

GENDER EQUALITY PLAN

ACTION PLAN

A. LEGAL INTRODUCTION

Equality of opportunity between women and men is a universal right, directly related to human dignity and freedom, as well as a social value and an internationally recognized legal principle.

However, different studies and indicators point to the persistence of cases of discrimination based on sex, all showing the need to adopt rules that specify this right.

At a formal level, in the **international scope**, the **Treaty derived from the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** of 1979 stands out, as well as the **4 World Conferences on Women** in framework of the United Nations Organization.

In the **European sphere**, the **Treaty of Rome**, in 1957, already included the principle of equality between men and women; and the **Treaty of Amsterdam**, in 1999, establishes equality between women and men as a fundamental principle of the European Union, which acquires powers to combat it; while the **Charter of Fundamental Rights of the European Union** includes the principle of equality between men and women, as well as the prohibition of discrimination or positive actions as measures compatible with equal treatment.

In addition, at **European level** due to the idiosyncrasy of the research sector, specific measures are required to overcome persistent gender differences. In 2005, the European Commission adopted a [European Charter and a Code of Conduct for the Recruitment of research staff](#). These two documents aimed at research staff, as well as research recruitment staff and funders in both the public and private sectors, are key elements of EU policy to promote research careers.

Within the principles collected for employer and funding personnel, there is the principle of gender equality, among others such as non-discrimination, or related to working conditions, stability and permanence in employment, wages and development of professional career or selection. These aspects are reviewed in the diagnosis of the equality plan.

The European Commission addresses gender-related barriers through the main funding instrument [Horizon 2020](#) and [Horizon Europe](#), within the [European Research Area](#) in collaboration with member countries and research organisations.



Reference should also be made to the promotion of gender equality in the European Research Area (ERA). As part of the ERA 2012 Communication, the European Commission has set three objectives to work with EU countries and promote institutional change:

- > Gender equality in scientific careers.
- > Gender balance in decision-making.
- > Integration of the gender dimension in the content of research and innovation.

In addition, the [Gender Equality Strategy 2020-2025](#) refers to the fact that in the field of research and innovation, the Commission will introduce new measures to strengthen gender equality in Horizon Europe, such as the possibility of demanding an applicant equality plan and an initiative to increase the number of female tech start-ups.

In the **Spanish State**, the **Constitution** of 1978 proclaims the principle of equality and non-discrimination and urges the public authorities to promote the conditions so that freedom and equality remain real and effective.

In this sense, the promulgation of **Organic Law 3/2007**, for the effective equality of women and men, a pioneer in the legislative development of the right of gender equality in the Spanish State, establishes specific mechanisms for the development of this principle, as is the case with the Plans for equal opportunities between women and men in the field of organizations, which aim to apply the gender perspective in a transversal way in all levels and areas of a organization, responding to and correcting identified inequalities and discrimination while improving and reinforcing positive aspects detected.

Likewise, the **Royal Decree-Law 6/2019**, on urgent measures to guarantee equal treatment and opportunities between women and men in employment involves the articulation of a new comprehensive and transversal text that includes the guarantees necessary to give effect to the principle of equality in this area, while recognizing that, despite the importance of Law 3/2007, inequalities and gender discrimination at work continue to persist.

The Royal Decree-Law 6/2019 is developed from the royal decrees **RD 901/2020** which regulate equality plans and their registration, and **RD 902/2020** on equal pay between women and men.

The Statute of Autonomy of Catalonia recognizes the right of all women to the free development of their personality and personal capacity and to live with dignity, security and autonomy, free from abuse, exploitation or discrimination, as well as to participate in conditions of equal opportunities in all public and private areas.

Despite the formal recognition, the development of transversal policies and the development of action plans aimed at eradicating persistent discrimination and guaranteeing effective and real equality between women and men are still necessary.

