

# 1st Equality plan IDEKO

(2021-2024) Julio de 2020



*Plan de Igualdad*  
**de IDEKO**

**IDEKO** MEMBER OF  
BASQUE RESEARCH  
& TECHNOLOGY ALLIANCE

**elhuyar**  
Aholkularitza

# Table of contents

<b>1. Introduction .....</b>	<b>3</b>
<b>1.1. About IDEKO .....</b>	<b>3</b>
<b>2. Diagnostic findings. ....</b>	<b>4</b>
<b>3. Equality plan: objectives .....</b>	<b>6</b>
<b>4. Equality plan: measures .....</b>	<b>7</b>
<b>5. Structure and resources for the realization of the plan .....</b>	<b>9</b>
<b>5.1. Equality Commission.....</b>	<b>9</b>
<b>5.2. Person responsible for the plan .....</b>	<b>9</b>
<b>5.3. Ad hoc working groups .....</b>	<b>10</b>
<b>5.4. Monitoring and evaluation .....</b>	<b>10</b>
<b>5.5. Human and economic resources.....</b>	<b>11</b>

# 1. Introduction

## About IDEKO

In recent years, IDEKO has undertaken a number of measures as an entity committed to the equality of women and men. In this sense, for the sake of coherence, IDEKO drew up an Equality Plan in 2019, in order to take new action in terms of equality between women and men. Considering that the right conditions are in place at IDEKO, the organisation itself took on the process of designing the entity's 1st Equality Plan.

The first step in this process consisted of a Diagnosis of the Equality as it stood. Based on the conclusions drawn from the diagnosis, the 1st Plan for the Equality of Women and Men of IDEKO was drawn up. In this process, Ideko followed Elhuyar Aholkularitza's method, who provided their technical support.

IDEKO is a second-tier, non-profit co-operative set up in 1985 and forms part of the MONDRAGON Corporation. We are a research centre that specialises in manufacturing and industrial production technology. We provide differentiating technological solutions to companies to improve their competitiveness.

IDEKO is characterised by its scientific excellence in the lines of research, aimed at promoting specialisation. Because of the organisational model of the company, interdisciplinary work plays an important role, for which reason special emphasis is put on the qualification and professional development of the team of workers, which is a hallmark of the company's identity.

IDEKO covers a wide field of action, with a focus on research in manufacturing and industrial production technologies, but also on the identification and analysis of opportunities, design, development of products, business lines and production processes and problem solving.

IDEKO has the most up-to-date facilities and equipment and is committed to collaborative work through a wide range of contacts with leading centres at an international level.

IDEKO is part of the Basque Research & Technology Alliance (BRTA), together with 16 other leading centres in the technological field.

The scientific excellence of IDEKO's research lines and investments in equipment have reinforced its specialisation. As such, because of the efficiency in research in manufacturing and industrial production, IDEKO was granted certifications for a Research Centre by several Public Administrations.

In this context of excellence and collaborative work, the 1st Plan for Equality will be a tool to continue increasing the value of the entity.

