |
|---------------------------------------|-----|------------|-------|------------|
| | CVs | Interviews | CVs | Interviews |
| ACE | | | | |
| Scientist or Technologist | 82% | 68% | 18% | 32% |
| Specialized Scientist or Technologist | 75% | 50% | 25% | 50% |
| ADM | | | | |
| Head of Section | 33% | 0% | 67% | 100% |
| Support technician | 21% | 0% | 79% | 100% |
| Senior technician | 67% | 0% | 33% | 100% |
| COM | | | | |
| Scientist or Technologist | 88% | 86% | 12% | 14% |
| DIR | | | | |
| Head of Section | 75% | 100% | 25% | 0% |

| | | | | |
|-------------------------------------|------|------|-----|------|
| Support technician | 80% | 100% | 20% | 0% |
| Senior technician | 47% | 42% | 53% | 58% |
| ENG | | | | |
| Scientist or Technologist | 91% | 95% | 9% | 5% |
| Support technician | 92% | 86% | 8% | 14% |
| EXP | | | | |
| Administrative | 21% | 18% | 79% | 82% |
| Scientist or Technologist | 88% | 94% | 13% | 6% |
| Predocctoral researcher in training | 50% | 0% | 50% | 100% |
| Head of Group | 84% | 85% | 16% | 15% |
| Support technician | 100% | 100% | 0% | 0% |
| Senior technician | 88% | 88% | 13% | 13% |

A.20.2.2 Gender distribution of respondents in covered positions from 2018 to 2022

| Year | % Men | % Women |
|------|--------|---------|
| 2022 | 79,41% | 20,59% |
| 2021 | 82,67% | 17,33% |
| 2020 | 86,76% | 13,24% |
| 2019 | 83,10% | 16,90% |
| 2018 | 66,23% | 33,77% |

A.20.3.1 Gender distribution according to the professional category of the positions covered in 2022

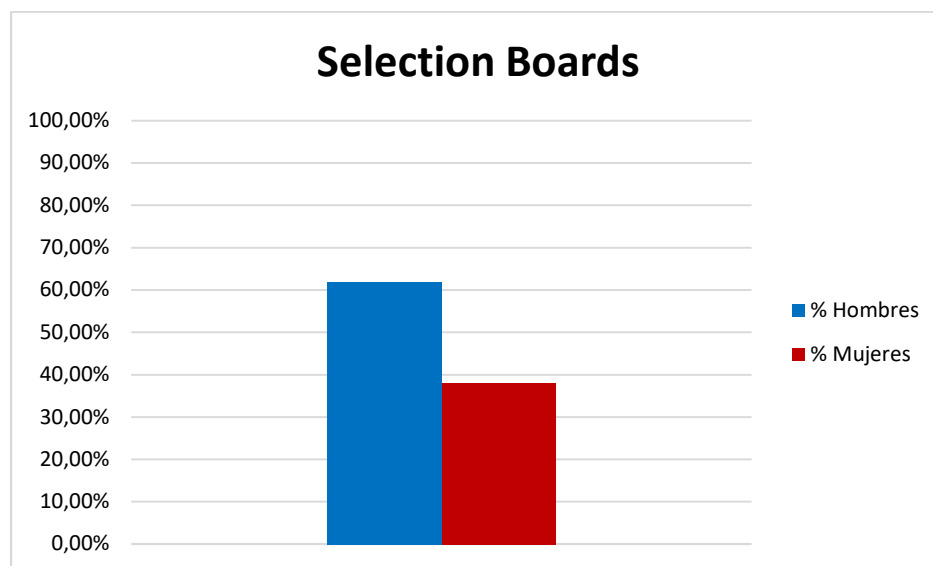


A.20.3.2 Gender distribution according to the professional category of the positions covered from 2018 to 2022

| Professional category | 2022 | | | | 2021 | | | | 2020 | | | |
|---------------------------------------|------|------|-------|------|------|------|-------|-----|------|------|-------|-----|
| | Men | | Women | | Men | | Women | | Men | | Women | |
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Head of Division | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 100% | 0 | 0% |
| Assistant to the Director | 0 | 0% | 0 | 0% | 1 | 50% | 1 | 50% | 0 | 0% | 0 | 0% |
| Head of Section | 1 | 50% | 1 | 50% | 2 | 67% | 1 | 33% | 3 | 75% | 1 | 25% |
| Head of Group | 4 | 80% | 1 | 20% | 2 | 100% | 0 | 0% | 1 | 100% | 0 | 0% |
| Specialized Scientist or Technologist | 0 | 0% | 1 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Scientist or Technologist | 29 | 88% | 4 | 12% | 22 | 88% | 3 | 12% | 14 | 78% | 4 | 22% |
| Senior technician | 7 | 54% | 6 | 46% | 5 | 83% | 1 | 17% | 1 | 25% | 3 | 75% |
| Support technician | 3 | 100% | 0 | 0% | 3 | 60% | 2 | 40% | 4 | 80% | 1 | 20% |
| Administrative | 0 | 0% | 3 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| PhD. student | 0 | 0% | 1 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Youth employment programme | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |

| Categoría profesional | 2019 | | | | 2018 | | | |
|--------------------------------|------|------|-------|------|------|------|-------|------|
| | Men | | Women | | Men | | Women | |
| | # | % | # | % | # | % | # | % |
| Head of Division | 1 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| Assistant to the Director | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Head of Section | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 100% |
| Head of Group | 1 | 100% | 0 | 0% | 1 | 50% | 1 | 50% |
| Scientist or Technologist | 0 | 0% | 0 | 0% | 1 | 100% | 0 | 0% |
| Senior technician | 12 | 92% | 1 | 8% | 7 | 54% | 6 | 46% |
| Support technician | 0 | 0% | 1 | 100% | 3 | 100% | 0 | 0% |
| Administrative | 2 | 100% | 0 | 0% | 3 | 100% | 0 | 0% |
| PhD. student | 0 | 0% | 0 | 0% | 0 | 0% | 4 | 100% |
| Youth employment programme | 2 | 100% | 0 | 0% | 1 | 50% | 1 | 50% |
| No category (funded programme) | 2 | 40% | 3 | 60% | 0 | 0% | 0 | 0% |

A.20.4.1 Gender distribution of selection board members in 2022



A.20.4.2 Gender distribution of Selection Board members from 2018 to 2022

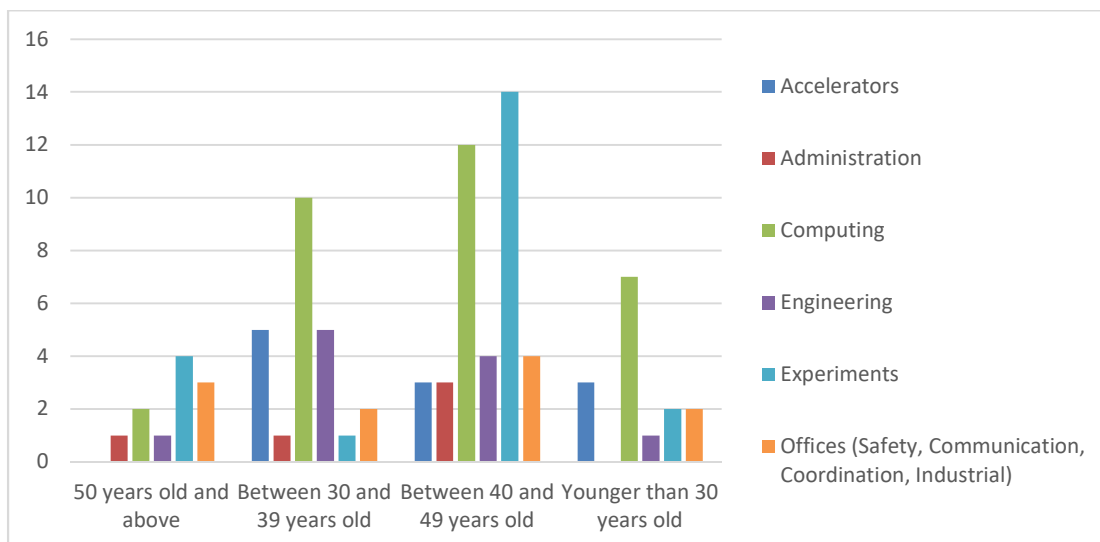
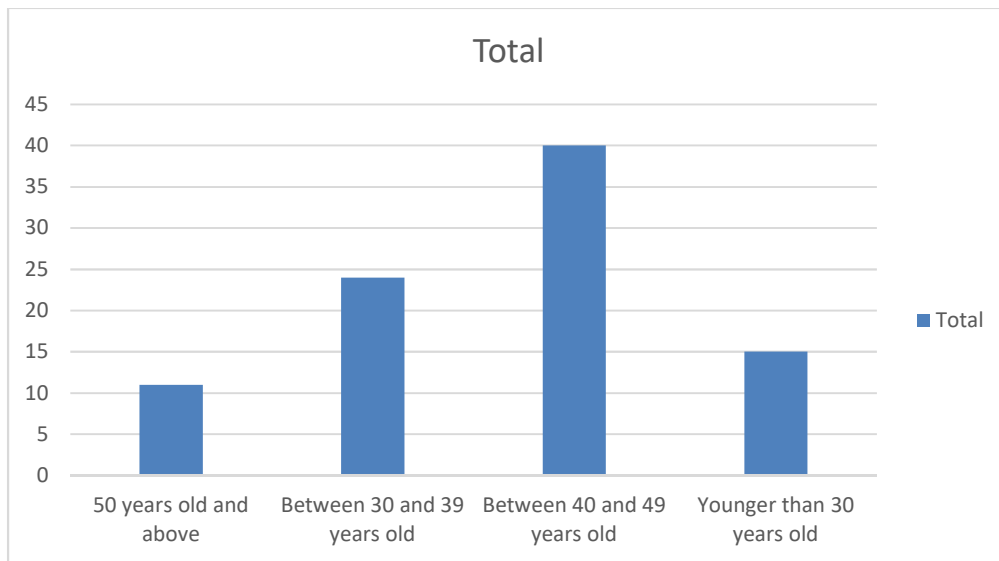
| Year | % Men | % Women |
|------|--------|---------|
| 2022 | 61,93% | 38,07% |
| 2021 | 67,44% | 32,56% |
| 2020 | 70,09% | 29,91% |
| 2019 | 80,46% | 19,54% |
| 2018 | 62,24% | 37,76% |

A.21 Job evaluation from a gender perspective

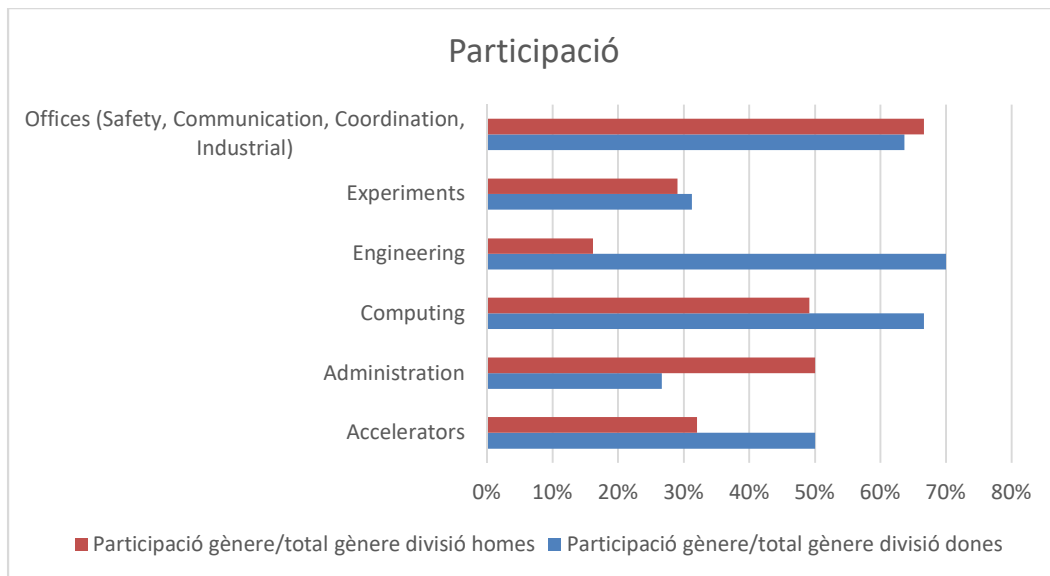
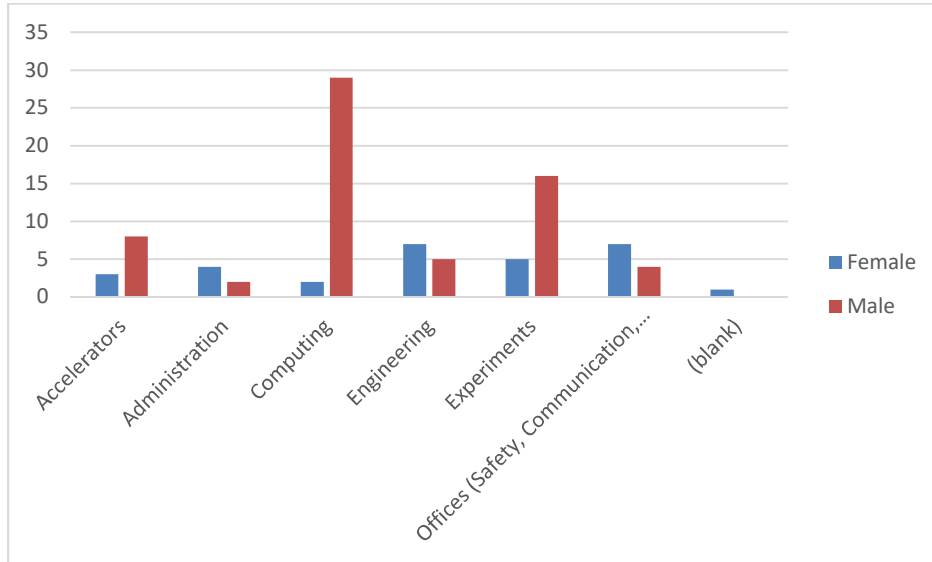
The evaluation of jobs has begun to be carried out in accordance with measure M2.1.2 of this Equality Plan, in which an external consultancy will help us to carry out an evaluation of the jobs with a gender and non-androcentric perspective in order to analyse in a general and systematic way the main tasks to be performed and to verify their correct framing within the conditions established in the collective agreement. Estimated time to have this data available: end of 2024.