On the other hand, the Catalan [Law 17/2015](#), on the effective equality of women and men, in the article 28, referring to those in point 2 provides:

2. In order to fulfill the objective of achieving effective equality between women and men in the university and research field, universities must:

- a) Promote the work of female researchers and their participation in research groups and make their contributions visible in the scientific and technical fields.*
- b) Guarantee the training of their staff in terms of gender perspective and of women in each of the academic disciplines.*
- c) Create specific modules or courses on gender and women's perspectives in each of the academic disciplines.*

Finally, the Catalan Law 11/2014 to guarantee LGBTI rights and to eradicate homophobia, biphobia and transphobia, is the legal basis that allows action against lgtbiphobic discrimination at work, while developing specific instruments for its prevention, detection and treatment.

Finally, as will be seen later, reference should be made to the fact that the Telecommunications Technology Center Catalonia is a member of CERCA, which is the institution that brings together all the research centers in Catalonia. This institution has specific and leading programs in the promotion of women in the scientific field.

B. REGULATORY FRAMEWORK

Below is a table-synthesis of the most relevant rules, agreements and laws in relation to equality between women and men, at international, state and regional level:

Table 1: Synthesis regulatory framework

INTERNATIONAL SCOPE	Universal Declaration of Human Rights (1948)	
	Convention on the Elimination of All Forms of Discrimination Against Women, CEDAW (1979)	
	United Nations World Conferences on Women	Mexico (1975)
		Copenhaguen (1980)
		Nairobi (1985)
Beijing (1995)		
EUROPEAN SCOPE	Treaty of Rome (1957)	
	Treaty of Amsterdam (1999)	
	Charter of Fundamental Rights of the European Union (Nice, 2000; Strasbourg, 2007)	
	Council of Europe Convention on preventing and combating violence against women and domestic violence (2011)	
	European directives	Directive 2004/113/CE, which applies the principle of equal treatment between men and women to access to goods and services and their supply.
		Directive 2006/54/CE, relating to the application of the principle of equal opportunities and equal treatment between men and women in matters of work and employment.
STATE SCOPE	Spanish Constitution (1978)	
	Law to promote the reconciliation of working people's family and working life (1999)	
	Organic law on comprehensive protection measures against gender-based violence (2004)	
	Organic law for the effective equality of women and men (2007)	
	Workers' Statute (2015, revised text)	
	Royal decree-law on urgent measures to guarantee equal treatment and opportunities between women and men in employment (2019)	
	Royal decree regulating equality plans and their registration (2020)	
	Royal decree on equal pay between women and men (2020)	

AUTONOMIC SCOPE	Statute of Autonomy of Catalonia (2006)
	Catalan law on measures to reconcile the personal, family and work life of staff in the service of public administrations (2006)
	Catalan law on the right of women to eradicate male violence (2008)
	Catalan law to guarantee LGBTI rights and to eradicate homophobia, biphobia and transphobia (2014)
	Catalan law on effective equality between women and men (2015)
	Catalan law amending Law 5/2008, on the right of women to eradicate gender-based violence (2020)

C. PLANNING AND DIFFUSION PHASE

The planning phase is the one in which the action measures are designed which aim to enhance the culture of gender equality and to correct the deficiencies detected during the diagnosis phase. These measures respond to the previously set objectives, during the commitment phase.

In order to guarantee the implementation of the measures, a specific timing is established for each of them - that is, an execution schedule -, a team or department responsible for their implementation and supervision is designated and they are associated with resources and indicators that allow for accurate monitoring.

In this phase, the actions aimed at making known the existence of the Plan and its content are also designed, guaranteeing its dissemination among the organization's staff

The **measures** of the Plan grouped according to the organizational axes of the diagnosis are presented below.

1. CULTURE OF GENDER EQUALITY

1	Provide a budget for the present equality project
Goal	Incorporate the principle of equal opportunities at all organizational levels of the organization
Responsible	Direction
Temporality	December 2021
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	Annual budget for the implementation of the equality plan.

