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**GENDER EQUALITY PLAN 2026-2030**  
**CENTRE TECNOLÒGIC DE TELECOMUNICACIONS DE**  
**CATALUNYA (CTTC)**

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## 1. INTRODUCCION

La Equality between women and men is a universal legal principle recognized in the main international human rights instruments. This principle is based on equal treatment and equal opportunities and refers to the active, balanced and full participation of all people, regardless of sex, in all areas of life, both public and private.

Despite the progress achieved in equality, certain challenges remain that require continued action to ensure full and balanced participation of women in all areas. In this regard, areas for improvement persist in the labor market, particularly in access to certain positions, career progression, working conditions and remuneration, as well as in female representation in certain sectors and levels of responsibility, especially in the scientific and technological fields.

In this context, equality plans are a strategic tool to integrate the gender perspective transversally into organizational management, helping to identify and correct inequalities, remove barriers and promote more equitable, inclusive and sustainable working environments.

At **international level**, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979) and the World Conferences on Women promoted by the United Nations are particularly relevant.

At **European level**, the principle of equality between women and men has been recognized since the Treaty of Rome (1957) and reinforced by the Treaty of Amsterdam (1999), as well as by the Charter of Fundamental Rights of the European Union. In the research context, the European Union has developed specific instruments to address persistent gender inequalities, notably the European Charter for Researchers, which establish principles such as non-discrimination, equal opportunities, working conditions, employment stability, career development and merit-based, transparent recruitment processes.

These principles are framed within the European Research Area (ERA), which promotes institutional change through objectives such as gender equality in scientific careers, gender balance in decision-making and the integration of the gender dimension into research and innovation. In this context, programmers such as Horizon Europe require institutions to have a Gender Equality Plan.

At **national level**, the Spanish Constitution of 1978 recognizes the right to equality and non-discrimination. This framework is developed through Organic Law 3/2007 on effective equality between women and men, amended by Royal Decree-Law 6/2019, which introduces new obligations in employment equality.

Royal Decree 901/2020 regulates equality plans and their registration, establishing the obligation to negotiate with workers' representatives, carry out a prior diagnosis and define measures, as well as monitoring and evaluation systems. Royal Decree 902/2020 complements this by regulating pay equality through tools such as pay registers, pay audits and job evaluation systems.

At **Catalan level**, the Statute of Autonomy and Law 17/2015 promote gender equality in the academic and research environment.

This Gender Equality Plan is complemented by other internal instruments on diversity and non-discrimination, including specific measures addressing LGTBIQ+ issues, developed in accordance with applicable regulations.

This Plan aims to analyze the situation of women and men within the organization and establish measures to ensure equal opportunities, eliminating potential inequalities and barriers across all areas of the organization.

## 2. GENDER EQUALITY PLAN

A Gender Equality Plan (hereinafter, the Equality Plan) is a set of measures and actions established by an organization or organization to ensure equal opportunities between women and men in the workplace. This plan is a strategic document aimed at promoting gender equality, preventing and eliminating gender-based discrimination, and fostering diversity and inclusion in the working environment.

The main objectives are:

- **Promote equal opportunities:** Ensure that women and men have the same opportunities for access to employment, career advancement, training and professional development, without any form of gender-based discrimination.
- **Prevent gender discrimination:** Identify and eliminate discriminatory practices based on gender in the policies, practices and decisions of the organization or organization, with the aim of ensuring real and effective equality between women and men.
- **Promote work-life balance:** Establish policies and measures that enable the reconciliation of work and family responsibilities for both women and men, with the aim of promoting a more equal organizational culture and improving employees' quality of life.
- **Prevent and address sexual and gender-based harassment:** Establish protocols to prevent and address situations of sexual harassment or discrimination based on gender, sexual orientation, gender identity or sex characteristics in the workplace, and provide the necessary resources and tools to deal with such situations effectively.
- **Promote equal participation and representation:** Encourage the balanced presence of women and men at all levels of the organization, including management and decision-making

bodies, with the aim of ensuring equitable gender representation in key organizational decisions.