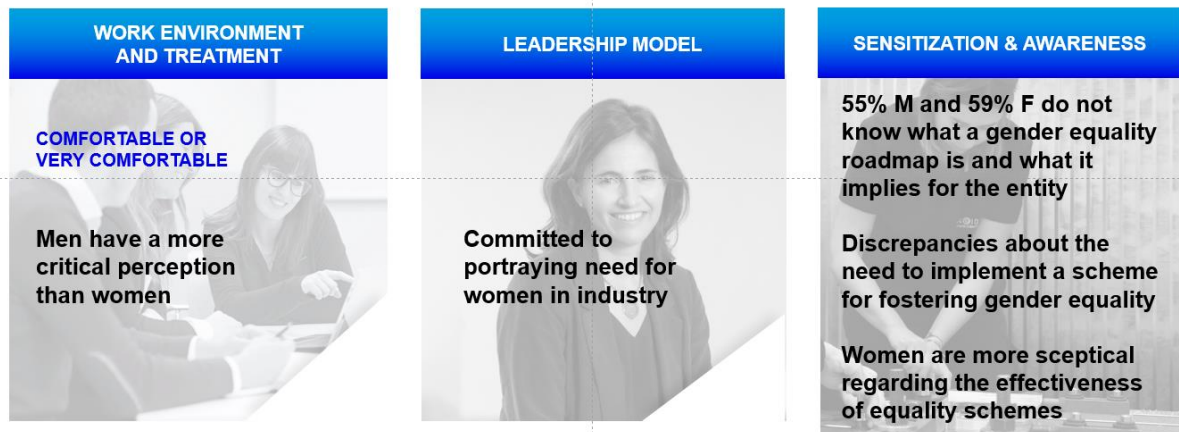
## 2. Diagnostic findings

After completion of the equality diagnosis of the entity and submission to the Equality Commission, the findings identified eight areas for analysis.

### 1. Culture of the entity

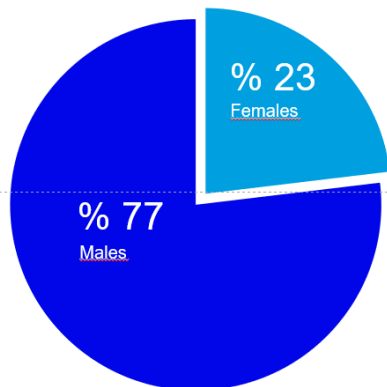
IDEKO stands out for its working environment based on mutual respect and non-discriminatory treatment.

#### Major effort in promoting gender equality in recent years

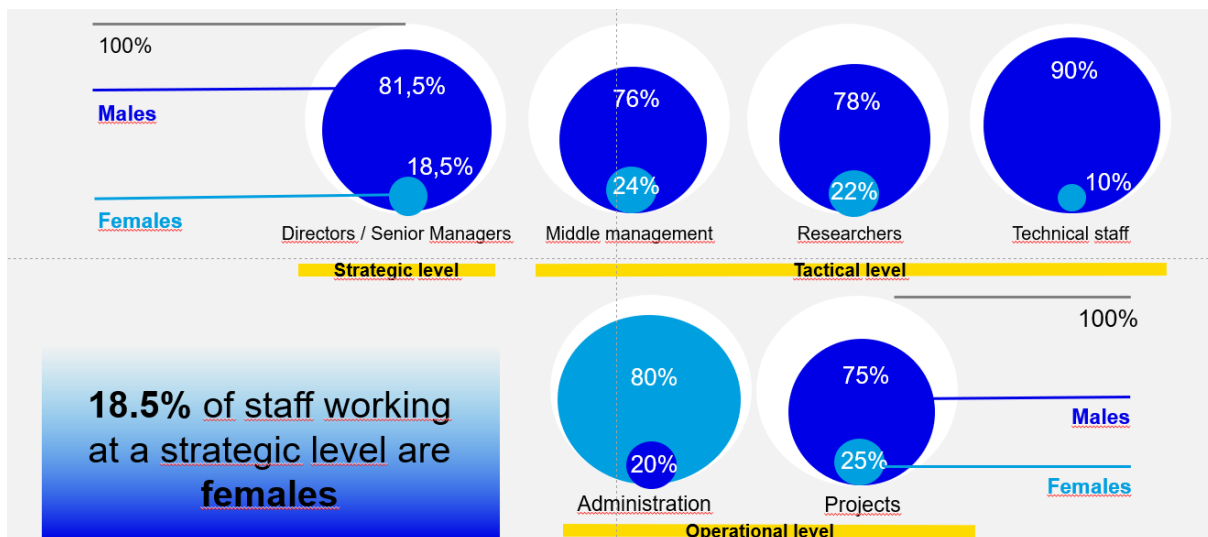
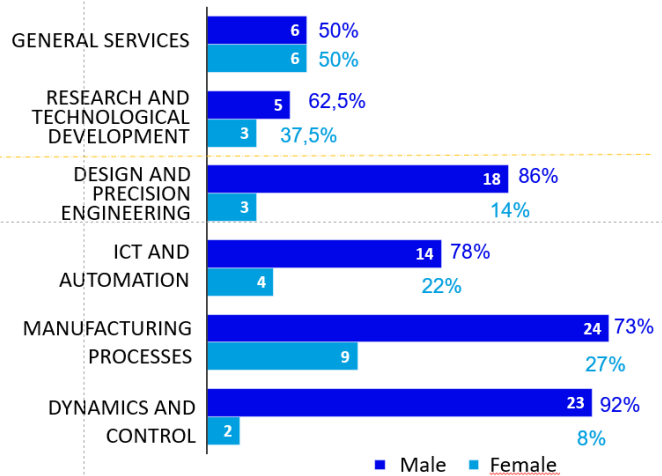