2	Define the work system of the Monitoring Committee and assessment frequency of meetings, distribution of responsibilities, monitoring of the Plan, preparation of reports and transfer of information
Goal	Incorporate the principle of equal opportunities at all organizational levels of the organization
Responsible	All the members of the monitoring commission
Temporality	Desembre 2021
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Operating regulations of the Commission for monitoring and evaluating the plan. > Proceedings of the meetings. > Annual calendar where the meetings are set.

3	Promote the balanced representation of women and men in the different collegiate bodies and at all levels of decision-making in those where the CTTC has the capacity to decision
Goal	Incorporate the principle of equal opportunities at all organizational levels of the organization
Responsible	Direction
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > What actions have been taken to promote this balanced composition > Number of women or men incorporated in bodies where they have been underrepresented .

4	Create a reception manual that incorporates equality policies as well as the preventive instruments of harassment of those available from the CTTC.
Goal	Incorporate the principle of equal opportunities at all organizational levels of the organization
Responsible	HR
Temporality	1st Quarter 2022
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > The welcome manual has been created > It has been communicated to the staff – Through which channel .

5	Coordinate the implementation of the equality plan and the development of the HRS4R program
Goal	Promote a culture of equality and gender equity among all the people who make up the organization.
Responsible	Responsible HRS4R
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Meetings held and people attending > What actions have been planned for coordination > Has it been communicated to the workforce or other institutions with which it collaborates in gender commissions? > Main results obtained

2. CORPORATE COMMUNICATION WITH A GENDER PERSPECTIVE

6	Develop a non-sexist communication and language guide
Goal	Guarantee equal, inclusive and non-equal and sexist corporate communication
Responsible	HR
Temporality	4 ^o quarter 2022
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > The inclusive communication guide has been drawn up > Bibliographic references that have been taken into account > Which profiles have participated > Has the workforce been communicated – through which channels?

7	Review internal and external communication in order to definitively eradicate the use of the masculine gender.
Goal	Guarantee equal, inclusive and non-equal and sexist corporate communication
Responsible	Personnel responsible for the center's communication
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Number of documents reviewed > Main results > Evidence of modifications

8	Work for a clear communication that guarantees the transparency and access to gender-related information.
Goal	Guarantee equal, inclusive and non-equal and sexist corporate communication .
Responsible	Direction
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Has a communication plan been made that explains to the workforce all the upward and downward channels to ensure access to information? > As communicated > Template feedback

9	Work to communicate equality
Goal	Guarantee equal, inclusive and non-equal and sexist corporate communication .
Responsible	HR
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > What actions have been planned > Who has developed them > They have been negotiated within the monitoring and evaluation committee > Results obtained

10	Train the people who are in charge of generating the internal and external communication of the CTTC, in the matter of non-sexist communication.
Goal	Guarantee equal, inclusive and non-equal and sexist corporate communication .
Responsible	HR
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > What actions have been planned > Who has developed them > They have been negotiated within the monitoring and evaluation committee > Results obtained

11	Train the entire workforce in non-sexist communication to improve communication in networks and conferences
Goal	Guarantee equal, inclusive and non-equal and sexist corporate communication .
Responsible	HR
Temporality	2º quarter 2022
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > What actions have been planned > Who has developed them > They have been negotiated within the monitoring and evaluation committee > Results obtained

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3. SELECTION AND RECRUITMENT PROCESS

12	Develop instruments to guarantee selection processes and equal promotion and goals.
Goal	Guaranteeing equal opportunities in access to work and training, as well as in the professional development of women and men.
Responsible	HR
Temporality	2º quarter 2022
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > What actions have been planned > Who has developed them > They have been negotiated within the monitoring and evaluation committee > Results obtained

13	Train the entire workforce in non-sexist communication to improve communication in networks and conferences
Goal	Guarantee equal opportunities in access to work and training, as well as in the professional development of women and men.
Responsible	HR
Temporality	2º quarter 2022
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > What actions have been planned > Who has developed them > They have been negotiated within the monitoring and evaluation committee > Results obtained