- **Raise awareness and provide training:** Raise awareness and train the workforce on gender equality, with the aim of fostering an organizational culture that values diversity and equality, and prevent discriminatory attitudes based on gender.
- **Evaluate and monitor:** Establish indicators and mechanisms to monitor and assess the impact of the Equality Plan, to identify progress made and take the necessary corrective measures to ensure the achievement of the established objectives.
- **Promote transparency:** Foster transparency and accountability in gender equality matters by disseminating relevant information on policies, practices and outcomes in this area.

## MAIN BENEFITS OF GENDER EQUALITY PLANS

The implementation of a Gender Equality Plan can bring various benefits both to CTTC and to its employees. Some of the most relevant benefits include:

- **Improvement of the organization's image:** The implementation of a Gender Equality Plan demonstrates the organization's commitment to promoting gender equality and non-discrimination, which can enhance its image and reputation both internally and externally.
- **Talent attraction and retention:** A Gender Equality Plan that promotes equal opportunities can contribute to retaining female talent and attracting new talent, as individuals seek to work in environments where equality is valued and an inclusive culture is promoted.
- **Improvement of the working environment:** The implementation of a Gender Equality Plan can contribute to creating a healthy and inclusive working environment, where diversity is valued and equal opportunities are promoted, improving employee satisfaction and reducing workplace conflicts.
- **Increased productivity:** Equal opportunities and the promotion of gender diversity can enhance organizational productivity, as they foster active participation and leverage the talent of all employees, promoting merit-based decision-making.
- **Reduction of legal and financial risks:** The implementation of a Gender Equality Plan helps the organization comply with current regulations on gender equality and prevent legal and financial risks associated with gender discrimination or sexual and gender-based harassment.
- **Improvement of innovation and decision-making:** Gender diversity can foster innovation and more informed and balanced decision-making, as it brings different perspectives and approaches, contributing to increased organizational competitiveness.

- **Contribution to gender equality in society:** The implementation of a Gender Equality Plan contributes to promoting gender equality in society, positioning the organization as an example of good practice and fostering positive social change.

All organizations, regardless of their activity or size, are required to respect equality between women and men and must adopt measures to this end.

This obligation, as established in Organic Law 3/2007 of 22 March on effective equality between women and men (LOIEMH), is implemented through the development of a Gender Equality Plan in the following cases:

- Companies with 50 or more employees, which must be subject to prior negotiation.
- Companies, regardless of their size, when this is established in the applicable collective agreement, under the terms set therein.
- Companies, following negotiation or consultation, where applicable, with workers' legal representatives, when the labor authority has agreed, within a sanctioning procedure, to substitute ancillary sanctions with the development and implementation of a Gender Equality Plan, under the terms established in the corresponding agreement.

It is important to highlight the transitional periods established for companies to approve their Gender Equality Plans, as set out in the twelfth transitional provision of Organic Law 3/2007, following Royal Decree-Law 6/2019 of 1 March.

These periods, calculated from the publication of the Royal Decree-Law in the Official State Gazette, are as follows:

- For companies with more than 150 and up to 250 employees: one year.
- For companies with more than 100 and up to 150 employees: two years.
- For companies with 50 to 100 employees: three years.

Subsequently, Royal Decrees 901/2020 and 902/2020 have further specified all obligations regarding gender equality that companies must comply with, and which are reflected in this project.

### 3. ORGANIZATION OVERVIEW

The Telecommunications Technology Centre of Catalonia (CTTC) is a non-profit research institution based in Castelldefels (Barcelona), created as a public initiative of the Government of Catalonia.

CTTC's research activities, both fundamental and applied, focus primarily on technologies related to the physical, data link and network layers of communication systems, as well as geomatics.

Over the past twenty years, CTTC has successfully transformed enthusiasm and capability—its core strengths—into consolidated expertise, while maintaining its original motivation for advanced research and innovation.