### 2. Staff features: Segregation and working conditions

Although the percentage of women is lower than that of men, women are present in all its administrative bodies: 38% on the Executive Board, 25% on the Governing Board 33% on Board of Trustees. The entity is led by a woman.



Entity data at the end of 2019: 117 staff.



### 3. Selection, promotion and leaving the company

Recruitment and selection processes do not contain gender bias. They are systematic and 2 women and 1 man participate in the interviews. The perception of the workers in terms of internal promotion is that there are equal opportunities and a policy of non-discrimination. However, the reality is that there are significantly fewer women in the research lines, a reality that coincides with the number of women studying Steam degrees

### 4. Training and professional development

The entity guarantees the same opportunities in job boards, training and professional development for anybody who works at IDEKO.

### 5. Work-life balance

IDEKO's First Equality Plan

The majority of the workers expressed that they have no difficulties in finding a balance between work and other occupations in their personal life and that they value the work-life balance measures available very positively. With regard to the use made of these measures, according to the data, 17% are women and 83% are men.

#### 6. Occupational health and safety

#### 7. Inclusive communication

IDEKO is strongly committed to the equality of women and men, transmitting an egalitarian image, where neutral terms predominate, without differentiating between women and men

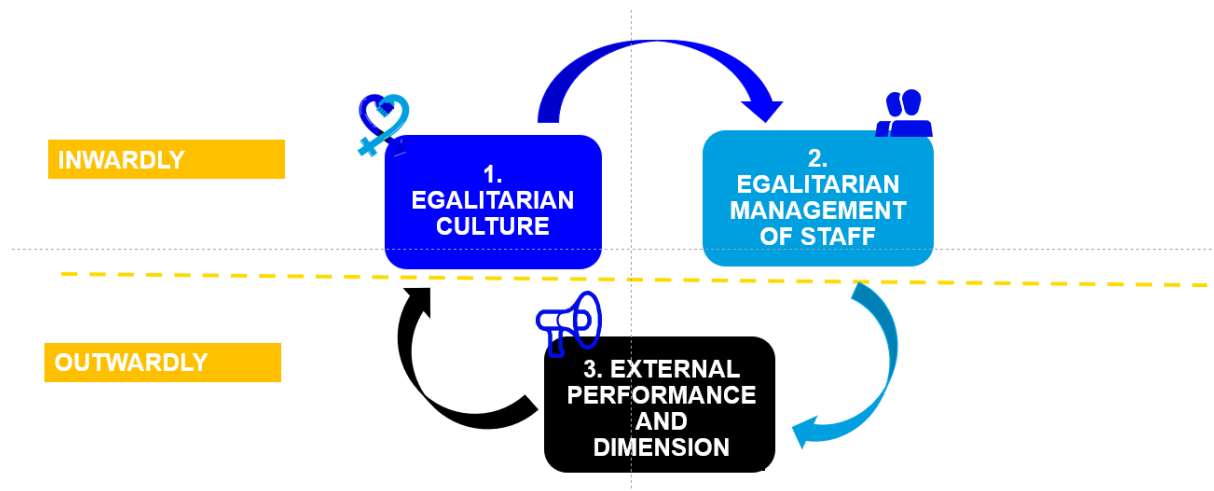
#### 8. External communication

IDEKO works consciously on its external communication, portrays an egalitarian image and uses inclusive communication in most of its channels .