ANNEX 2. Results of the survey on Gender Equality in CELLS

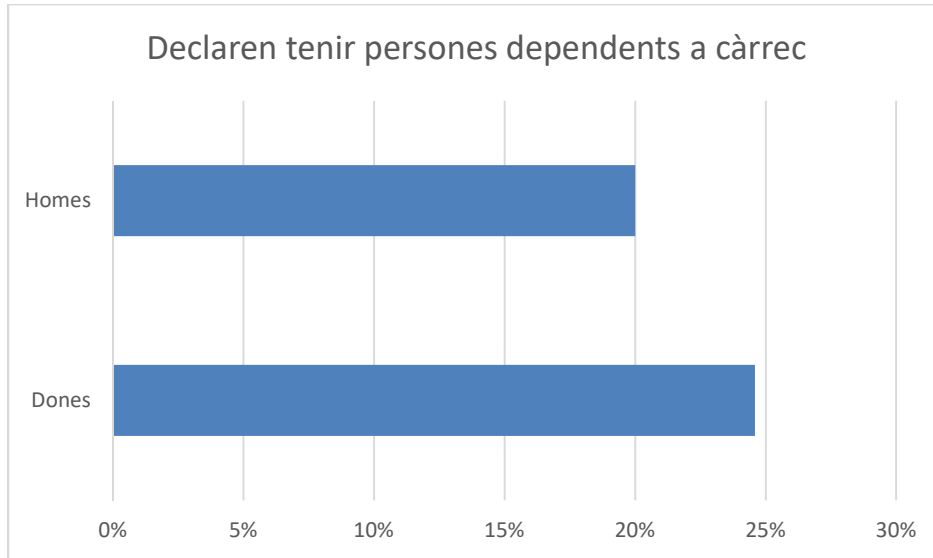
Q01 Please, indicate your age



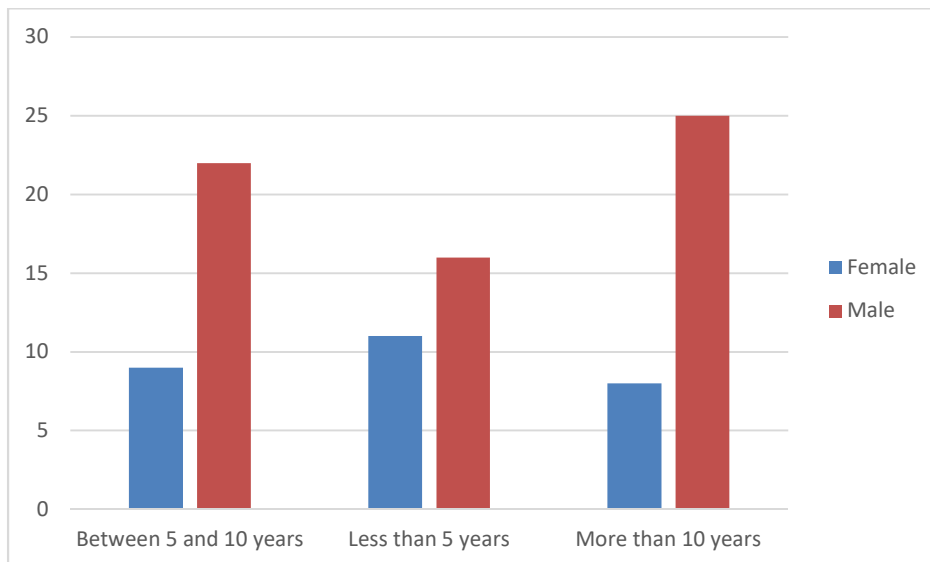
Q02 What is your gender?



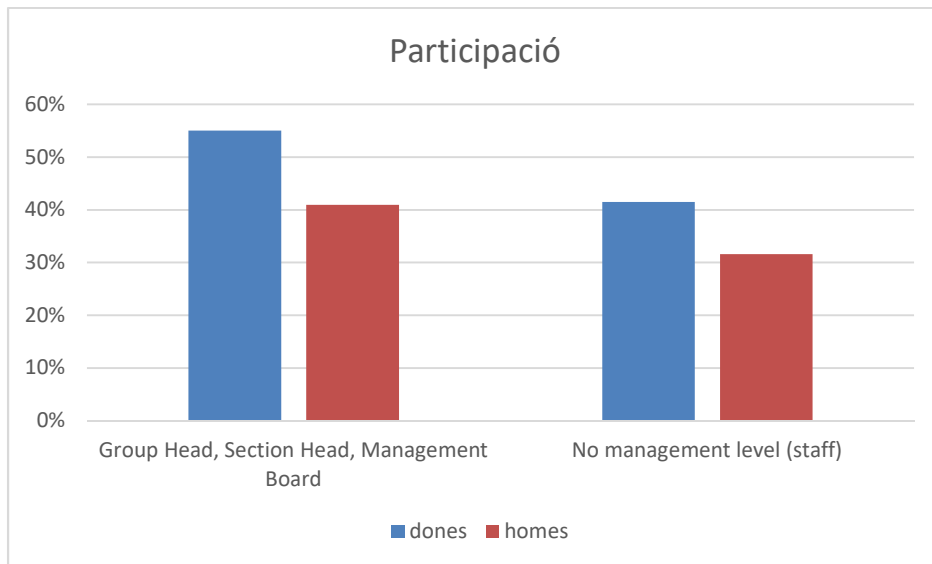
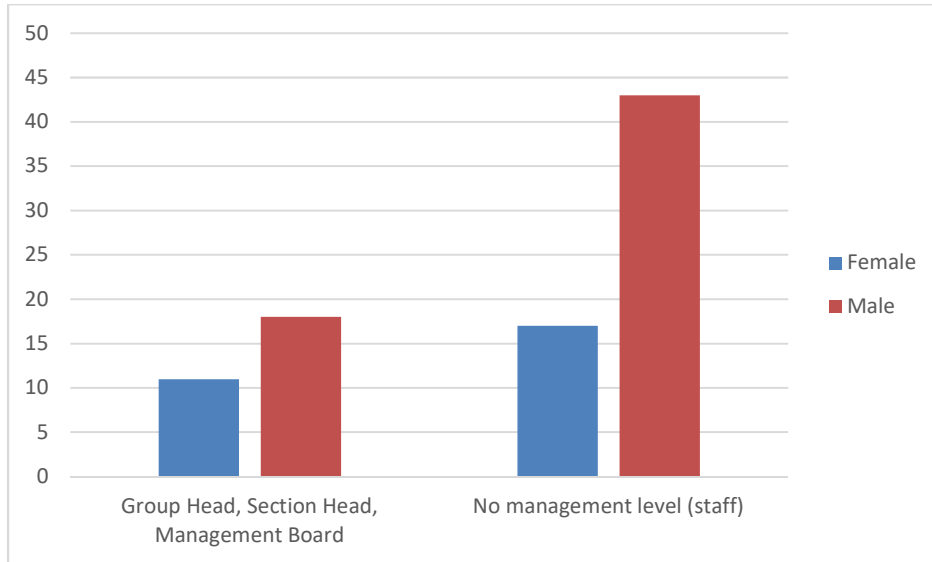
Q03 Do you have children (under 18) or other persons depending on you?



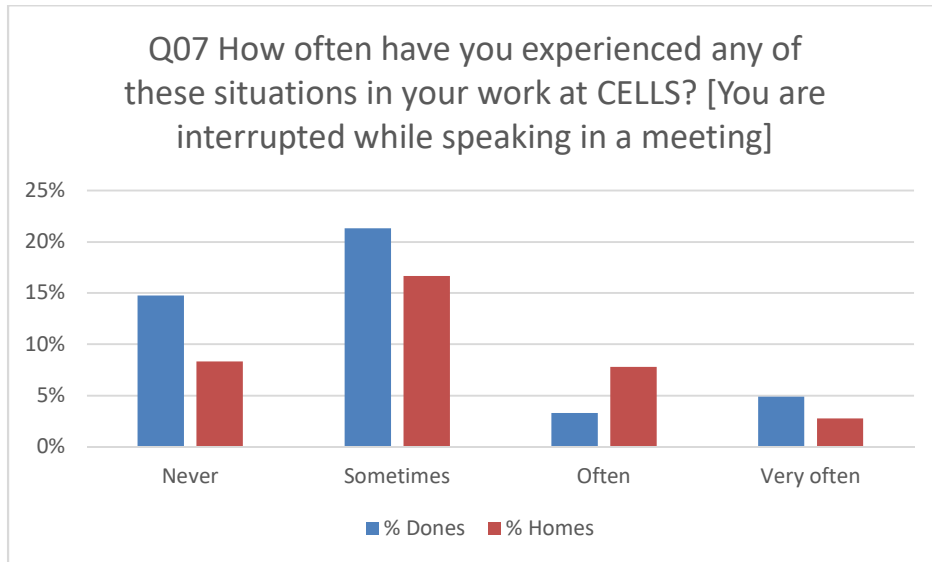
Q04 How long have you been working at CELLS?



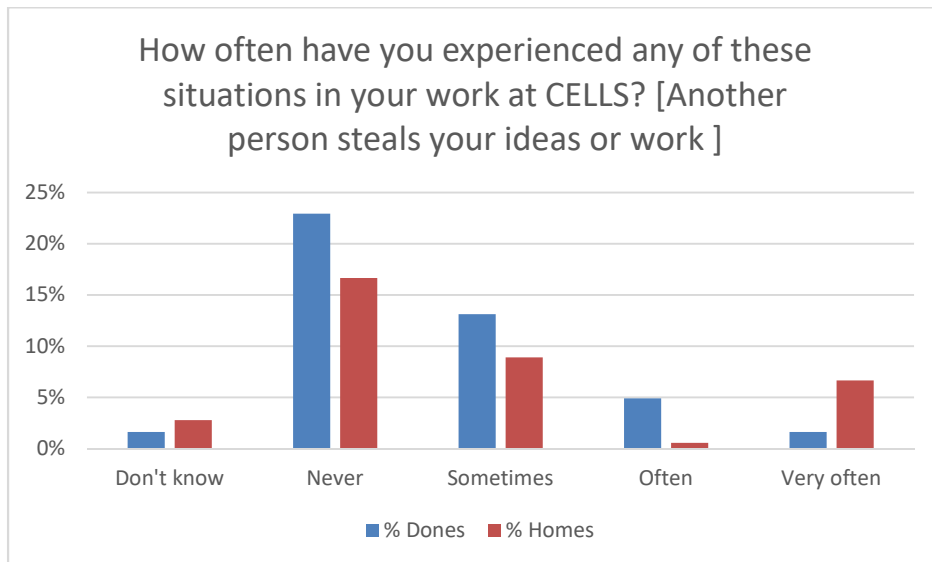
Q05 What is your management level at work?



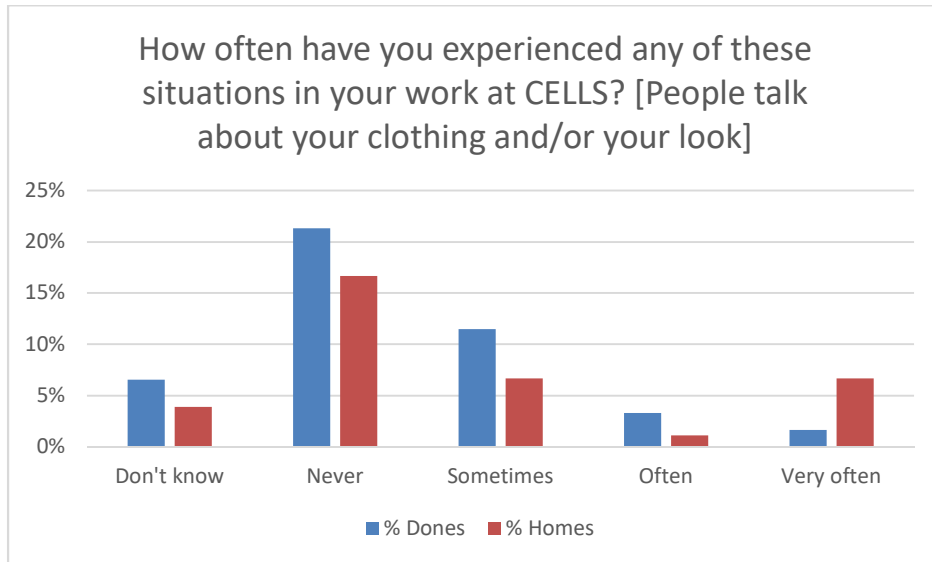
Q07 How often have you experienced any of these situations in your work at CELLS? [You are interrupted while speaking in a meeting]



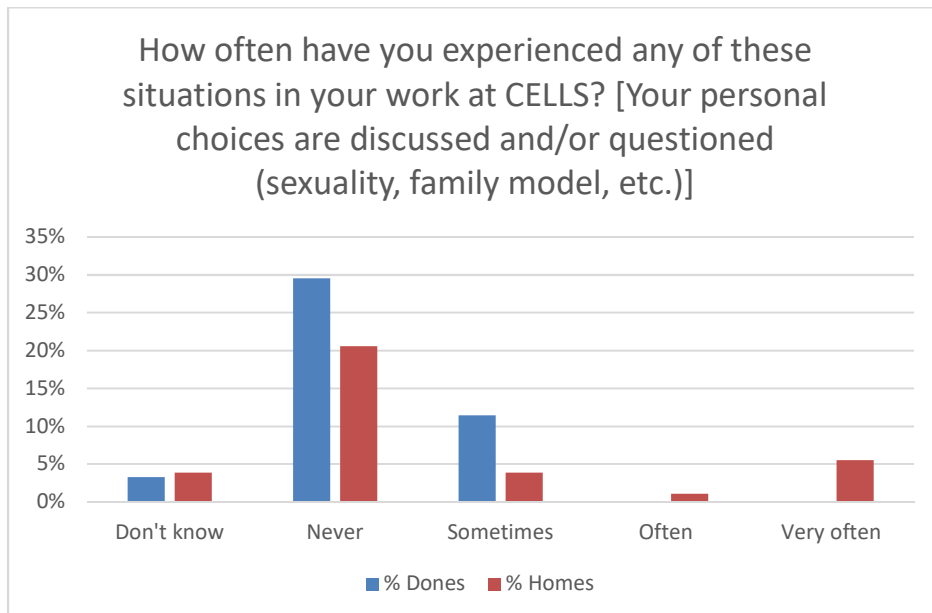
Q07 How often have you experienced any of these situations in your work at CELLS? [Another person steals your ideas or work]