From a technological perspective, CTTC offers reliability and expertise, as demonstrated by its international collaborations with companies from the United States, Canada, Australia, France, Qatar, Korea, Japan and the United Kingdom, among others.

Its technology development and transfer programmed consists of nine research units, covering all aspects of terrestrial telecommunications, from physical and access layers to network layers.

In addition, it addresses space, satellite communications, navigation and geomatics, integrated with terrestrial systems where necessary. Artificial intelligence and function virtualization are core tools shared across research units.

A strong passion for engineering and technology drives the center, within a creative and dynamic social environment that fosters professional development, quality of life and international projection. With the aim of being more competent than competitive, CTTC combines enthusiasm and discipline to position communications engineering as a key asset for Catalonia.

## Mission and Vision

CTTC's main activity is the conception, design, implementation and experimentation of research and development projects in telecommunications and geomatics, aimed at generating innovative results at different stages of development, both in scientific and engineering terms.

Establishing long-term relationships with industry and business sectors is of utmost importance, reinforcing CTTC's role as a key player in the innovation process through its collaboration with industry. CTTC's ultimate mission is to be a center of excellence that serves as a bridge between academia and industry, influencing the future of communication technologies, systems, networks and geomatics.

Currently, CTTC's staff have reached a level of maturity that supports the development of research in emerging fields and the strengthening of specialized areas.

Its vision is that research and technological development in communications, even when originating from a public initiative, can be integrated into the competitive R&D market. This vision implies "interacting locally while delivering globally", both in research and engineering, and selecting partners oriented towards international R&D markets.

## 4. PLAN PHASES

The process of designing, drafting and implementing the Gender Equality Plan must comply with the requirements established by the Organic Law 3/2007 on effective equality between women and men (LOIEMH).

Article 46 of this Organic Law, as amended by Royal Decree-Law 6/2019, establishes that equality plans shall define the equality objectives to be achieved, the areas to be analyzed, the strategies and practices to be adopted to achieve them, as well as the establishment of effective monitoring and evaluation systems for the defined objectives. Royal Decree 901/2020 has introduced the obligation to establish monitoring and evaluation committees for these plans, to ensure a control mechanism over the effectiveness of their implementation.

Therefore, equality plans must include measures aimed at integrating equality between women and men across all departments, activities and levels of the organization. Although the resulting plan is a single document applicable to the entire organization, specific actions may be established for certain workplaces according to their characteristics. However, it should be noted that the findings of the diagnosis carried out did not indicate the need for differentiated actions across different workplaces.

The development of a Gender Equality Plan includes the following phases and stages:

- **Initiative:** At this stage, the organization commits to conducting a gender-based situational analysis in order to identify potential areas for improvement to be addressed through a Gender Equality Plan. It is also at this stage that the Equality Plan Negotiating Committee is established, which will be responsible for validating the diagnosis and approving the Equality Plan to be implemented. It is recommended that this working group has sufficient training to carry out all phases of the Plan with full guarantees.
- **Diagnosis:** The diagnosis consists of an analysis of CTTC's reality from a gender perspective. To carry it out, different methodological sources will be used, both quantitative and qualitative, as well as interviews with key informants, to provide added value to the project.
- **Design:** The design phase includes, on the one hand, the definition of the objectives that the organization aims to achieve, and, on the other hand, the clear definition of the actions to be implemented, as well as their planning and scheduling.
- **Implementation, monitoring and evaluation:** This phase involves progressive implementing, over time and in the manner defined in the previous phase, each of the actions included in the Gender Equality Plan. Implementation must consider both the objectives to be achieved and the indicators that will allow assessment of whether the implementation has been effective.

Continuous monitoring of the impact of each action is required, with at least annual monitoring and at least biennial evaluation to assess whether the established objectives are being met.