14	Have a training plan based on needs detected in a participatory way and in coordination with the different areas.
Goal	Guarantee equal opportunities in access to work and training, as well as in the professional development of women and men.
Responsible	HR/ Work council/ Direction
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > The training plan has been carried out > A preliminary detection of the training needs has been carried out > What have been the main actions based on the results obtained

15	Provide resources and training to a person from the HR area to lead the project together with the monitoring committee.
Goal	Guarantee equal opportunities in access to work and training, as well as in the professional development of women and men.
Responsible	HR
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > The training has been carried out > Training program and number of hours > Number of people who have trained, disaggregated by sex

16	Promote gender awareness actions aimed at entire staff.
Goal	To promote a culture of equality and gender equity among the set of people that make up the organization.
Responsible	Quality program management manager/ person responsible for communication
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer Training credit, Training rooms
Monitoring indicators	<ul style="list-style-type: none"> > How many awareness-raising actions have been scheduled > How they communicated to the staff > Number of women and men who attended > Are the training courses compulsory?

17	Offer specific training in equal opportunities and fairness to people who occupy command or management positions teams
Goal	To promote a culture of equality and gender equity among the set of people that make up the organization.
Responsible	HR
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer Training credit, Training rooms
Monitoring indicators	<ul style="list-style-type: none"> > The training has been planned > Training program > Number of people who attended the training broken down by sex

7. PROFESSIONAL PROMOTION

18	In the case of candidates of equal merit and ability, encourage the gender underrepresented in the position.
Goal	Guarantee equal opportunities in access to work and training, as well as in the professional development of women and men.
Responsible	Work council
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Number of applications made in the last year > Number of women and men who applied for the vacancy > Number of women and men finally incorporated and whether they meet the criterion of being the underrepresented sex.

19	Create a systematized record, disaggregated by sex, of the promotions carried out annually, by sex and position of origin and destiny
Goal	Guarantee equal opportunities in access to work and training, as well as in the professional development of women and men.
Responsible	Work council
Temporality	4 ^o quarter every year
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Number of promotions made in the last year with details of the position > Number of men and women who applied for the vacancy > identification of the promoted candidate by sex

8. WORKING CONDITIONS: LABOR RELATIONSHIP AND WORKING TIME, CONCILIATION AND RESPONSIBILITY, OCCUPATIONAL HEALTH WITH A GENDER PERSPECTIVE.

20	Create a systematized record, disaggregated by sex, of the promotions carried out annually, by sex and position of origin and destiny
Goal	Guarantee equal opportunities in access to work and training, as well as in the professional development of women and men.
Responsible	Work council
Temporality	Every year
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > The survey was carried out incorporating the gender variable > What have been the main results at global level > What have been the main results disaggregated by sex > Proposed actions, derived from the results of the survey

21	Promote co-responsibility of staff in care tasks i attention to people
Goal	Promote an arrangement of working time that favors the reconciliation of personal, family and work life.
Responsible	Work council
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > A campaign related to co-responsibility has been created > Through which channels > What is the objective of the campaign > Has there been a change in the trend of requests for permits linked to conciliation?

22	Know the reconciliation needs of the workforce
Goal	Promote an arrangement of working time that favors the reconciliation of personal, family and work life.
Responsible	Work council/HR
Temporality	1º QUARTER 2023
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer Survey server or other methodologies to collect information
Monitoring indicators	<ul style="list-style-type: none"> > A survey, interviews, discussion groups have been carried out to find out the needs of the workforce > Results obtained > Proposed actions based on the results obtained > Has any trend changed?

23	Review and systematize existing conciliation measures.
Goal	Promote an arrangement of working time that favors the reconciliation of personal, family and work life.
Responsible	HR
Temporality	4º QUARTER 2023
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Have the monitoring committee and other responsible bodies analyzed what actions can be facilitated? > Where it was collected?