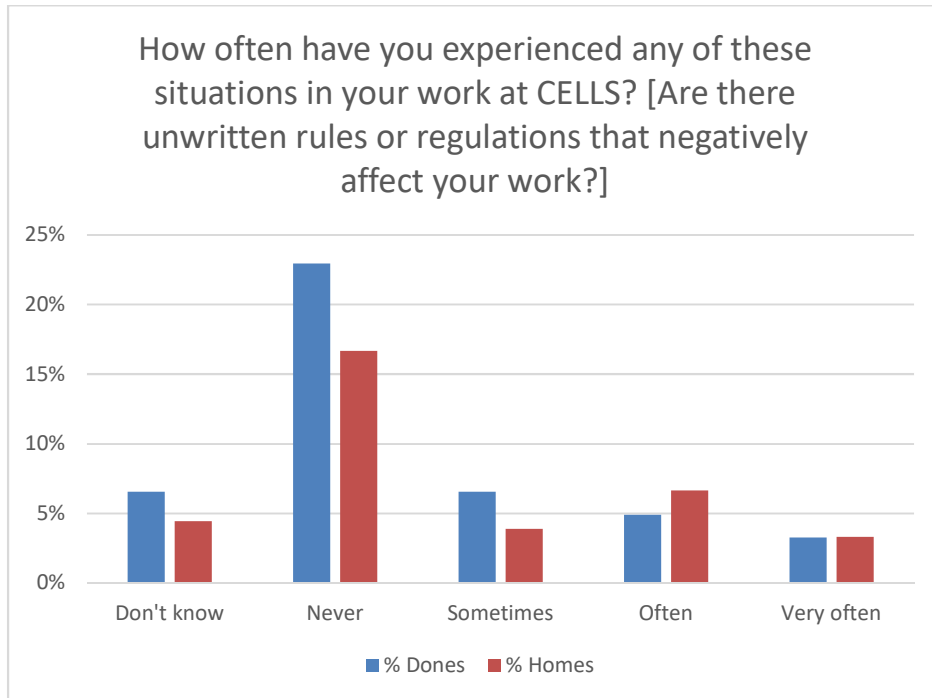
Q07 How often have you experienced any of these situations in your work at CELLS? [People talk about your clothing and/or your look]



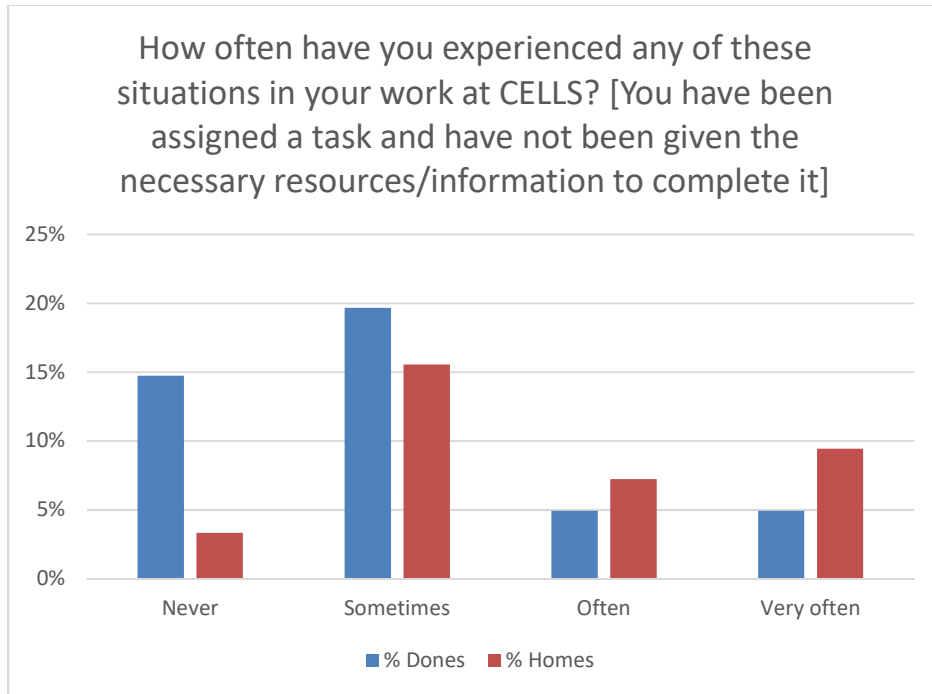
Q07 How often have you experienced any of these situations in your work at CELLS? [Your personal choices are discussed and/or questioned (sexuality, family model, etc.)]



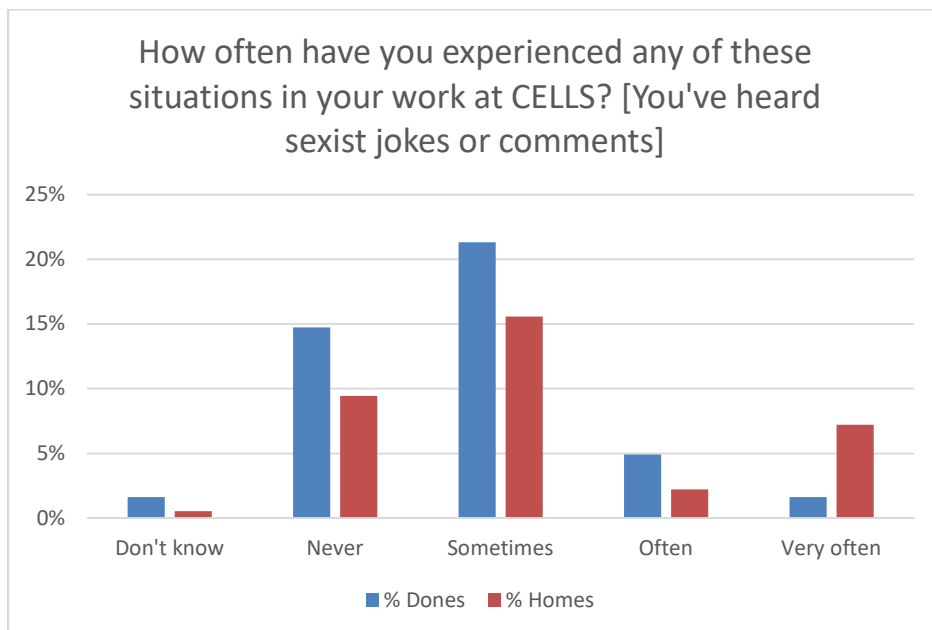
Q07 How often have you experienced any of these situations in your work at CELLS? [Are there unwritten rules or regulations that negatively affect your work?]



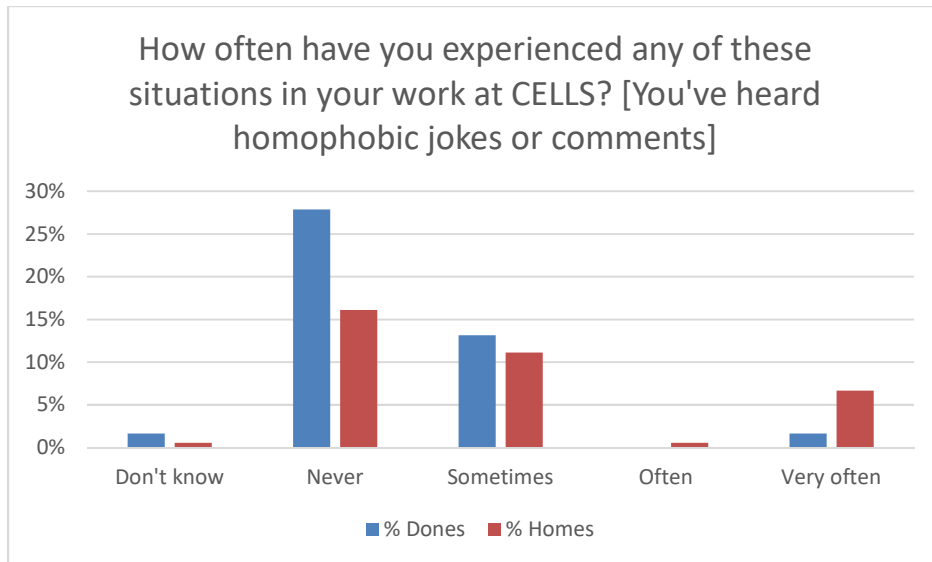
Q07 How often have you experienced any of these situations in your work at CELLS? [You have been assigned a task and have not been given the necessary resources/information to complete it]



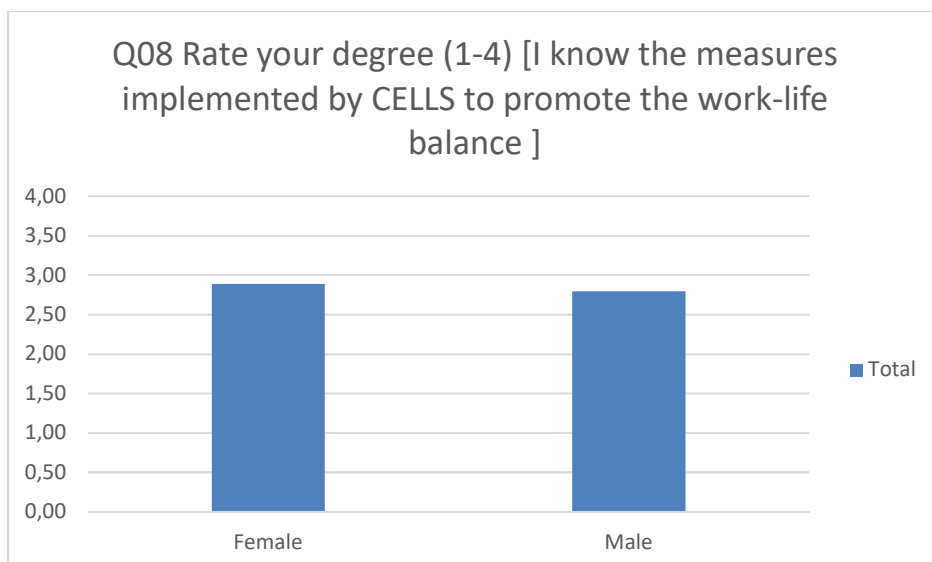
Q07 How often have you experienced any of these situations in your work at CELLS? [You've heard sexist jokes or comments]



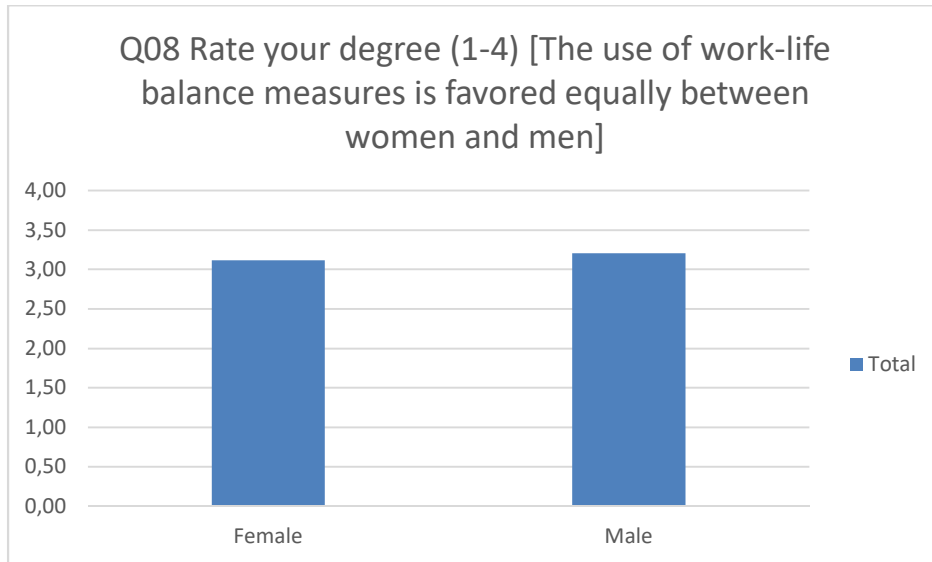
Q07 How often have you experienced any of these situations in your work at CELLS? [You've heard homophobic jokes or comments]



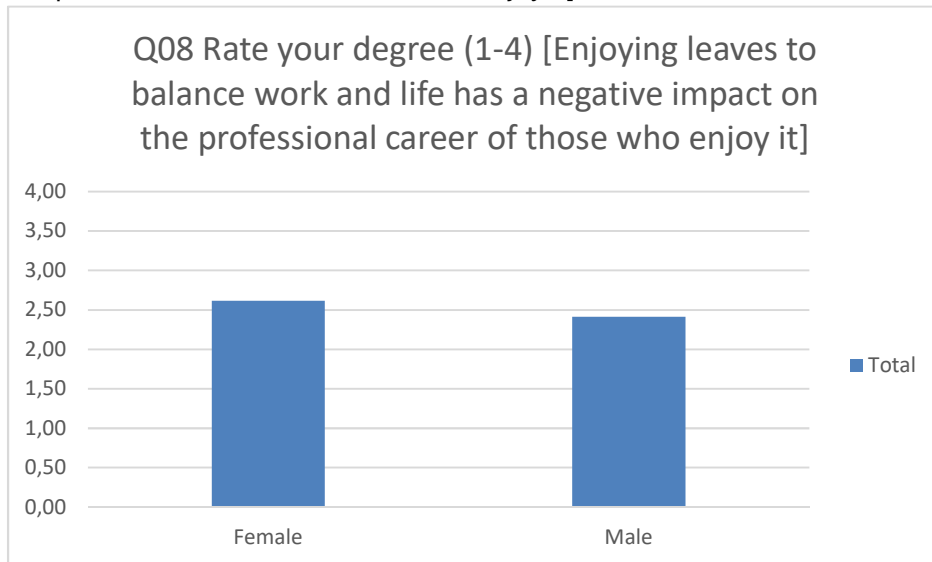
Q08 Rate your degree (1-4) [I know the measures implemented by CELLS to promote the work-life balance]