## AREAS OF ANALYSIS OF THE GENDER EQUALITY PLAN

Article 46.2 of the Organic Law 3/2007 on effective equality between women and men (LOIEMH) establishes that “prior to its development, a diagnosis shall be carried out, negotiated and, where appropriate, validated with the legal representatives of the employees, which shall include at least the following areas:

- a) Recruitment and selection processes;
- b) Professional classification;
- c) Training;
- d) Career development;
- e) Working conditions, including a pay audit between women and men;
- f) The co-responsible exercise of personal, family and working life rights;
- g) Underrepresentation of women;
- h) Remuneration;
- i) Prevention of sexual harassment and harassment on the grounds of sex.

Following the completion of a prior diagnosis of the situation within CTTC, the main results for each area are presented below, together with the objectives established to achieve equal opportunities within the organization.

Detailed diagnostic information is available internally, ensuring full compliance with data protection regulations and the confidentiality of the information.

## 5. SCOPE OF APPLICATION (PERSONAL AND TERRITORIAL)

This Gender Equality Plan shall apply to all activities carried out within the institutional and working environment of CTTC.

It shall apply to all CTTC employees who carry out activities or provide services within the facilities located at:

- **Av. Carl Friedrich Gauss 7 08860 Castelldefels (Barcelona)**

## 6. ENTRY INTO FORCE AND VALIDITY PERIOD

This Gender Equality Plan of CTTC shall enter into force on 10 April 2026 and shall remain valid until 9 April 2030, and it will be registered in REGCON in accordance with the applicable regulations.

## 7. TECHNICAL RESOURCES FOR THE IMPLEMENTATION OF THE PROJECT

To ensure the proper implementation, monitoring and evaluation of the Gender Equality Plan, CTTC shall guarantee the availability of the necessary resources to effectively carry out the planned measures. These resources are mainly structured into human, material, financial and organizational resources.

### **1. Human resources**

The implementation of the Gender Equality Plan will require the active involvement of different stakeholders within the organization. In this regard, the role of the Plan's monitoring body – the Monitoring and Evaluation Committee – will be key, with the support of management, the CDEI and the Health and Safety Committee.

Likewise, the participation of the people responsible for the different areas or departments will be ensured, facilitating the implementation of actions within their respective scopes. Additionally, specialized technical support, either internal or external, may be used for advice on equality matters, training or evaluation of measures.

### **2. Material and technical resources**

CTTC will provide the necessary means to facilitate the implementation of the measures included in the Plan. These include internal communication tools, training platforms, documentation and informative materials aimed at disseminating the content of the Plan and raising awareness among staff on gender equality.

### **3. Financial resources**

The availability of sufficient financial resources will be ensured to implement the planned actions. These resources may be allocated, among others, to training activities, awareness-raising campaigns, development of materials, specialized consultancy or monitoring and evaluation tools.

### **4. Organizational resources**

The implementation of the Gender Equality Plan will be integrated into CTTC's regular management processes, promoting coordination between departments and the incorporation of the gender

perspective into human resources management processes. Furthermore, staff participation and the periodic communication of progress and results achieved will be encouraged.

## 8. ACTION PLAN DESIGN.

The actions that CTTC will implement throughout the duration of the Gender Equality Plan are detailed below. At the end of this section, a summary table is included, systematizing all the planned actions.

### ORGANIZATIONAL CULTURE, INCLUSIVE LANGUAGE AND NON-SEXIST COMMUNICATION

#### 1.- DEVELOP AND IMPLEMENT THE GENDER EQUALITY PLAN COMMUNICATION PLAN

**Objective:** Ensure coherent, transparent and continuous internal and external communication regarding the diagnosis, the Gender Equality Plan and its monitoring, reinforcing commitment to equality, staff trust and organizational coherence.

**Description of the action:** Design and implement a communication plan with a gender perspective that defines communication channels, key messages, responsibilities and an action timeline. It will include the periodic dissemination of the results of the diagnosis, the implementation status of the Plan and the main progress achieved, ensuring clear, accessible and continuous information for all staff.

**Indicators:**

- Communication plan developed and approved.
- Number of annual communication actions related to the Gender Equality Plan.
- Periodic communications carried out on the implementation status of the Plan.
- Percentage of staff informed.