24	Communicate to the workforce, through the welcome manual or another corporate document, all the permits provided by the CTTC in issue of conciliation.
Goal	Promote an arrangement of working time that favors the reconciliation of personal, family and work life.
Responsible	HR
Temporality	2º QUARTER 2022
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > How was the staff communicated? Through which channels? > Has greater use or requests for permissions been detected?

25	Create possible actions linked to team mobility that do not affect the loss of talent, taking advantage of telematic resources and remote working methods.
Goal	Promote an arrangement of working time that favors the reconciliation of personal, family and work life.
Responsible	Institutional Relations
Temporality	1º QUARTER 2024
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Actions linked to mobility have been planned > Number of women and men who have requested them

26	Evaluate the reservation of the specific work place, for those people who have had to ask for leave.
Goal	Promote an arrangement of working time that favors the reconciliation of personal, family and work life.
Responsible	Direction
Temporality	Transversal and continuous for the duration of the Equality Plan
Resources	Time of the person responsible for the action + other possible costs Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Has an assessment been carried out? > Who has participated. What criteria have been considered? > What has been the result obtained?

27	Create a breastfeeding room for use by people returning from maternity leave
Goal	Promote an arrangement of working time that favors the reconciliation of personal, family and work life.
Responsible	HR/Direction
Temporality	1º QUARTER 2022
Resources	Budget for room design
Monitoring indicators	<ul style="list-style-type: none"> > A lactation room has been designed > What has been the feedback from the staff > What use is made of it? > Evaluation of the action by the team

9. REMUNERATION POLICY

28	Elaborate a job evaluation system and later remuneration audit in accordance with the provisions of Rd902/2020.
Goal	Guarantee healthy, satisfactory working conditions and equitable for all the organization's staff.
Responsible	HR
Temporality	1º QUARTER 2022
Resources	Time hours of the person responsible for the action, possible external budget, Computer/Internet/Printer Payroll system and programme for evaluating positions in a points system
Monitoring indicators	<ul style="list-style-type: none"> > The evaluation of jobs has been carried out > What scoring system was used? > What are the scores that have been obtained, and if they correlate with the hierarchical level of the positions > Results of the remuneration audit
29	Create a breastfeeding room for use by people returning from maternity leave
Goal	Guarantee healthy, satisfactory working conditions and equitable for all the organization's staff.
Responsible	HR/Direction
Temporality	3º QUARTER 2022
Resources	Time hours of the person responsible for the action, possible external budget, Computer/Internet/Printer Payroll system and programme for evaluating positions in a points system
Monitoring indicators	<ul style="list-style-type: none"> > Based on the results of the job evaluation, is the remuneration policy consistent? > Have modifications had to be made? In what positions?

10. PREVENTION AND ACTION AGAINST HARASSMENT DUE TO SEX, SEXUAL ORIENTATION, SEXUAL IDENTITY AND GENDER EXPRESSION

30	Review and modify the Protocol for the prevention and treatment of sexual harassment, because of sex, gender identity or sexual orientation.
Goal	Prevent and act against situations of harassment in the workplace
Responsible	HR
Temporality	December 2021
Resources	Time hours of the person responsible for the action Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Has the review and modification been carried out? > It has been negotiated with the negotiating committee
31	Plan awareness sessions on harassment for all staff.
Goal	Prevent and act against situations of harassment in the workplace
Responsible	HR/Work council
Temporality	4º QUARTER 2022
Resources	Time hours of the person responsible for the action Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > There has been an annual communication and dissemination calendar, of the asset prevention protocol. > Mitjançant quins canals > Who has been the team's feedback
32	Offer specialized training in the prevention and handling of harassment to the people who make up the Commission against the harassment
Goal	Prevent and act against situations of harassment in the workplace
Responsible	Commission of Investigation of the prevention protocol against harassment
Temporality	1º QUARTER 2022
Resources	Time of the person responsible for the action Computer/Internet/Printer Training credit Training room
Monitoring indicators	<ul style="list-style-type: none"> > The training has been carried out > Training programme > Number of people trained, disaggregated by sex > Evaluation of the training