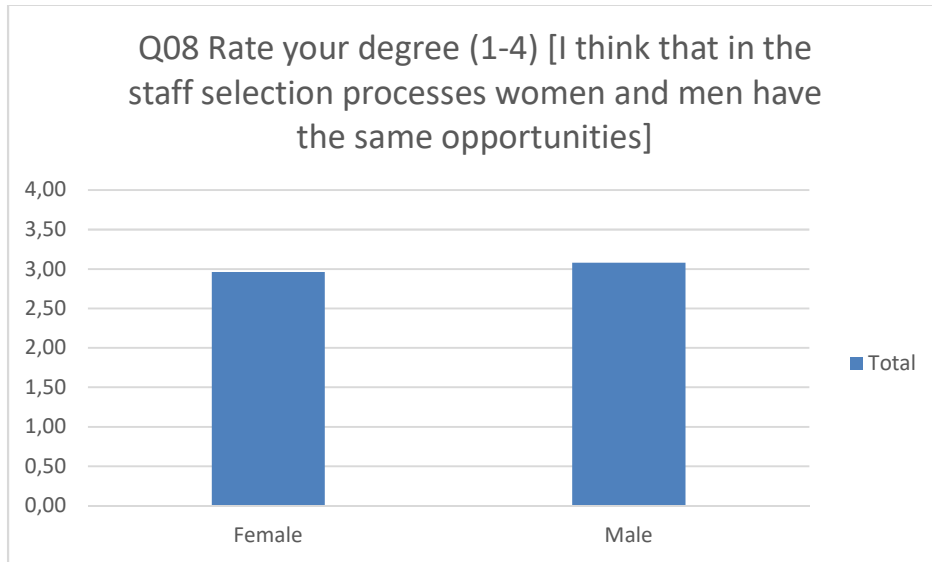
Q08 Rate your degree (1-4) [The use of work-life balance measures is favored equally between women and men]



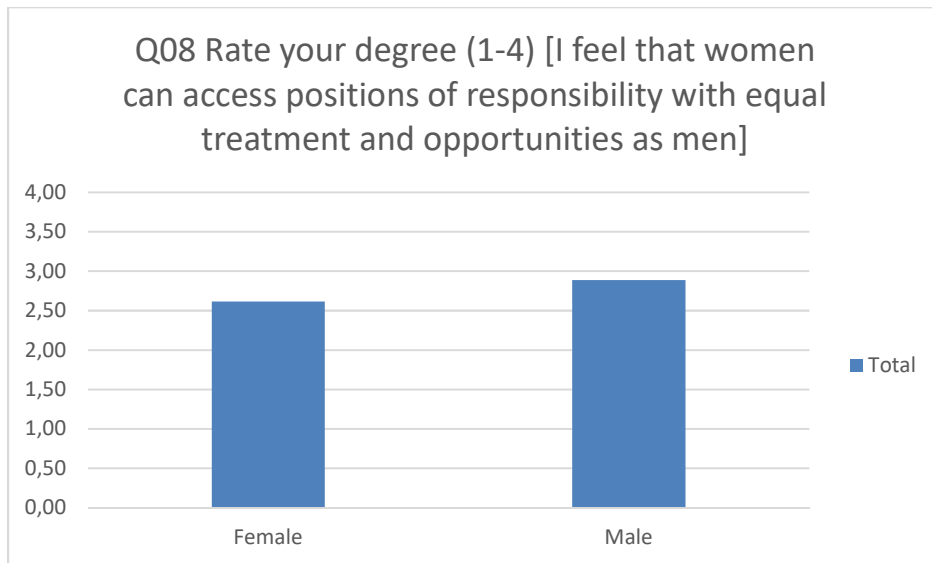
Q08 Rate your degree (1-4) [Enjoying leaves to balance work and life has a negative impact on the professional career of those who enjoy it]



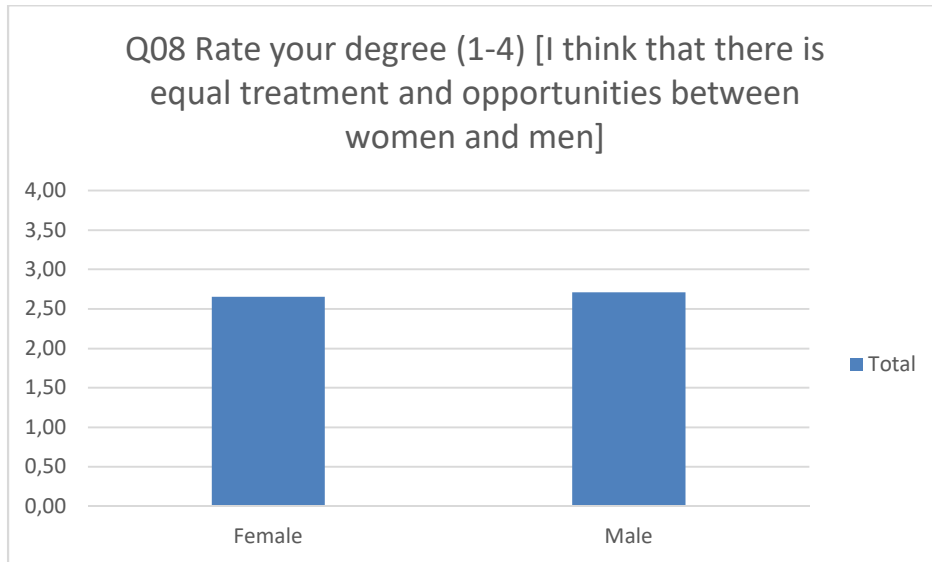
Q08 Rate your degree (1-4) [I think that in the staff selection processes women and men have the same opportunities]



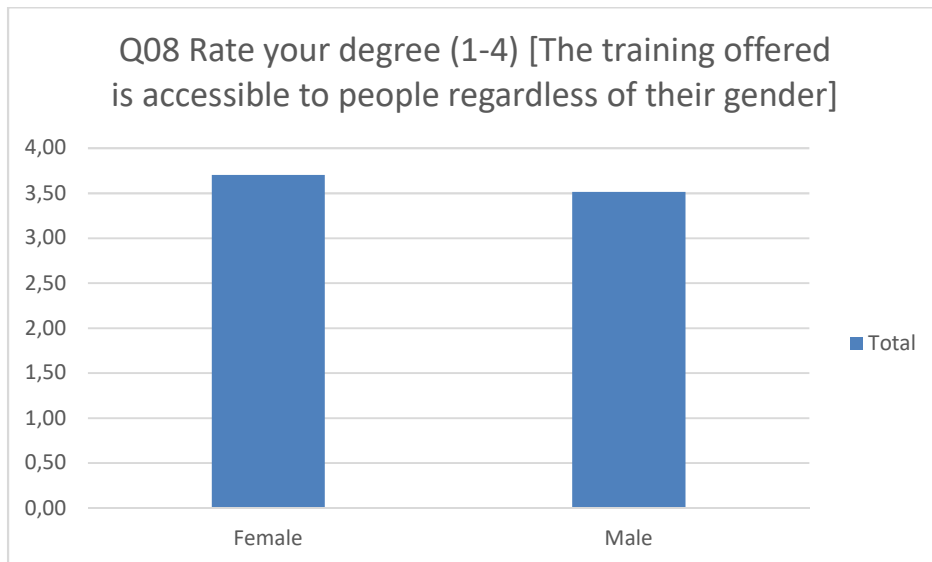
Q08 Rate your degree (1-4) [I feel that women can access positions of responsibility with equal treatment and opportunities as men]



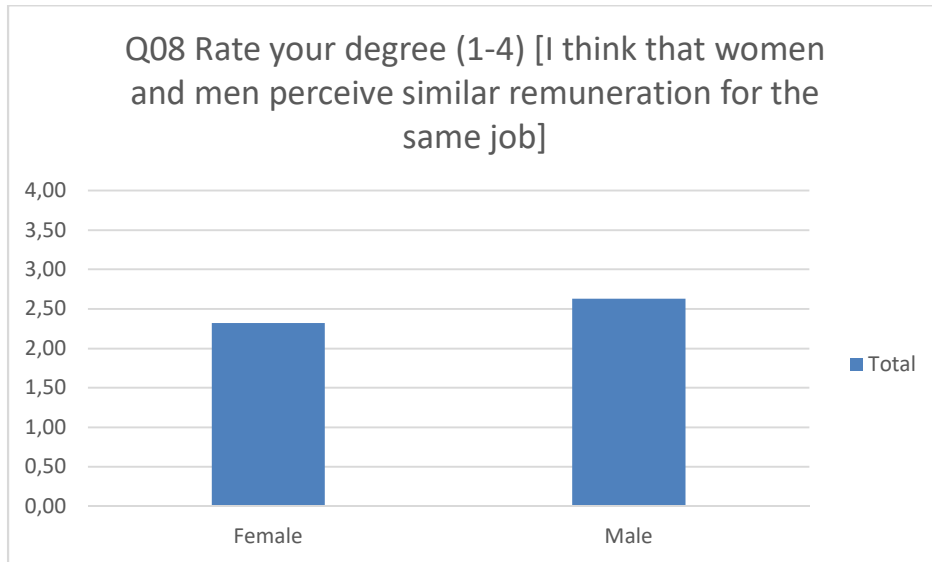
Q08 Rate your degree (1-4) [I think that there is equal treatment and opportunities between women and men]



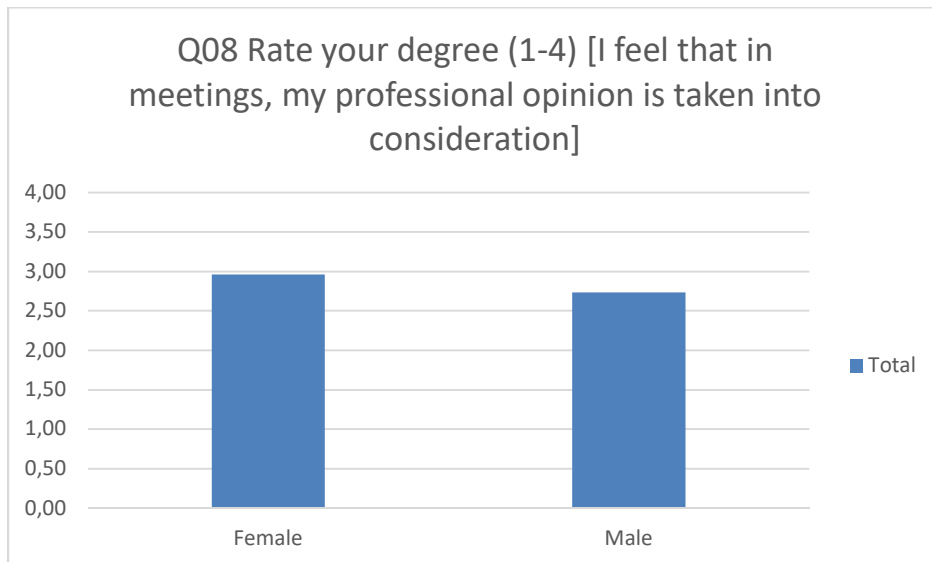
Q08 Rate your degree (1-4) [The training offered is accessible to people regardless of their gender]



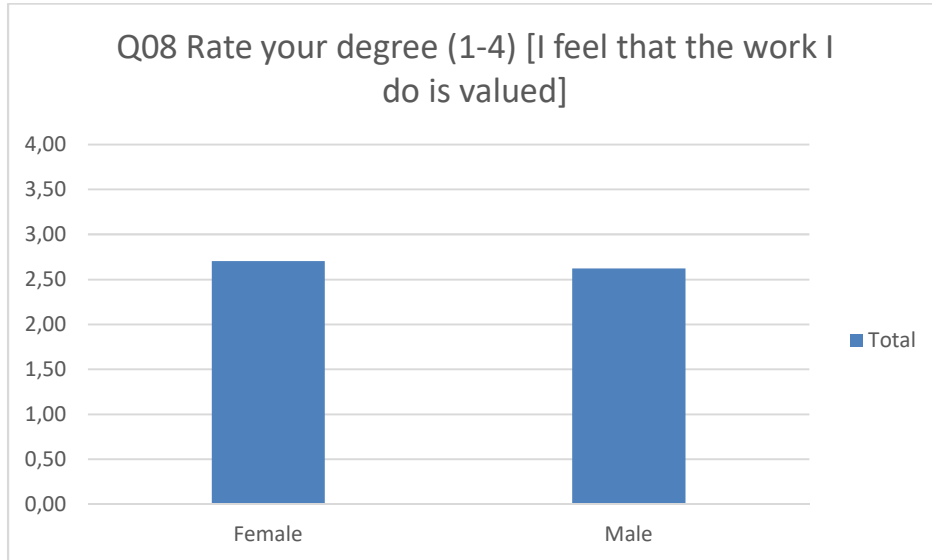
Q08 Rate your degree (1-4) [I think that women and men perceive similar remuneration for the same job]