**Timeline:** Short-term start (first year) and continuous implementation throughout the duration of the Plan.

**Responsible:** International Relations and Communications Directorate

#### 2.- STRENGTHEN AWARENESS CAMPAIGNS AND INITIATIVES RELATED TO WOMEN IN SCIENCE (STEM)

**Objective:** Increase the visibility of female talent and promote female role models in traditionally male-dominated fields.

**Description of the action:** Promote specific campaigns and participate in initiatives that foster the presence and recognition of women in the scientific field.

**Indicators:**

- Number of campaigns carried out.
- **Level of staff participation.**

**Timeline:** Medium term (12–24 months).

**Responsible:** International Relations and Communications Directorate

## PROFESSIONAL CLASSIFICATION AND FEMALE UNDERREPRESENTATION

### 3.- IMPLEMENT POSITIVE ACTIONS IN RECRUITMENT AND PROMOTION

**Objective:** To correct gender imbalances in underrepresented areas or levels.

**Action description:** Apply specific measures to promote the recruitment and promotion of the underrepresented gender under equal merit conditions.

**Indicators:**

- Percentage of women in underrepresented positions.
- Number of positive actions implemented.

**Timeline:** Medium term (12–24 months).

**Responsible:** Management and HR

## RECRUITMENT AND HIRING

### 4.- INCORPORATE THE ASSESSMENT OF SOFT SKILLS IN RECRUITMENT AND PROMOTION PROCESSES

**Objective:** To ensure a comprehensive and fair evaluation of candidates in recruitment and promotion processes, guaranteeing homogeneous, transparent and bias-free criteria.

**Action description:** Define a common framework of key soft skills for each type of position and explicitly incorporate their assessment in both recruitment and promotion processes. This framework will include competencies such as teamwork, collaborative leadership, communication, management capacity, autonomy, results orientation and team coordination, adapted to different professional profiles.

In promotion processes, priority competencies will be differentiated according to research and administrative profiles, while maintaining common minimum criteria. Competencies will be described using observable indicators and will be assessed through structured tools (evaluation matrices, competency-based interviews, situational tests or documentation of merits), avoiding subjective interpretations.

This action will contribute to standardizing criteria among evaluation committees, recognizing diverse leadership styles and reducing unconscious biases that may particularly affect women in access to and promotion within professional careers.

**Indicators:**

- Soft skills framework or catalogue defined by type of position and for promotion processes.
- Percentage of recruitment processes incorporating soft skills assessment.
- Percentage of promotion processes incorporating soft skills assessment.
- Degree of standardization of evaluation criteria across committees.
- Percentage of women promoted by job category.

**Timeline:** Short term for the definition of the framework (12 months) and continuous implementation throughout the duration of the Plan.

**Responsible:** CDEI

## 5.- CREATE A DATABASE OF CALLS FOR APPLICATIONS

**Objective:** To provide systematized information for monitoring equality.

**Action description:** Design and implement a centralized database where all recruitment and promotion calls are recorded. The database shall include, at a minimum, sex-disaggregated information on: position advertised, type of contract, professional level, composition of evaluation committees, number of applications received, shortlisted candidates, selected candidates and, where applicable, reasons for rejection.

**Indicators:**

- Database designed and operational.
- Percentage of calls recorded out of the total.
- Annual analytical reports produced.

**Timeline:** Medium term (12-24 months).

**Responsible:** HR

## 6.- CREATE INTERVIEW SCRIPTS WITH A GENDER PERSPECTIVE

**Objective:** To avoid discriminatory questions and criteria.

**Action description:** Design common interview scripts with a gender perspective, differentiating between research and administrative profiles, while maintaining a shared minimum structure that allows comparability between candidates.

The scripts include competency-based questions (technical and soft skills), objective professional situations and clear evaluation criteria, avoiding questions related to personal life, availability not linked to the position, maternity/paternity or other aspects that may generate direct or indirect discrimination.

Additionally, guidelines will be provided to evaluation committees on how to formulate questions, record responses and assess them consistently, contributing to reducing subjectivity and unconscious bias, particularly relevant in research environments.

