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DEVELOPING EQUAL CAREER SUPPORT MEASURES

# SALARY REMUNERATION ANALYSIS

**CICYTEX, Spain**

*The Gender-SMART project is a community composed of seven European Research Performing & Funding Organisations, operating in the broadly framed field of research in food, agricultural and life sciences, committed to advancing gender equality.*

*This fact sheet illustrates one of the twelve experience-based good practices collected by the project to encourage and steer change in Gender-SMART Partner Institutions.*

*Results are meaningful and scalable to reach out to a larger number of beneficiaries.*



AREA



Developing Equal  
 Career Support  
 Measures

CATEGORY



Leadership  
 Management and  
 Governance

PARTNER



CICYTEX, Spain



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Key stakeholders

Core Team  
 (Gender-SMART project manager and  
 Gender Officer)  
 Human Resources Area

## Main Description

The Spanish Law 3/2007 on the effective equality of women and men sets out, in Chapter III on Gender Equality Plans and specifically, Article 46, the obligation for private sector companies to carry out a salary audit in the processes of negotiation and design of their GEPs.

This obligation does not apply to Public Bodies like CICYTEX, where there is no sex-based salary discrimination meaning that remuneration is transparent and linked to the position, regardless of whether it is held by a man or a woman. However, indirect discrimination can occur and for some reasons, women may have less access to positions with a higher pay.

Despite the absence of salary discrimination at CICYTEX, during the GEP audit, some highly masculinized positions were identified, also with salary supplements. That is why, although not being mandatory, a detailed study was undertaken to bring out the problem, if any, and elaborate possible solutions or corrective measures to be integrated into the GEP.

This analytical exercise has proved to be very useful in the identification of gender inequalities across the Organisation. Starting from numerical deviations, such a study may be expanded to identify the root cause of the problem, even where it is not easy to find a solution and help formulate better-fit-to the scope corrective measures.

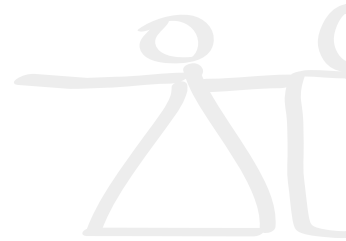
## Background

The Centre for Scientific and Technological Research of Extremadura (CICYTEX) is a Spanish Public Body Entity under the regional government of Extremadura. Created in 2010 by the Law of Science, Technology and Innovation of Extremadura, its mission is the generation of Research & Innovation (R&I) in Agriculture and Food Sciences through four institutes: the Agriculture and Livestock research Institute Finca La Orden – Valdesequera, the Agrifood Technological Institute - INTAEX, the Institute of Cork, Wood, and Vegetable Coal – ICMC, and the Centre of Organic and Mountain Agriculture – CAEM. CICYTEX contributes to the advancement of knowledge and economic, social, and cultural development and provides training of personnel and advice to public and private entities in R&I. The overall objective of CICYTEX is to support the business sector through assistance for R&I incorporation in production processes. At present, CICYTEX has around 350 people staff.



CICYTEX has a  
Gender Equality Plan

VISIT PAGE



## Specifics of the measure

This study was conducted by the CICYTEX Equality Commission (including the Ministry in the Government of Extremadura with competences in Human Resources and Trade Unions) and CICYTEX Directorate, Human Resources area, Gender Officer, and Gender-SMART project manager.

The equal pay tool for the private sector developed jointly by the Ministry of Labour and Social Economy, the Ministry of Equality, CCOO and UGT trade union organisations and CEOE and CEPYME business organisations was taken as a reference.

The variables analysed were: Base Salary, Specific Supplement, Destination Supplement, Additional Specific Supplements. Regarding the professional classification, the Staff were broken down into 5 groups or categories, corresponding to the different salary scales in the Public Administrations. The statistical analysis was based on sex-disaggregation of the averages and medians of each remuneration item.

The positions identified were the Scientific Directors of the CICYTEX institutes and those related to specialised agricultural work in support of research or maintenance in the different CICYTEX experimental infrastructure or farms such as First and Second Officer, Shepherd, Security Guard, Agricultural Labourer or Driver.

Additionally, structural management positions (Head of Units, Head of Sections and Head of Department, etc ...) were analysed in terms of remuneration to determine any underrepresentation of either sex.

The salary remuneration analysis revealed no sex discrimination at CICYTEX. Deviations proved to be not relevant except for Scientific Directorates.

The conclusions drawn coincide with the evidence from other exercises carried out during the Gender Equality Plan audit, mainly those about female underrepresentation. As a result, some actions are recommended for incorporation in the GEP:

- ✓ Design measures that foster the presence of women in the Scientific Directorates of the CICYTEX Institutes.
- ✓ Introduce measures that help increase the presence of women in masculinized positions such as First and Second Officer, Shepherd, Security Guard, Agricultural Labourer, and Driver.

It is worth noting that, in addition to IT applications and SIRHUS used at CICYTEX for salary management, a remuneration register allows now annual monitoring of changes that may occur to avoid indirect sex discrimination or underrepresentation.

## Lessons learned

The analysis confirmed and quantified what had already been understood intuitively and results were in line with the body of evidence provided by the GEP audit. Having homogeneous contracts for all the staff facilitated the task.

However, the attempt to make an economic valuation of the jobs to identify gender inequalities in positions of equal pay and – in theory - equal performance, failed due to excess work needed and objectivity issues. Outsourcing might be a solution.

Although it may not be mandatory by law, this practice is highly recommended to visualize and quantify gender-related remuneration inequality.