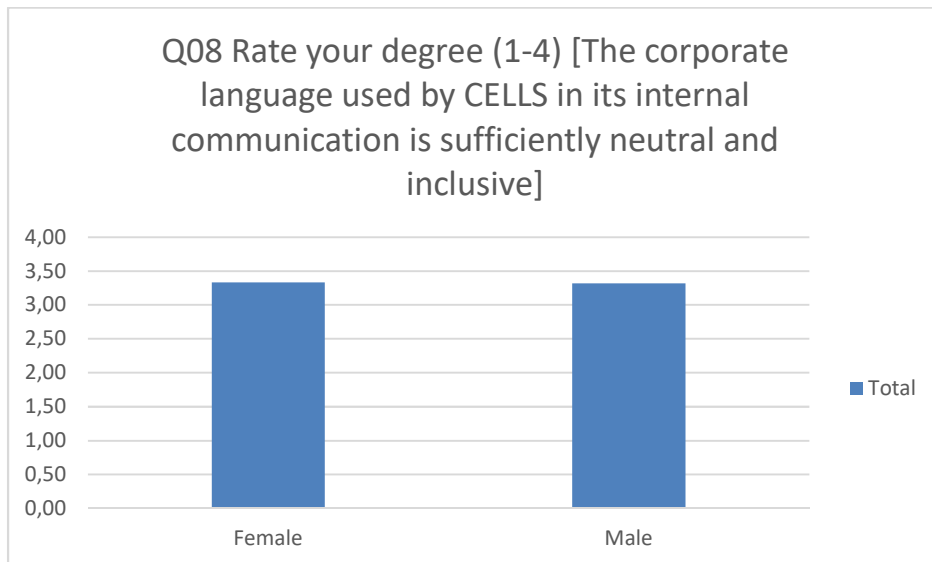
Q08 Rate your degree (1-4) [I feel that in meetings, my professional opinion is taken into consideration]



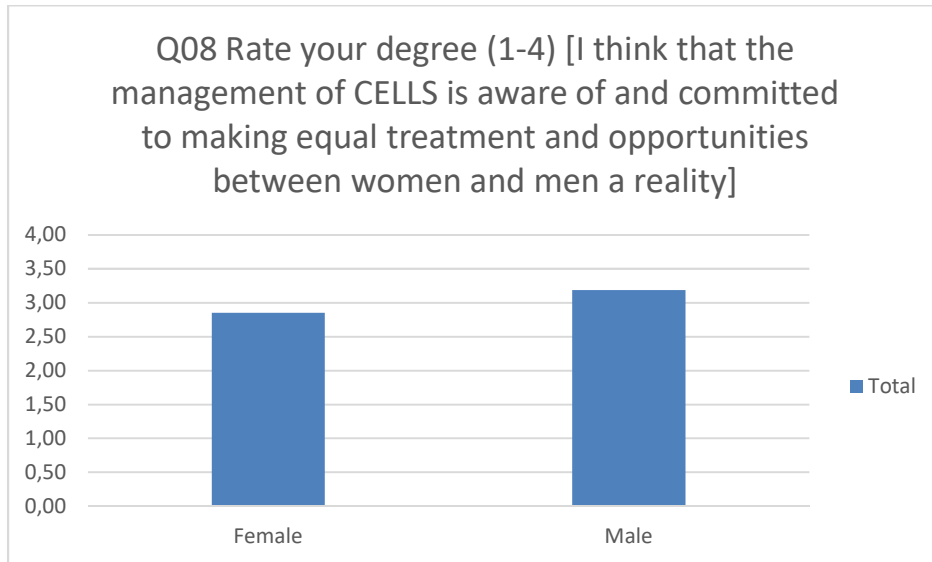
Q08 Rate your degree (1-4) [I feel that the work I do is valued]



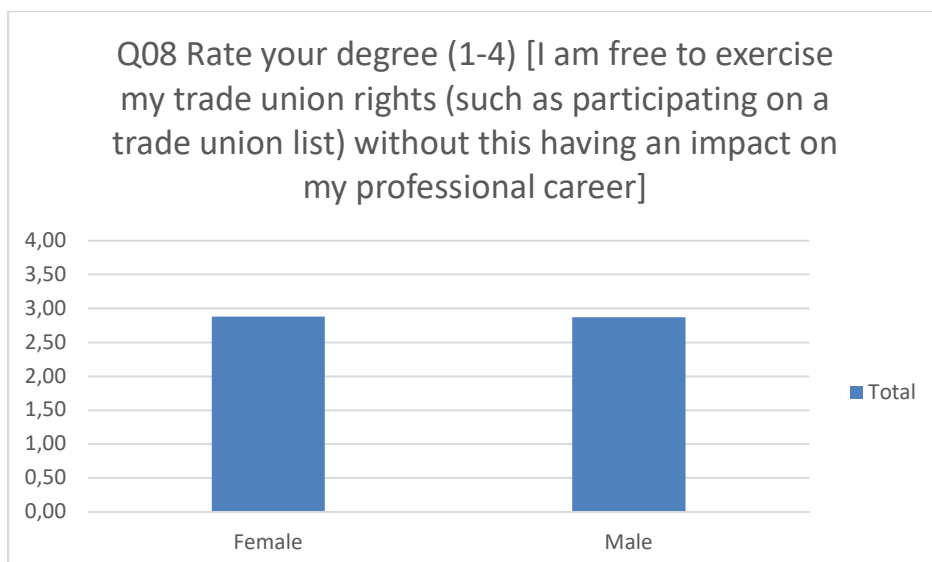
Q08 Rate your degree (1-4) [The corporate language used by CELLS in its internal communication is sufficiently neutral and inclusive]



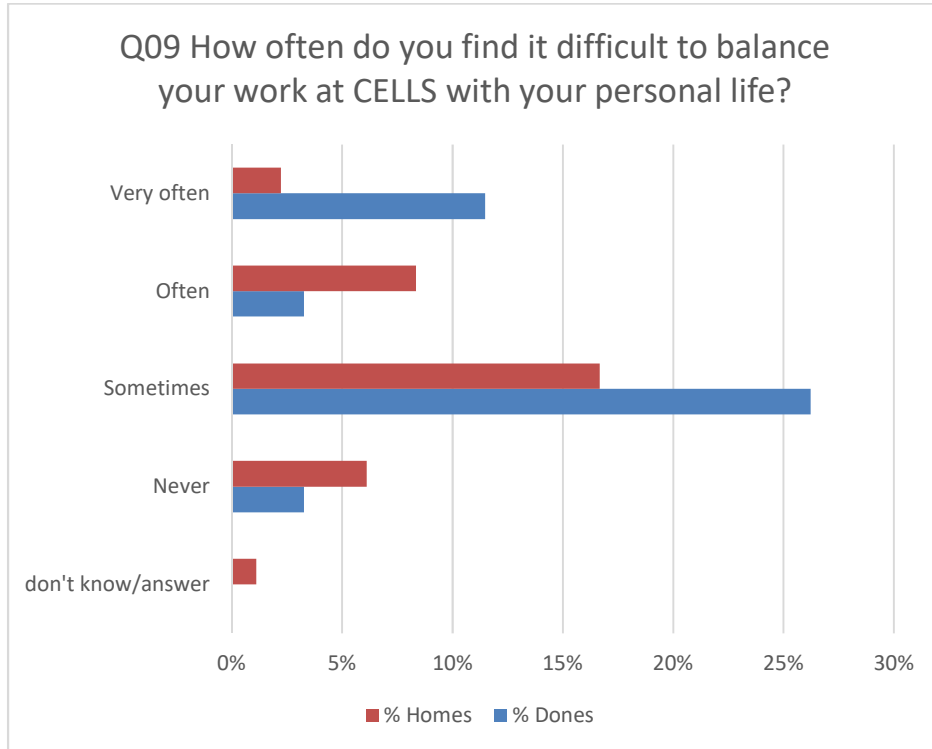
Q08 Rate your degree (1-4) [I think that the management of CELLS is aware of and committed to making equal treatment and opportunities between women and men a reality]



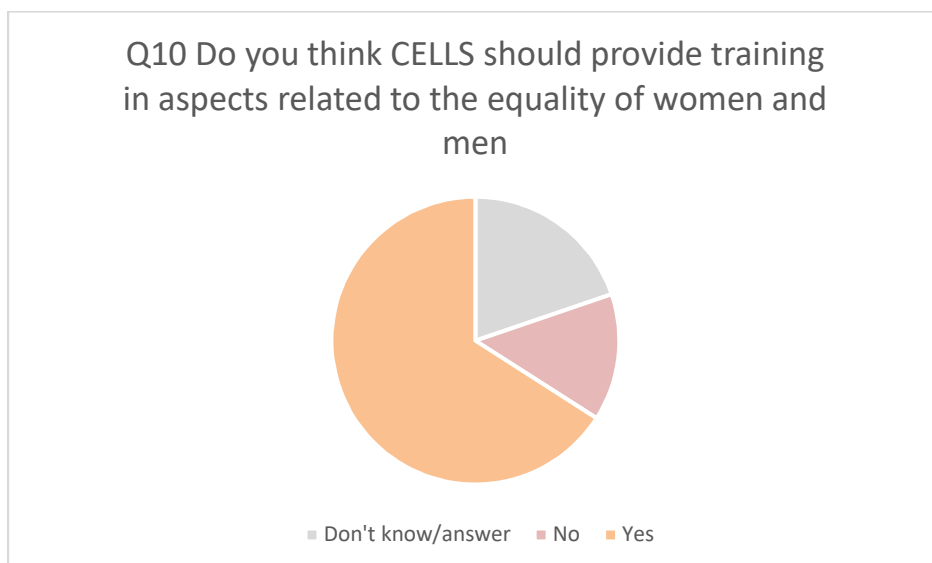
Q08 Rate your degree (1-4) [I am free to exercise my trade union rights (such as participating on a trade union list) without this having an impact on my professional career]



Q09 How often do you find it difficult to balance your work at CELLS with your personal life?

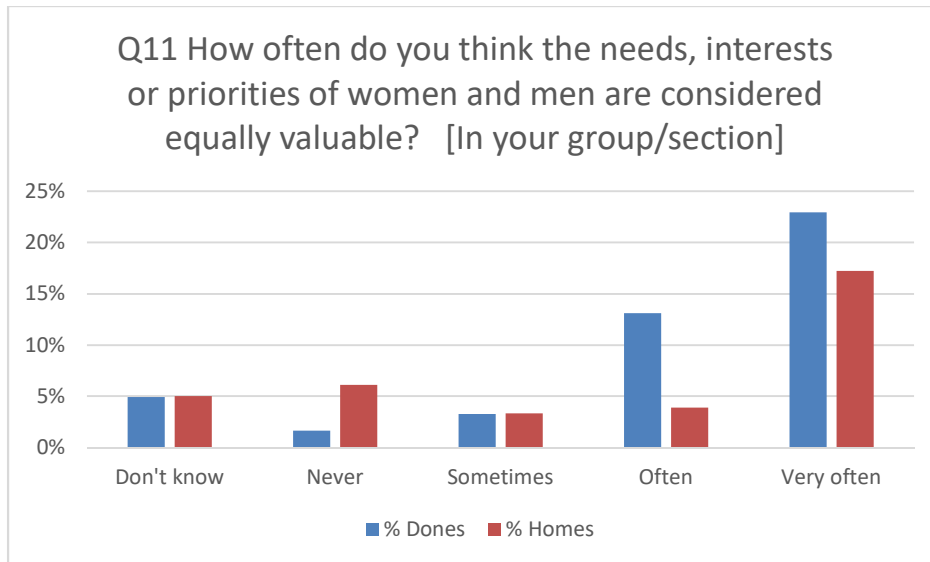


Q10 Do you think CELLS should provide training in aspects related to the equality of women and men



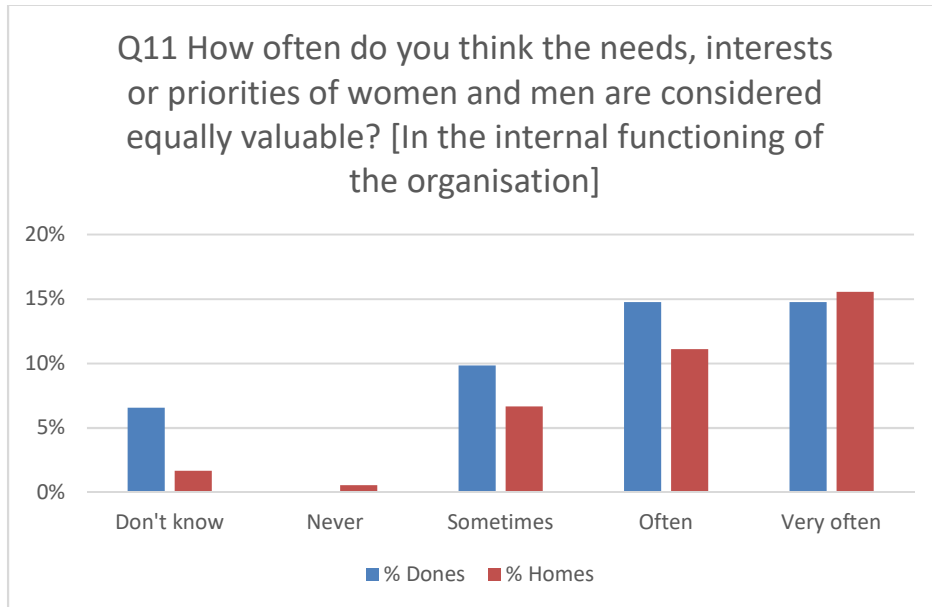
Q11 How often do you think the needs, interests or priorities of women and men are considered equally valuable?

[In your group/section]



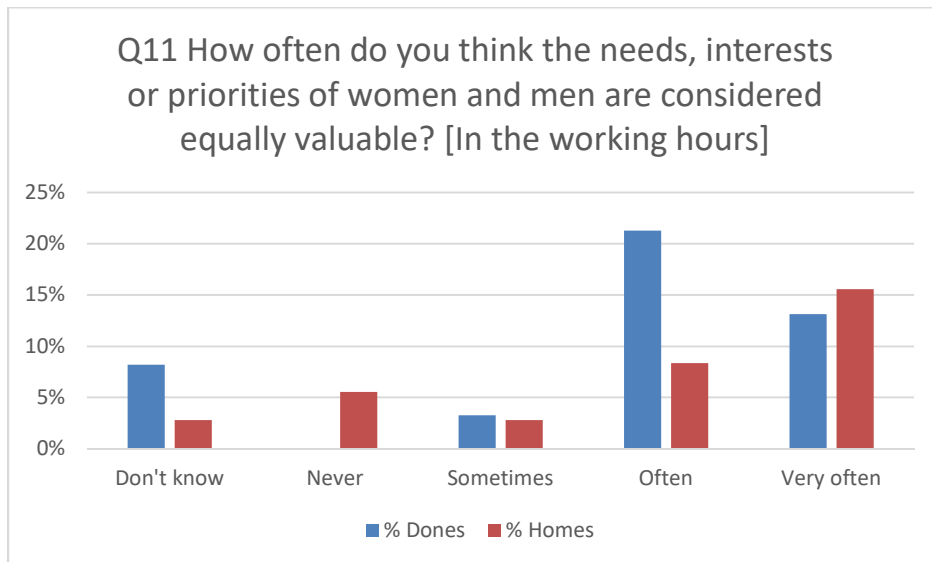
Q11 How often do you think the needs, interests or priorities of women and men are considered equally valuable?