**Indicators:**

- Interview scripts developed and validated.
- Percentage of recruitment processes using the scripts.
- Degree of standardization of interviews across similar processes.

**Timeline:** Medium term (12–24 months).

**Responsible:** HR

## 7.- CREATE AN EXIT INTERVIEW WITH A GENDER PERSPECTIVE

**Objective:** To identify potential inequalities or internal barriers.

**Action description:** Include specific gender-related questions in exit interviews.

**Indicators:**

- Number of interviews conducted.

**Timeline:** Medium term (12–24 months).

**Responsible:** HR

## CAREER DEVELOPMENT

### 8.- MONITOR THE RESEARCH CAREER WITH GENDER PERSPECTIVE

**Objective:** To identify inequalities across different stages of the research career and prevent the loss of female talent.

**Action description:** Periodically analyse gender distribution across different stages of the research career (predoctoral, postdoctoral, senior research, principal investigator, group leadership), as well as duration at each stage and transitions between stages.

**Indicators:**

- Periodic reports on research career by gender.
- Percentage of women by stage.
- Annual evolution of data.

**Timeline:** Continuous.

**Responsible:** Scientific Directorate

## TRAINING

### 9.- CREATE RECORDS OF FUNDED EXTERNAL TRAINING

**Objective:** To ensure equal access to externally funded training and detect possible gender differences.

**Action description:** Create a systematized register of all externally funded training provided by the organization, including sex-disaggregated data, job type, training cost and allocation criteria. This register will allow periodic analysis and adjustment of training policies.

**Indicators:**

- Register created and operational.
- Percentage of training activities recorded.
- Annual gender analysis.

**Timeline:** Medium term (12–24 months).

**Responsible:** HR

### 10.- PROMOTE TRAINING ON EQUALITY AND NON-DISCRIMINATORY PROCESSES

**Objective:** To increase knowledge, awareness and share responsibility of staff in equality matters, ensuring that recruitment processes are conducted with objective and bias-free criteria.

**Action description:** Plan and deliver periodic training on equality, adapted to different groups (research staff, administrative staff, management and leadership), with practical content linked to the reality of the center. This will include specific training for those involved in recruitment processes to ensure the integration of a gender perspective, detection of unconscious bias and application of objective and non-discriminatory evaluation criteria.

This action will contribute to consolidating an organizational culture committed to equality and strengthening consistency in internal processes.

**Indicators:**

- Number of annual training actions in equality.
- Training hours delivered.
- Percentage of staff trained in equality.
- Percentage of recruitment stakeholders trained in non-discriminatory processes.

**Timeline:** Short-term start for recruitment-related training and continuous implementation.

**Responsible:** HR

## REMUNERATION AND PAY AUDIT

### 11.- UPDATE THE SALARY POLICY INCLUDING A FULL DEFINITION OF ALL SALARY COMPONENTS

**Objective:** To reduce the gender, pay gap and eliminate biases in the salary policy.

**Action description:** All salary components will be fully defined and incorporated into CTTC's salary policy, ensuring clarity, transparency and consistency in the structure and allocation of remuneration.

**Indicators:**

- Updated list of salary components.
- Number of salary concepts included in the policy.

**Timeline:** Q2 2028

**Responsible:** Management and General Management

### 12.- CREATE A DATABASE OF EXTRAORDINARY SALARY COMPLEMENTS INCLUDING THE JUSTIFICATION FOR THEIR ALLOCATION

**Objective:** To reduce gender, pay gaps and identify potential biases in salary allocation.

**Action description:** To detect possible biases, a database will be created including all extraordinary or ad hoc salary components. This database will specify the recipient, the reason for allocation and the amount granted, enabling more detailed monitoring and analysis.

**Indicators:**

- Defined list of extraordinary salary components.
- Database created.
- Annual analytical reports on results obtained.
- Actions derived from identified conclusions.