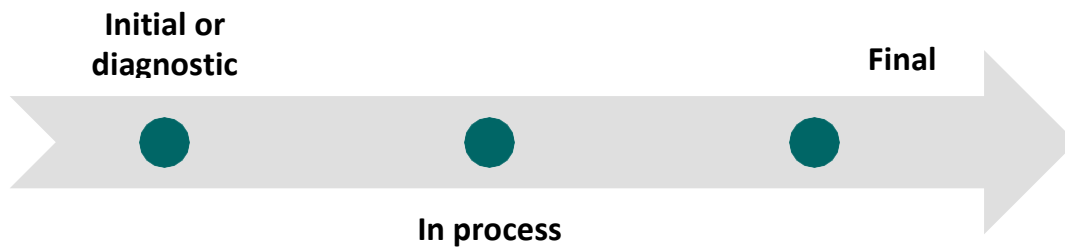


33	Include in the reception manual references to the harassment prevention protocol, as well as the names of the people references / commission.
Goal	Prevent and act against situations of harassment in the workplace
Responsible	HR
Temporality	2º QUARTER 2022
Resources	Time hours of the person responsible for the action Computer/Internet/Printer
Monitoring indicators	<ul style="list-style-type: none"> > Have the references been included in the reception manual? > Have the reference persons been included? > Number of people who have been notified in the last year?

D. MONITORING AND EVALUATION PHASE

The last phase of the Plan is the evaluation phase: it is a key phase given that it allows us to know the effectiveness and results obtained thus the obstacles that have been encountered along the way and, therefore, guide the next edition of the Equal Opportunities Plan.

The evaluation consists of three stages which are:



The initial assessment is the one carried out in the diagnosis phase. Then, during the implementation of the Plan, a follow-up evaluation must be carried out, based on the indicators associated with each measure, which will indicate the degree of development of the measures and compliance with the established schedule, as well as the degree of acceptance of the measures taken by the staff, the obstacles or difficulties encountered and the readjustments that need to be carried out.

It is important to remember that continuous or process evaluation is an unavoidable requirement given that the Plan is a living tool aimed at transforming reality and not a mere legal compliance protocol. Thus, the Equality Commission will have to meet periodically and produce annual follow-up reports, which will be made known to all staff through the established mechanisms.

The last step is the realization of a final evaluation based on the analysis of the degree of achievement of the set objectives. This evaluation must be the basis for a new diagnosis of the situation, once the validity period of the present Plan (4 years) has expired.

The final assessment must measure:

- > The degree of achievement of the objectives set in the Plan.
- > The impact of the Plan:
 - Diffusion of the culture of equal opportunities in the organization.
 - Reduction of detected imbalances regarding the presence, participation and working conditions of women and men in the corporation.
 - Increase in tools and mechanisms to guarantee fairness and non-discrimination.
 - Impact on the culture of the time and on opportunities to reconcile personal and work life.



For the final assessment you will need:

- > Follow-up reports made throughout the process.
- > Update of the quantitative data used in the diagnostic evaluation.
- > Update and incorporation of new documents and related protocols.
- > Initial survey addressed to staff and periodic surveys that have been carried out subsequently.
- > In-depth interviews and focus groups.

The Equality Plan Monitoring Committee will be responsible for producing the final evaluation report and for its dissemination, in order to make it known to all staff.

E. DISCREPANCY RESOLUTION PROCESS

For the resolution of any discrepancy arising during the implementation of this project, the same mechanisms will be used as during the negotiation phase of the equality diagnosis. In other words, the negotiation within the monitoring and evaluation committee (made up of the representative bodies and the part of the center) until an agreement is reached by both parties. If the disagreement persists, the negotiating commission can refer to the resolution procedures and bodies

The result of the negotiations will be expressed in writing and signed by the negotiating parties to be subsequently forwarded to the competent labor authority, for the purposes of registration and deposit and publicity in the terms provided for in the regulations.

In Castelldefels on October 28, 2021.