[In the internal functioning of the organisation]



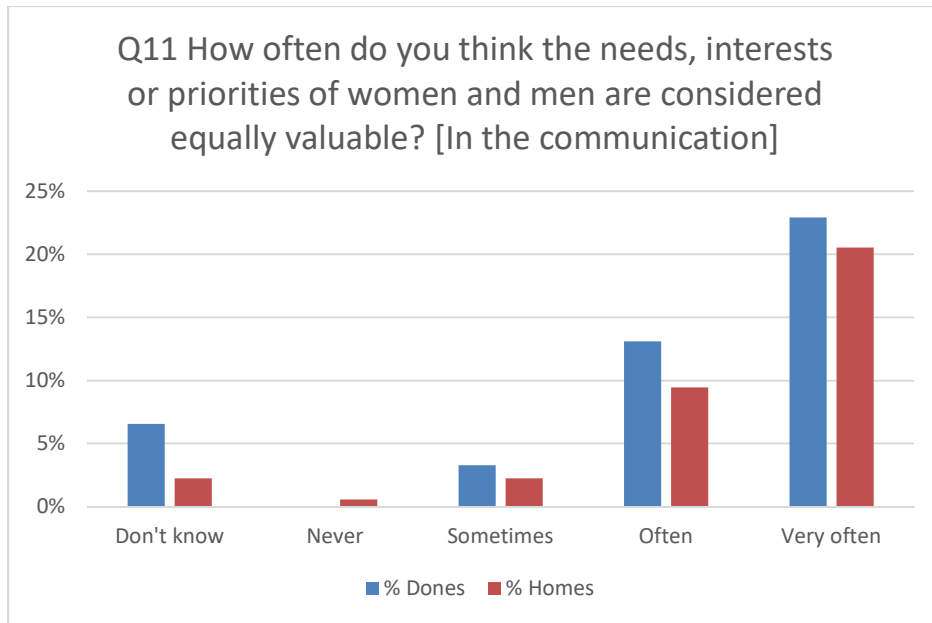
Q11 How often do you think the needs, interests or priorities of women and men are considered equally valuable?

[In the working hours]

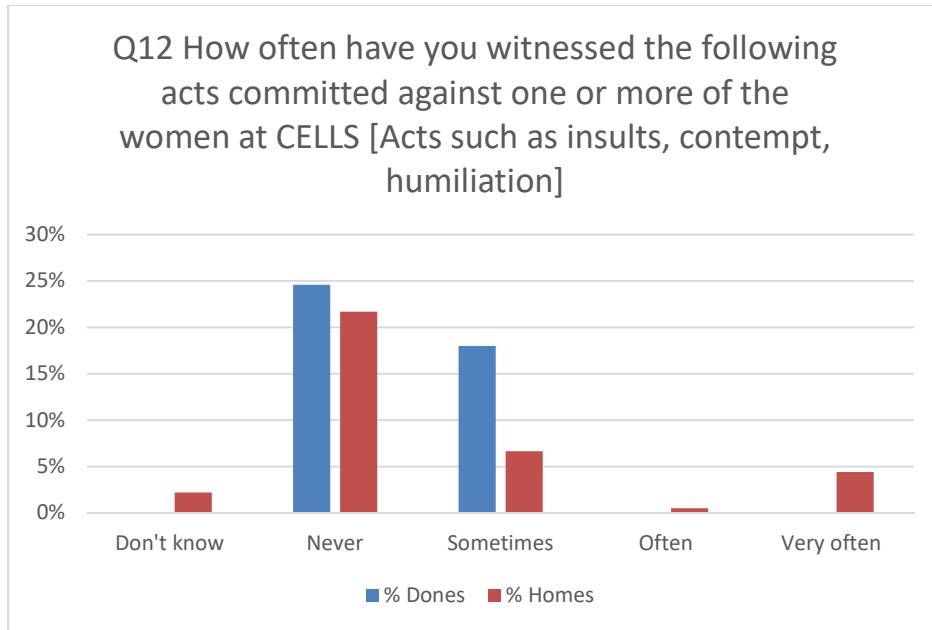


Q11 How often do you think the needs, interests or priorities of women and men are considered equally valuable?

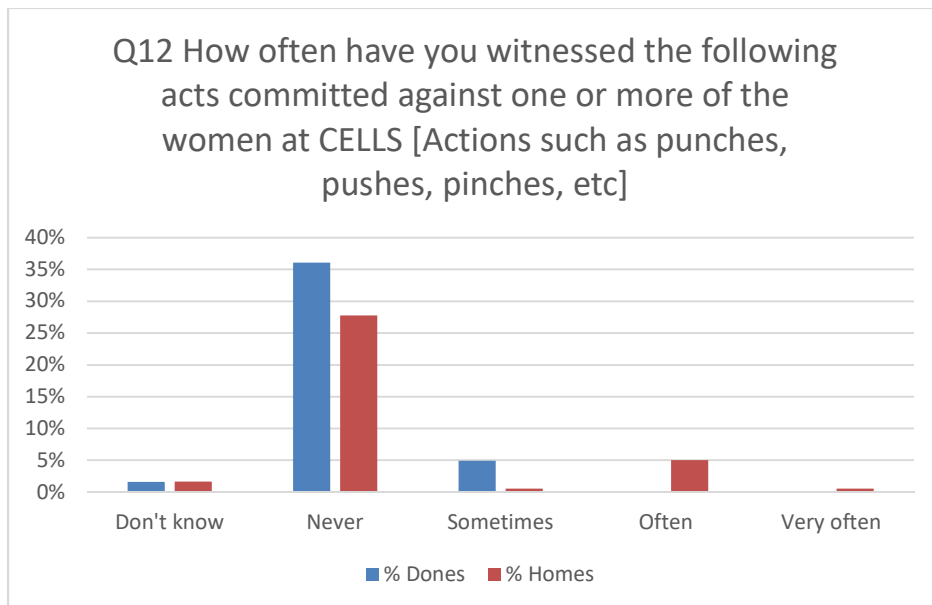
[In the communication]



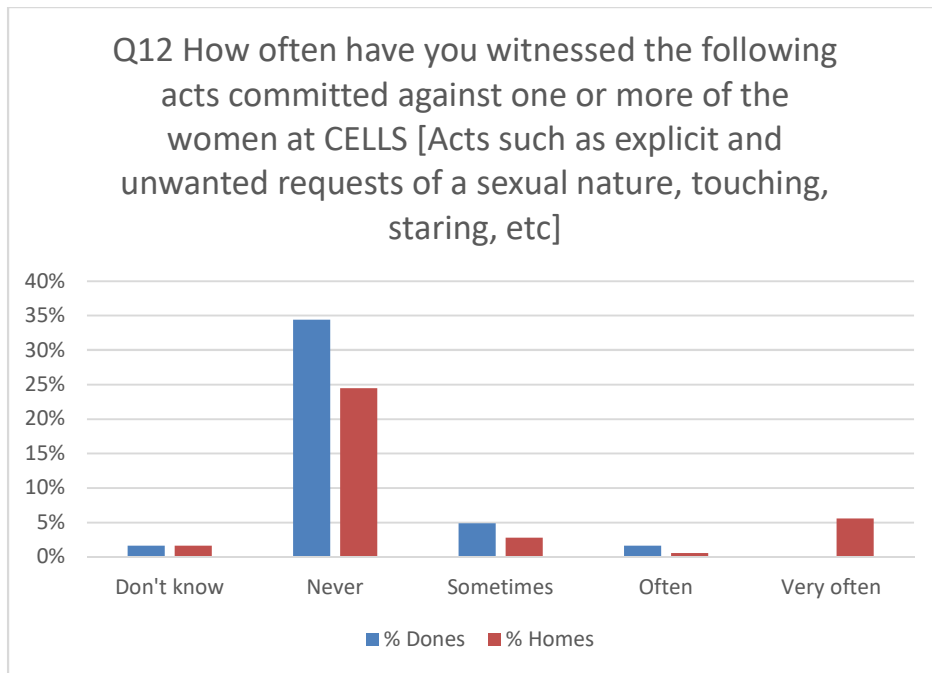
Q12 How often have you witnessed the following acts committed against one or more of the women at CELLS [Acts such as insults, contempt, humiliation]



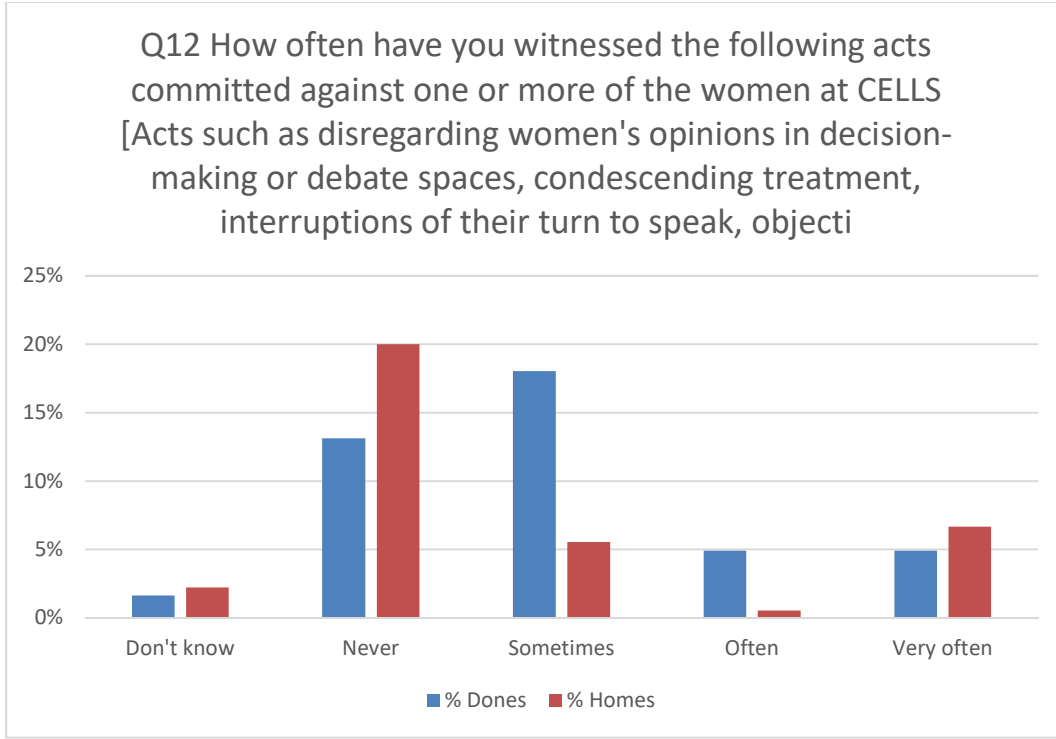
Q12 How often have you witnessed the following acts committed against one or more of the women at CELLS [Actions such as punches, pushes, pinches, etc]



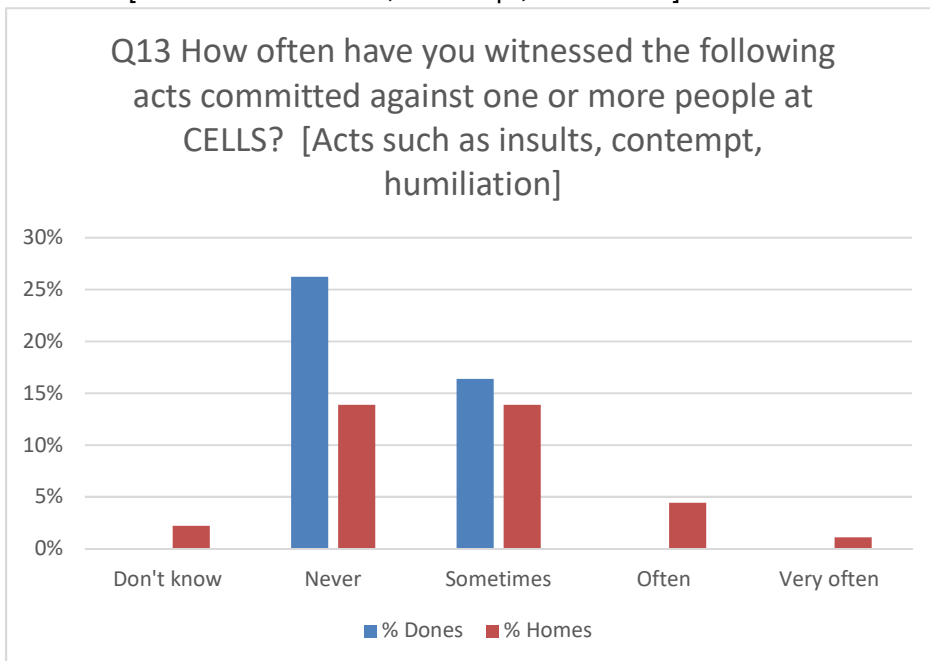
Q12 How often have you witnessed the following acts committed against one or more of the women at CELLS [Acts such as explicit and unwanted requests of a sexual nature, touching, staring, etc]