The centre is proactive in fostering technological and scientific vocations among young girls, and in promoting the contributions of women in industry through its female researchers.

## 3. Equality plan: Objectives

Three lines of action have been established. Two of them with an internal focus: a culture of equality and egalitarian management of the staff. The third line of action concerns social responsibility and is particularly relevant considering the organisation's sphere of action.



The order in which the main objectives defined in the Plan have been listed does not necessarily reflect any order of priority. Everything is related and many areas overlap each other. In order to modify or influence the reality we want to change, we will have to look at the relative factors and influence more than one area at a time.

Below, the objectives defined for the lines of action of IDEKO's Plan for Equality are presented together with a description of the measures agreed in the entity.



**1. EGALITARIAN CULTURE OF THE ENTITY**

- 1.1. Integration of equality into IDEKO's management.
- 1.2. Creation of structures to implement the Roadmap.
- 1.3. Securing inclusive language use.
- 1.4. Analysis of IDEKO's leadership style.



**2. EGALITARIAN STAFF MANAGEMENT**

- 2.1. Securing a healthy and safe work environment.
- 2.2. Promoting joint work-life balance programs.
- 2.3. Gender mainstreaming in recruitment and promotion processes.
- 2.4. Monitoring of voluntary departures from the entity by women/men.
- 2.5. Monitoring of the wage gap.



**3. EXTERNAL PERFORMANCE AND DIMENSION**

- 3.1. Guaranteeing equality in the entity's external relations.
- 3.2. Promotion of technological vocations among women.
- 3.3. Inclusion of equality clauses in contracts with third companies.
- 3.4. Knowledge of perception of equality of women and men at IDEKO.

## 4. Equality plan: Measures



### 1.1. Integration of equality into IDEKO's management

1.1.1. Informing all staff, and in particular the people who make up the Governing Board, Board of Directors, Social Board of the main conclusions of the diagnosis and the Roadmap.

1.1.2. Including action relative to the Equality Roadmap in the Strategic Plan and in the annual management plans.

1.1.3. Registering the Equality Roadmap in the Registry of the Basque Government.

1.1.4. Inclusion in the Welcome and Integration Plan for people joining IDEKO of policies developed or being developed in the field of equality: 1st Gender Equality Roadmap, harassment protocol, etc.



### 1.2. Creation of structures to implement the Roadmap

1.2.1. Appointing a person responsible for the development of the Roadmap.

1.2.2. Creation of an Equality Commission for the development of the Roadmap or to follow up on the current Commission.



### 1.3. Ensuring the use of inclusive communication

1.3.1. Establishing criteria to ensure inclusive language use.

1.3.2. Gradual adaptation of the most relevant documents of the entity, in order to guarantee inclusive language use and coherence with the commitment to equality.



### 2.1. Ensuring a healthy and safe working environment

2.1.1. Writing a specific protocol to prevent and act on sexual harassment and gender-based harassment.

2.1.2. Informing all people at IDEKO of the Protocol and reminding them of it periodically.



### 2.2. Promotion joint work-life balance programs

2.2.1. Compilation of work-life balance measures currently in force at IDEKO and making them available to the whole staff.



### 2.3. Gender mainstreaming in recruitment and promotion processes

2.3.2. Analysis of the promotion processes carried out so far and their results, separating the data according to gender and defining corrective measures if necessary.



### 2.4. Monitoring of voluntary departures from the entity by women and men

2.4.1. Request the Mondragon Corporation to include an item in terms of equality parameters and perception of discrimination on the basis of gender, stereotypes, etc. in the organisational culture surveys.