**Timeline:** Q1 2029

**Responsible:** HR

### 13.- DEVELOP ANNUAL REPORTS ON THE PAY REGISTER TO ANALYSE THE EVOLUTION OF THE GENDER PAY GAP

**Objective:** To analyze the impact of equality policies on the gender pay gap.

**Action description:** Using annual pay register data throughout the duration of the Plan, comparative analyses will be carried out to identify which gaps are increasing or decreasing and the reasons behind these trends.

**Indicators:**

- Annual pay register monitoring reports.
- Annual communication to workers' legal representatives.

**Timeline:** Annual, during the first quarter of the year.

**Responsible:** HR

## WORKING CONDITIONS AND OCCUPATIONAL HEALTH

### 14.- REVIEW THE OCCUPATIONAL RISK PREVENTION POLICY

**Objective:** To integrate gender perspective into occupational health management.

**Action description:** Review risk assessments and preventive measures to identify differential impacts on women and men, particularly in relation to psychosocial risks.

**Indicators:**

- Policy reviewed with a gender perspective.
- Updated preventive measures.

**Timeline:** Medium term (12–24 months).

**Responsible:** External Prevention Service and Health and Safety Committee

## WORK-LIFE BALANCE

### 15.- CREATE A SINGLE DOCUMENT DETAILING WORK-LIFE BALANCE MEASURES

**Objective:** To facilitate equal and co-responsible work-life balance for all staff.

**Action description:** Develop a clear and comprehensive policy in a single document compiling all existing work-life balance measures, access criteria and application procedures.

**Indicators:**

- Document including measures and procedures.
- Policy approved and communicated.
- Percentage of staff using the measures.

**Timeline:** Short term (12 months).

**Responsible:** General Management

## 16.- DIGITAL DISCONNECTION AND NON-PENALISATION FOR CARE RESPONSIBILITIES

**Objective:** To prevent differential impacts on women and men in terms of time use and availability.

**Action description:** Review the digital disconnection policy by incorporating gender, work-life balance and co-responsibility criteria.

**Indicators:**

- Policy reviewed and communicated.
- Perceived level of compliance.
- Annual reminders of best practices.
- Clear criteria to avoid penalizing care-related interruptions.

**Timeline:** Short term (12 months).

**Responsible:** General Management

## PREVENTION OF SEXUAL HARASSMENT AND HARASSMENT ON THE GROUNDS OF SEX

### 17.- UPDATED AND ACCESSIBLE SEXUAL AND GENDER-BASED HARASSMENT PROTOCOL

**Objective:** To ensure an effective, safe and gender-sensitive response to harassment situations.

**Action description:** Update the protocol in accordance with current regulations, clarifying procedures, roles, confidentiality guarantees and protection measures.

**Indicators:**

- Protocol updated and disseminated.
- Number of consultations or activations.

**Timeline:** Short term (12 months).

**Responsible:** HR and Equality Committee

## 18.- PROMOTE TRAINING AND AWARENESS CAMPAIGNS ON SEXUAL AND GENDER-BASED HARASSMENT

**Objective:** To strengthen prevention, early detection and appropriate response to harassment situations, promoting safe, respectful and violence-free working environments.

**Action description:** Deliver periodic training adapted to different staff groups to ensure knowledge of the protocol, reporting channels and individual and organizational responsibilities. In parallel, promote awareness campaigns reinforcing a zero-tolerance message, increasing visibility of available resources and fostering a culture of respect and shared responsibility.

This action will help increase trust in internal mechanisms, reduce underreporting and strengthen a preventive organizational culture.

**Indicators:**

- Percentage of staff trained annually.
- Number of training actions per year.
- Number of awareness campaigns carried out.
- Level of knowledge of the protocol and reporting channels.

**Timeline:** Continuous throughout the duration of the Plan.

**Responsible:** HR

## 9. PROCEDURE FOR MONITORING THE ACTIONS OF THE PLAN

The monitoring of this Gender Equality Plan will be carried out through the Monitoring and Evaluation Committee, the joint body responsible for the supervision, promotion and correction of the planned actions.

### 1. Frequency and Operation of the Committee:

The Committee shall meet on a semi-annual basis.