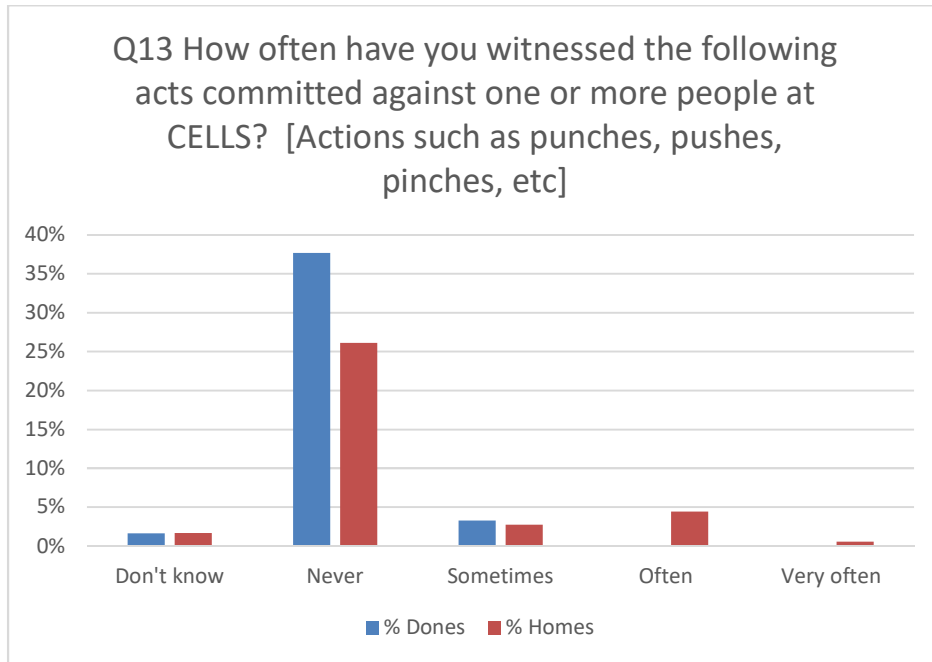
Q12 How often have you witnessed the following acts committed against one or more of the women at CELLS [Acts such as disregarding women's opinions in decision-making or debate spaces, condescending treatment, interruptions of their turn to speak, objectification, sexist jokes, etc]



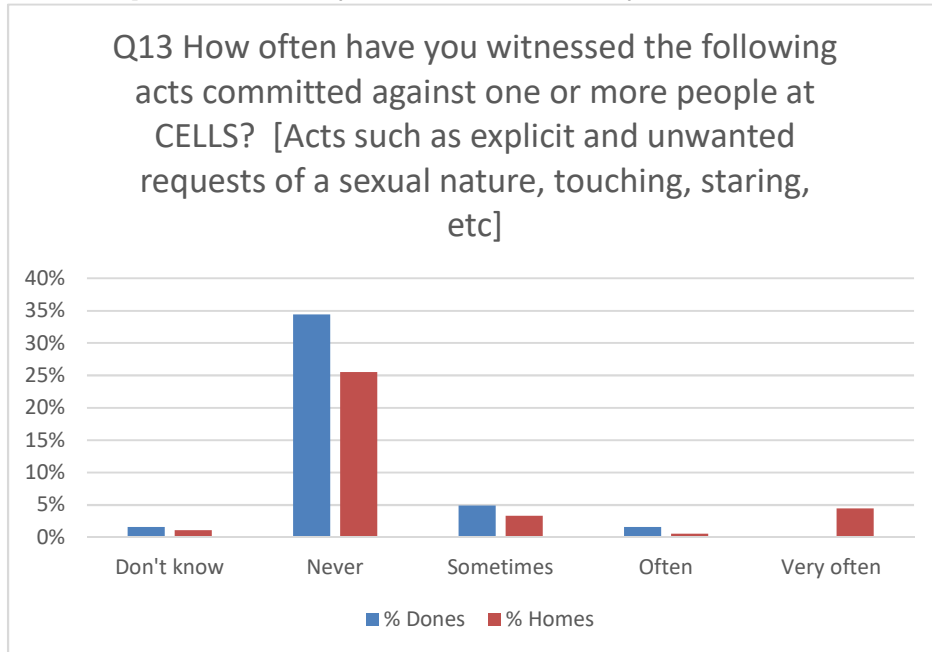
Q13 How often have you witnessed the following acts committed against one or more people at CELLS? [Acts such as insults, contempt, humiliation]



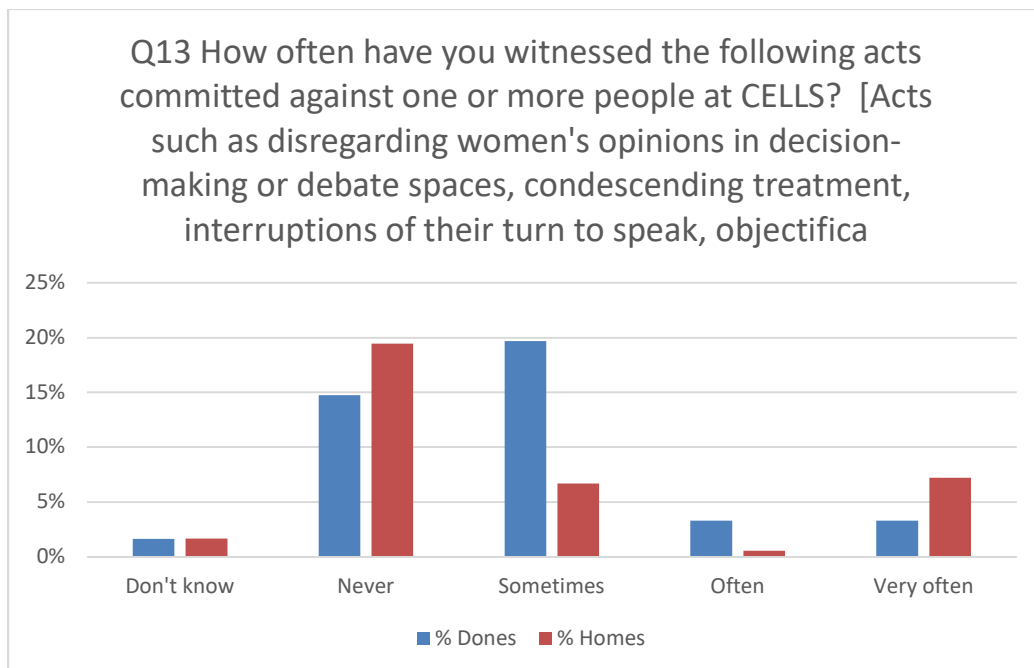
Q13 How often have you witnessed the following acts committed against one or more people at CELLS? [Actions such as punches, pushes, pinches, etc]



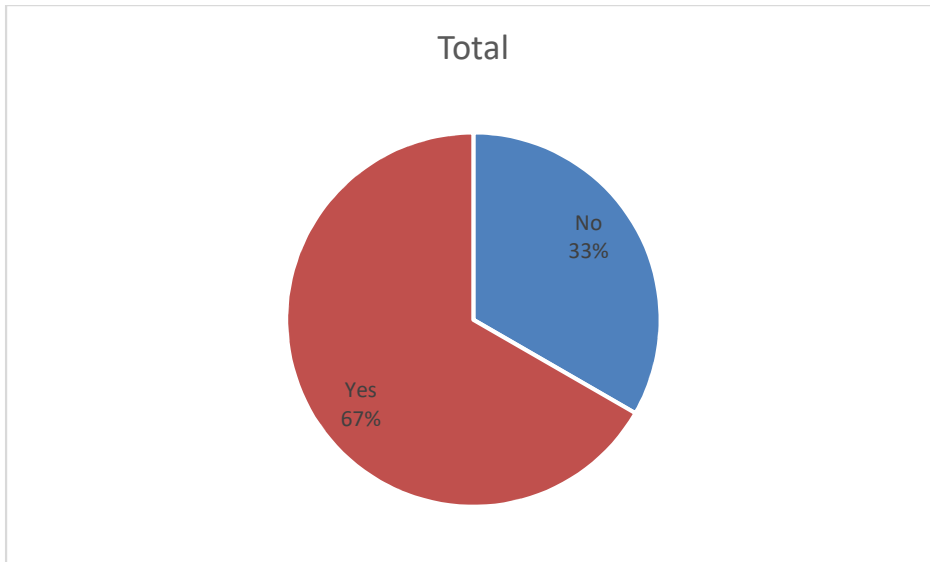
Q13 How often have you witnessed the following acts committed against one or more people at CELLS? [Acts such as explicit and unwanted requests of a sexual nature, touching, staring, etc]



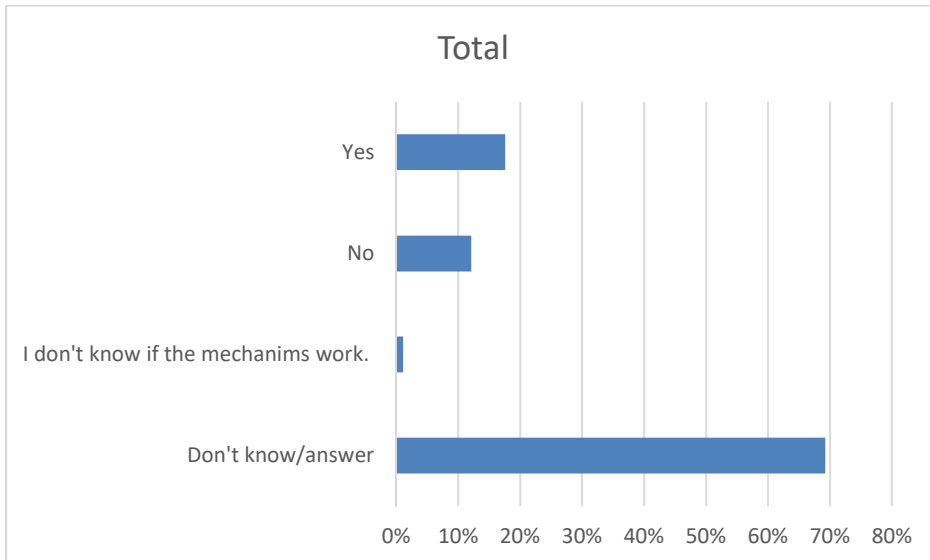
Q13 How often have you witnessed the following acts committed against one or more people at CELLS? [Acts such as disregarding women's opinions in decision-making or debate spaces, condescending treatment, interruptions of their turn to speak, objectification, sexist jokes, etc]



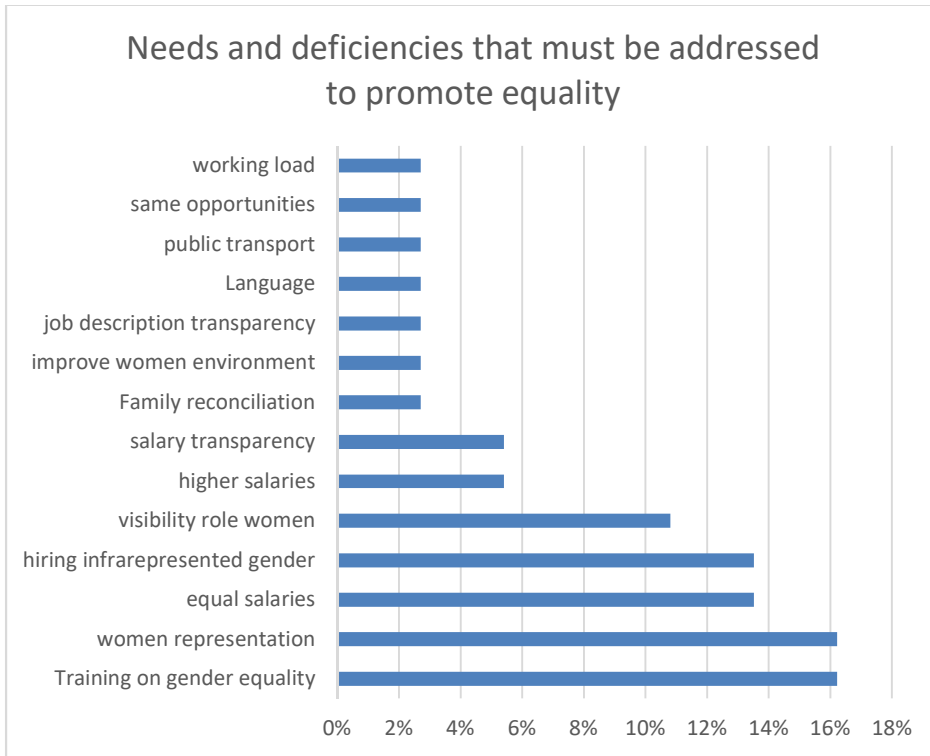
Q14 Do you know if CELLS has mechanisms to prevent, detect and act on cases of sexual harassment and on the grounds of sex or on grounds of sexual orientation / identity / gender expression?



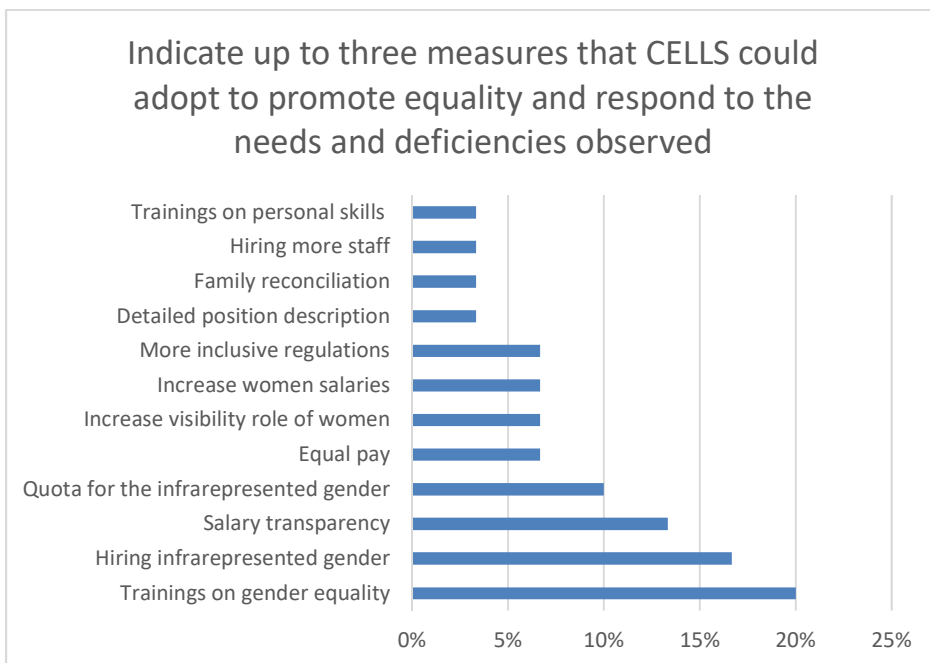
Q15 Do you think these mechanisms are adequate?