2.4.2. Annual monitoring of details of voluntary departure from the entity according to gender to assess impact and proposal for action if appropriate.







### 3.1. Guaranteeing equality in the entity's external relations

3.1.1. Informing of IDEKO's commitment to equality on website and social networks (or other media).



**3. EXTERNAL PERFORMANCE AND DIMENSION**



### 3.2. Promotion of technological vocations among women

3.2.1. Continuance of sponsor programs and awards to attract young women to the technology field and recognize their contribution.

3.2.2. Creating a scholarship for women starting their studies in STEM areas, with the possibility of doing paid work experience and final year project at IDEKO.

3.2.4. Keeping women working in IDEKO in the spotlight with items on the website and social networks, as well as during visits to the entity.

## 5. Structure and resources for the realization of the plan

### Equality Commission

The Equality Commission is set up in order to substantiate and complete the diagnosis and the equality plan. It is made up of representatives of management, the Social Council and staff from different areas and levels of responsibility, both men and women.

It meets 2 or 3 times a year. The coordinator of the Plan is the liaison between the members of the Commission.

The Commission approves and evaluates the annual management plan.

Its functions include monitoring the Plan, providing input to the Plan, taking the relevant action, and evaluating the Plan.

**Iker Usabiaga**  
**Mertxe Uzkudun**  
**Itziar Ricondo**  
**Jose Luis Lanzagorta**  
**Izaskun Abaunz**  
**Imanol Herrera**  
**Erika Lehr**  
**Asier Astarloa**  
**Jokin Parra**  
**Amaia Arregui**  
**Aitor Fernández**  
**Nerea Otxoa**  
**Paben Ortiz de Zarate**

HR Manager  
Marketing and Communication Rble.  
Manufacturing Processes researcher  
Manufacturing Processes researcher  
Directorate Administration  
Design and Precision Engineering researcher  
Design and Precision Engineering researcher  
Dynamics and Control researcher  
Dynamics and Control researcher  
ICTs researcher  
ICTs researcher  
HR Responsible  
Administration

### Ad hoc working groups

As needed, specific work groups will be created with people from different areas to determine and carry out specific actions, and that will report to the person in charge of the Plan. Their operation will be specified when such groups are created.

### Monitoring and evaluation

The person in charge of the Plan and the Equality Commission will permanently monitor the actions included in the schedule. A yearly follow-up report will be drawn up (in December 2021, 2022, 2023 and 2024), with details of the work carried out during the year and the work that remains to be done. The follow-up will make it possible to analyse the fulfilment of the actions planned for each year, and to measure the impact of the Plan on the entity.

Special attention will be paid to the action taken, analysing the extent and implementation.

Once the Plan is implemented, an evaluation is carried out to analyse the level of compliance with the established objectives and the impact of the Plan.

The general evaluation criteria are as follows:

- **Impact:** The changes that the 1st Plan has brought about internally and externally.
- **Effectiveness:** Level of implementation of the targets and level of fulfilment of objectives and actions.
- **Coverage:** The number of people benefiting from the Plan, as well as quantifying participation in the development of the Plan and its quality.
- **Implementation:** Level of compliance with the schedule and the suitability of the allocated budget.
- **Quality:** Quality of the data and information collected during the monitoring and evaluation of the Plan.

The person in charge of the Plan is responsible for monitoring and recording the degree of compliance with the relevant actions, through the information provided by the persons responsible for the plan in each area. The follow-up and assessment of the Plan is done by the Equality Commission.

A system for monitoring and evaluating the Plan for the Equality of Women and Men has been put in place to be able to assess the level of compliance of the planned objectives and to define new strategies.

A scorecard is used for above monitoring and evaluation. This scorecard contains annual management plans, monitoring of indicators and the evaluation of the impact of the equality plan through impact indicators.

The plan should be realistic, with actions within reach of the entity and measurable through indicators. It is valid for 4 years.