### 2. Function of Temporal Monitoring

At each session, the Committee will monitor the actions according to their phase of implementation and the established timeline:

- **Continuous Evaluation:** The status of implementation of all those actions whose execution is planned for the elapsed period, as well as those that have been completed since the last meeting, will be addressed.

- **Indicator Analysis:** The quantitative and qualitative indicators associated with each objective will be reviewed.
- **Corrective Proposals:** The Committee will agree, where appropriate, on the reorientation, modification of the timeline or the adoption of new measures in relation to those actions that show deviations or have not achieved the expected results within the corresponding timeframe.

This system ensures dynamic and continuous supervision of actions, guaranteeing that corrective measures can be applied in an agile and effective manner.

## 10. EVALUATION PROCEDURE

Upon completion of the validity period of the II Gender Equality Plan (after 4 years), CTTC will carry out its evaluation, which must be approved by the Monitoring and Evaluation Committee. This evaluation will refer to the following phases and will collect data grouped into the three evaluation dimensions (impact, process and results).

The results of this evaluation must be compiled in a **GENDER EQUALITY PLAN EVALUATION REPORT**, which must be carried out two years after the entry into force of the Plan and at the end of its validity period.

This report must be approved by the Committee and will become part of the Gender Equality Plan. The report must include not only the results of the evaluations but also establish the basis for the subsequent development of the III CTTC Gender Equality Plan.

Based on the results obtained after its four-year duration, sufficient information will be available to determine whether the Plan has achieved the expected results and which new actions should be implemented to address identified shortcomings or to improve further.

## 11. CONFIGURACIÓ DE LA COMISSIÓ DE SEGUIMENT I AVALUACIÓ

Amb data 10 d'abril de 2026 es crea la Comissió de Seguiment formada per personal de l'organització per tal de fer realitat l'elaboració, l'avaluació i el seguiment del II Pla d'Igualtat al CTTC.

De naturalesa paritària entre la representació legal de les persones treballadores i de l'organització, la comissió es reunirà semestralment o quan les circumstàncies ho requereixin, amb l'objectiu de treballar de manera activa en la implantació de les accions recollides al Pla d'Igualtat, així com avançar en la reducció i eliminació de qualsevol forma de discriminació o desigualtat per raó de sexe que pogués existir a l'entitat.

La Comissió serà l'encarregada de vetllar pel compliment de totes les mesures contingudes al Pla d'Igualtat per al que realitzarà una avaluació de seguiment.

A partir de la finalització de la vigència del II Pla d'Igualtat, es reuniran per avaluar els resultats de la implantació de les mesures, així com fer l'elaboració del III Pla.

## 12.CONFIGURATION OF THE MONITORING AND EVALUATION COMMITTEE

Any legal or collective agreement modification that improves any of the measures provided for in this Gender Equality Plan shall be automatically incorporated, without the need for express agreement between the parties, replacing what is established herein.

At the request of one of the parties, and where finally agreed between the parties forming the Committee, the necessary agreements may be drafted to add, reorient, improve, correct, intensify, attenuate or even discontinue the application of any of the original measures of the Gender Equality Plan and, where appropriate, replace them with others incorporated due to requirements arising from legislation or depending on the degree of achievement of the objectives and specific measures established in the Gender Equality Plan.

In any case, this Gender Equality Plan shall be reviewed whenever:

- This is determined by or results from a decision of a competent authority.
- In the event of merger, absorption, transfer or modification of the legal status of the Organization.
- In the event of any circumstance that substantially modifies the workforce, its working methods, organization or remuneration systems, and that alters the situations analyzed in the Situation Diagnosis.

If a review of the Gender Equality Plan is required, the Situation Diagnosis shall also be updated and, where appropriate, the measures of the Gender Equality Plan shall be revised if necessary.

In the event of disagreements within the Monitoring Committee, the Committee undertakes to resort to the mediation procedure regulated by the Labor Court of Catalonia.

### **CTTC EQUALITY COMMITTEE**