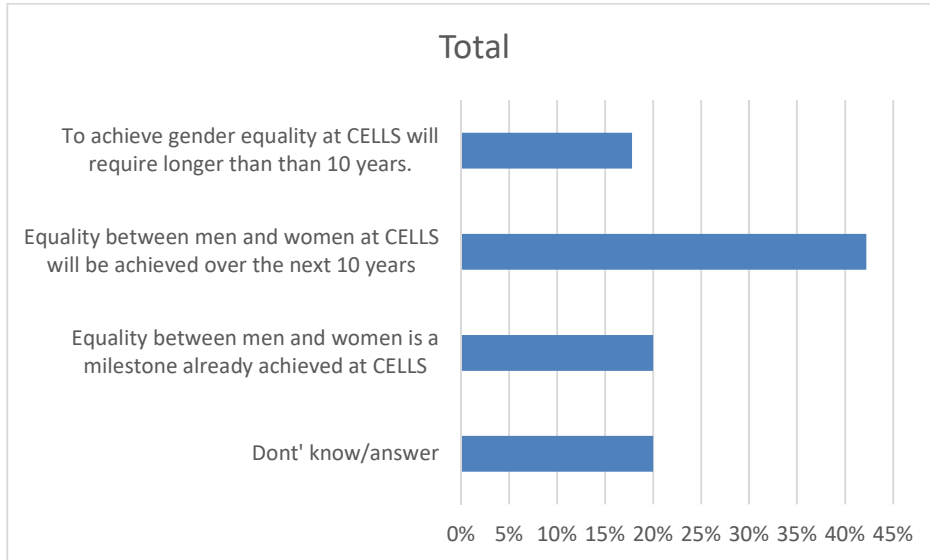
Q16 Indicate up to three needs and deficiencies that must be addressed to promote equality



Q17 Indicate up to three measures that CELLS could adopt to promote equality and respond to the needs and deficiencies observed above



Q18 With which of the following statements do you most agree in relation to gender equality at



ANNEX 3. Regulations in CELLS with an impact on the Equality Plan.

In addition to the provisions of this plan, the following is an updated set of internal regulations with different measures taken in relation to gender equality in CELLS:

- Working day and permits regime provided for in the Resolution of 28 February 2019, of the Secretary of State for Public Functions, by which instructions are issued on the working day and working hours of staff in the service of the General State Administration and its public bodies, in force as of 1 March 2023.
- Action Plan arising from the Psychosocial Risk Assessment and ratified by the CSS on 05/07/2022. The link to the text is as follows:
https://confluence.cells.es/display/HSI/10.+RISK+ASSESSMENT?preview=/48533676/662372402/20220617_mesures_preventives.xlsx
- Regulation of staff appraisal, career advancement and settlement of the productivity bonus, effective from 1 January 2017.
- Action protocol against harassment in the workplace in the CELLS consortium, in force since May 2021.
- Consolidated text of the agreements on the organisational model of shifts for the staff of the accelerator division and CELLS, in force from 9 January 2019.
- Floor Coordinators' organisational model.
- Gender policy for scientific and technical events organised by ALBA, in force from 1st of July 2023.
- Telework Instruction in CELLS, in force from 1st of July 2023.

ANNEX 4. General recommendations for a non-sexist use of language in Catalan.

Ús del femení:

Quan ens referim a una persona concreta, cal utilitzar la forma masculina o femenina d'acord amb el gènere d'aquesta persona. Cal tenir en compte, que si estem redactant un text que ha de ser vàlid durant un temps prou llarg, com ara una resolució d'atorgament de funcions, convé utilitzar un nom genèric, o bé una denominació doble, en previsió que aquell càrrec pugui ser ocupat més endavant per una altra persona. Per exemple, *La direcció ha d'avisar en un termini de...* en comptes de *La directora ha d'avisar en un termini de ...*

Cal evitar la forma doble i usar la que correspongui segons la persona a qui s'adreça el text o a qui ens referim.

Tampoc no s'ha d'utilitzar el tractament senyoreta, ja que comporta una discriminació respecte del masculí, que no distingeix els homes casats dels que no ho són.

Formes genèriques i altres expressions:

Quan no ens referim a una persona concreta, sempre que es pugui s'han d'utilitzar noms invariables pel que fa al gènere:

| Es proposa | En lloc de |
|--|------------------|
| persona, ésser humà, individu | home |
| les persones beneficiàries | els beneficiaris |
| la persona interessada | l'interessat |
| la persona beneficiària, (de la beca), la persona becada | el becari |
| la persona que signa | el signant |
| la persona usuària | l'usuari |
| la persona responsable de la secretaria | la secretària |
| les persones afectades | els afectats |
| algunas personas | algunos |

La paraula *part* és un cas semblant al de la paraula *persona* i s'utilitza sovint en llenguatge administratiu i jurídic.

| Es proposa | En lloc de |
|----------------------|----------------|
| la part demandant | el demandant |
| la parte contratante | el contratante |

Per designar una pluralitat de persones d'un mateix grup, categoria professional, etc., l'ús del masculí amb valor genèric és el més habitual. aquest ús és perfectament normatiu i propi de la llengua catalana i de la llengua castellana i es pot no considerar sexista. No obstant, en aquests casos és recomanable utilitzar també mots col·lectius o construccions metonímiques per designar aquests grups:

| Es proposa | En lloc de |
|--|------------------------------------|
| tothom | tots |
| l'alumnat | els alumnes |
| la plantilla | el personal els treballadors |
| la ciutadania | els ciutadans |
| el personal de secretaria | Les secretàries |
| el personal docent, investigador | els professors i els investigadors |
| el género humano, la humanidad, la gente | los hombres |
| humanity, humankind, people | men |
| chairperson | chairman |
| cleaner | cleaning lady |

Redacció documents legals:

L'ús de formes genèriques és un recurs molt útil a l'hora de redactar textos legals i normatius. Cal tenir en compte que els càrrecs poden ser ocupats tant per homes com per dones i evitar l'ús del masculí per generalitzar.

Expressions neutres o despersonalitzades:

Podem substituir les denominacions referides a persones per expressions amb referents no personals.

| Es proposa | En lloc de |
|-------------------------|----------------|
| Amb la col·laboració de | Col·laboradors |
| Us donem la benvinguda | Benvinguts |

| | |
|-----------------------|-----------------------|
| Cal tenir formació en | Cal tenir formació de |
| Nom | De Sr./Sra.: |
| Cognoms i nom | El/la sol·licitant: |

Formes dobles:

Quan les exigències del text o la manca d'una paraula o expressió que defineixi allò que volem expressar no ens permeten fer servir formes genèriques o despersonalitzades, podem optar per fer servir la forma femenina i la masculina, especialment en singular. Pel que fa a les referències fetes en plural a col·lectius que poden ser constituïts tant per homes com per dones, s'entén que el masculí té valor genèric, llevat que s'especifiqui expressament el contrari.

Per precisar o emfasitzar la referència a dones i homes, per exemple en títols i en eslògans, les formes dobles són un recurs molt apropiat. Per exemple, *subscriptora o subscriptor, subscriptor/a*.

En català, en el cas de la salutació de circulars i cartes, la forma masculina i la femenina es poden escriure separades per una barra inclinada o bé per una coma. Per exemple, *Benvolgut senyor, benvolguda senyora*.

En castellà, se separen les formes masculina i femenina amb una barra inclinada. Per exemple, *Distinguido señor / Distinguida señora*.

En anglès les formes masculina i femenina s'escriuen unides per la conjunció *or* i és recomanable que es vagi alternant l'ordre de les dues formes. Per exemple, *Dear Sir or Madam / Dear Madam or Sir*. En contextos més formals, una alternativa bona i totalment neutra és la forma *To whom it may concern*.

Canvis de pronoms:

Alguns pronoms amb marca de gènere poden ser substituïts per pronoms sense marca de gènere.

| Es proposa | En lloc de |
|------------------------------|-------------------------------|
| Em plau convidar-vos (a vos) | Em plau convidar-lo (a vostè) |

En el cas de l'anglès, caldrà trobar solucions als problemes que sorgiran en l'ús dels pronoms singulars *he* i *she* i dels seus respectius possessius, *his* i *her*, per fer referència a una persona indeterminada. Com que aquests mots tenen referents de gènere definit (són gender specific), en la majoria de casos el recurs més convenient és passar la frase al plural, de manera que es converteixin en *they* i *their*, respectivament. L'ideal és canviar tota la frase al plural.

| Es proposa | En lloc de |
|---|--|
| Students must hand in their projects on Friday | Each student must hand projects on Friday in his project on Friday |
| The group leader will coordinate the project and they must contact all group members. | The group leader will coordinate the project and he or she must contact all group members. |

Canvis mínims de redacció:

- Canvi del determinant amb marca de gènere per un pronom o un altre determinant que no en tingui (tothom, qualsevol, cadascú, ningú, cap, etc.): Per exemple, Cada estudiante recibirá en lloc de El estudiante recibirá...
- Canvi de l'adjectiu o el substantiu per un d'invariable: Per exemple, Barcelona té 2.000.000 habitants en lloc de Barcelona té 2.000.000 ciutadans.
- Utilització de la passiva reflexa. Per exemple, La vacant per la qual se us va entrevistar en lloc de la vacant per la qual vau ser entrevistat; Cuando se solicite la devolución de la fianza, se deberá aportar fotocopia de la licencia en lloc de: Cuando el usuario solicite la devolución de la fianza, deberá aportar fotocópia de la licencia.
- Utilització del verb en lloc de l'adjectiu o el nom: *Cal decidir qui coordinarà les pràctiques* en lloc de *Cal decidir qui serà el coordinador de les pràctiques*; *No sabemos quién participará primero* en lloc de *No sabemos quién será el primer participante*.

Estereotips:

Sovint, quan es parla d'un home només s'utilitza el cognom, mentre que quan es parla d'una dona s'utilitza o bé només el nom, o bé el nom i el cognom, o bé el cognom precedit de l'article femení *la* o de la forma de tractament *la senyora*. Evidentment, aquesta asimetria s'ha d'evitar utilitzant una designació paral·lela.

| Es proposa | En lloc de |
|--|--|
| Van assistir a l'acte Pere Aragonès i Laura Borràs | Van assistir al l'acte Pere Aragonès i la Laura Borràs |
| Asistieron al acto Pere Aragonès y Laura Borràs | Asistieron al acto Pere Aragonès y la Borràs |
| Contact Dr. Puig or the secretary Mrs Green | Contact Dr. Puig or his secretary, Jane |

El doble tractament de les dones, senyoreta i senyora, fa referència a si són solteres o casades, mentre que el tractament dels homes, senyor, no fa distincions entre solters i casats. Per eliminar aquesta asimetria discriminatòria, evitarem l'ús del tractament senyoreta i utilitzarem senyora i senyor, independentment de l'estat civil de les persones a què fem referència.

En el cas de l'anglès, per a les dones, Ms., actualment totalment establerta, que no fa referència al seu estat civil.

En molts casos no hi ha simetria entre el masculí i el femení de noms i adjectius, perquè el femení té connotacions negatives. Cal buscar adjectius o expressions que puguin funcionar pels dos sexes.

Determinades professions s'associen només a homes o només a dones. Solen ser oficis i càrrecs en què predomina un gènere. El resultat que s'utilitza el femení per designar feines desprestigiades i el masculí per designar feines amb prestigi. Per evitar aquesta tendència cal utilitzar paraules que englobin homes i dones. Per exemple, *El personal de neteja* en lloc de *les dones de la neteja*. *El personal d'infermeria* en lloc de *les infermeres*.

Llenguatge escrit no sexista:

- Nomenar en femení i evitar la insensibilització fent servir suposats genèrics que són masculins quan estem parlant de dones: Les responsabilitats tenen gènere, hi ha directors i directores, presidents i presidentes.
- Personalitzar el missatge si coneixem el gènere de la persona a la que ens dirigim. La comunicació no ha de menysvalorar les capacitats de les dones.
- Trencar els estereotips associats a determinades ocupacions: també hi ha infermers (no sols infermeres), bomberes.
- Quan parlem d'una persona concreta i només hi ha una única forma pel masculí i pel femení es recomana l'ús de l'article (determinat o indeterminat) : *El gerent/La gerent*. *Dues auxiliars administratives*.
- Cal incloure la forma no-binària en els tractaments. En anglès és Mx (afegir a Mr i Ms).

Gènere i LGTBI: L'ús d'un llenguatge lliure d'expressions LGTBI-fobes o sexistes contribueix a crear un món més just i igualitari i a trencar amb la seva concepció cisheteropatriarcal, que exclou moltes realitats relacionades amb la diversitat sexual i de gènere. Per exemple, quan es parla del *col·lectiu gai*, només es fa referència a homes homosexuals, però, si es fa servir el concepte LGTBI i les seves variants, s'hi engloben lesbianes, persones trans, bisexuals, intersexuals, queers, asexuals i d'altres.

Persones amb discapacitat o diversitat funcional: Cal evitar la vitalització i la condescendència i posar l'èmfasi en les persones, no en la seva discapacitat.

Salut mental: Una de cada quatre persones tindrà algun problema de salut mental al llarg de la seva vida. Per no alimentar l'estigma de la salut mental, que parteix del desconeixement i els

prejudicis, es recomana no banalitzar o frivolitzar els problemes i trastorns, especialment quan ens referim a estats d'ànim. Quan una persona està trista o té un humor voluble, s'ha d'evitar emprar termes com *depressiu* o *bipolar*.

FORMACIÓ

<https://empreses.barcelonactiva.cat/web/es/detall-formacio?id=1131300> (gratuït)

Guia per a l'ús no sexista del llenguatge <https://www.uab.cat/doc/pistes-us-no-sexista-llenguatge>

REFERÈNCIES:

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Universitat Pompeu Fabra PLA IGUALTAT ISABEL DE VILLENA

Institut d'Estudis Catalans IEC, PLA D'IGUALTAT

Ajuntament de Barcelona PLA D'IGUALTAT

Generalitat de Catalunya PLA D'IGUALTAT D'OPORTUNITAT ENTRE DONES I HOMES