

EQUALITY PLAN



***Barcelona
Supercomputing
Center***
Centro Nacional de Supercomputación

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Who we are¹

The Barcelona Supercomputing Center-Centro Nacional de Supercomputación (BSC-CNS) is the national supercomputing centre in Spain. Its specialisation is High-Performance Computing (HPC) and it manages the MareNostrum, one of the most powerful supercomputers in Europe, located inside Torre Girona chapel.

The BSC-CNS is at the service of the international scientific community and industry requiring HPC services. Our multidisciplinary research team and computational facilities - including the MareNostrum - make the BSC an international centre of excellence.

Since its creation in 2005, the BSC-CNS has played an active role in promoting HPC in Spain and Europe, as an essential tool for international competitiveness in science and engineering. The centre manages the **Spanish Supercomputing Network (RES, Red Española de Supercomputación)** and is a leading member of the **Partnership for Advanced Computing in Europe (PRACE)** initiative. We actively participate in major European HPC initiatives, in close cooperation with other European supercomputing centres.

With a team of more than 760 R&D experts and professionals, the BSC is a centre that succeeds in attracting talent. Our research focuses on four areas: **Computer Science, Life Sciences, Earth Sciences** and **Computational Applications in Science and Engineering**. Our research lines are developed within the framework of European Union research funding programmes, Spanish and Catalan public research calls and partnerships with leading companies.

Mission

The mission of the BSC-CNS is to research, manage and transfer technology and knowledge in the field of High-Performance Computing (HPC) with the aim of facilitating progress in various scientific fields, and in particular, Computer, Life, Earth and Engineering Sciences.

The main objectives of the centre are:

- **Scientific and technical excellence**
 - To be an international centre of excellence.
 - To promote cooperation among multidisciplinary groups.
 - To attract and retain national and international talent.
 - To be leaders in the innovative application of computing in non-conventional fields.

- **Support for e-Science in Spain**
 - To provide competitive HPC resources on a European level.
 - To be the leading Spanish entity in supporting access to supercomputing infrastructures.
 - To actively participate on the international supercomputing scene.
- **Wealth creation**
 - To facilitate technology transfer.
 - To promote the development of the knowledge society.
 - To maintain effective resource management.

Values and competences

The **BSC-CNS** is committed to establishing and maintaining conditions that ensure continuous access to the knowledge people need for their professional growth. Within this framework, values have been defined that exemplify its corporate competencies:

1. **Ethics and honesty**

- To work with integrity and rigour, striving to do the right thing at all times and demanding the utmost honesty from ourselves, and those around us.
- To respect people, the community and the environment.
- To provide equal opportunities in an environment where diversity is a source of incalculable value.

2. **Responsibility and commitment**

- To apply logic and common sense in order to seek, analyse and offer the best possible response to everything we undertake.
- To strive to make contributions through our mission, objectives, high performance, and continuous learning.
- Motivation to reach the highest standards and respect the values of the centre.
- To seek and achieve personal and professional leadership in our relationships.

3. **Excellence and quality**

- To apply effective solutions in order to achieve optimal results that make us highly credible teams and individuals.
- To adopt a non-conformist attitude and pursue high quality information to enable the most effective decision making.

4. Enthusiasm and anticipation

- To be aware that challenges are opportunities and to awaken enthusiasm and optimism in everything we do.
- To provide personal attention to those with whom we interact.

5. Innovation

- The defining characteristic of our culture is to maintain a creative attitude in all our activities in order to achieve the greatest possible impact and support the development potential of our staff. To display a positive and flexible attitude in the face of change and promote a dynamic environment in order to overcome all challenges.

6. Collective identity and teamwork

- To cooperate and build strong and loyal relationships in order to achieve synergies and alliances that generate multidisciplinary results.
- To listen, discuss and share the curiosity needed to investigate and discover new challenges for the BSC-CNS.

1. Introduction

Pursuant to Organic Law 3/2007 of 22 March, for effective equality between women and men², a Plan for the equality of women and men is an ordered set of measures implemented after diagnosing the situation.

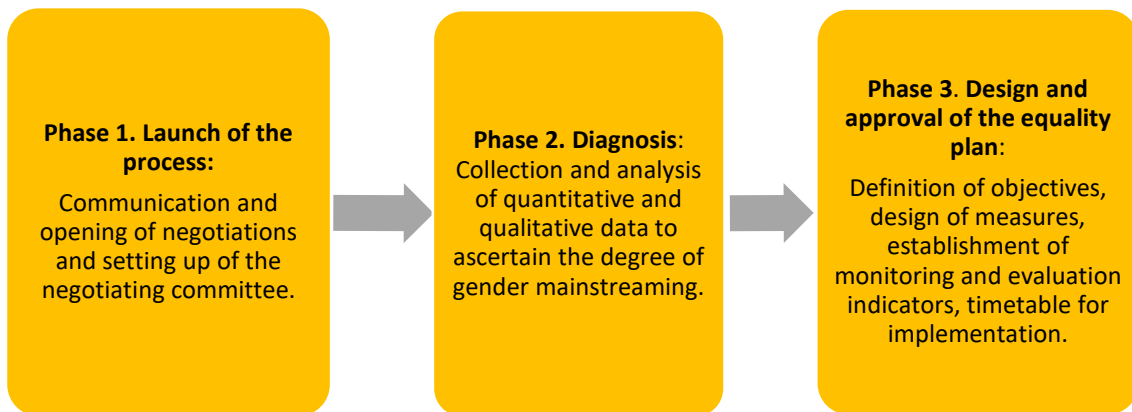
These measures serve to achieve equality of treatment and opportunities in the organisation, eliminating any kind of direct or indirect discrimination based on sex. It is the fundamental tool for gender mainstreaming in the management and culture of organisations.

The design and preparation process of the **BSC Gender Equality Plan** complies with the requirements established by Organic Law 3/2007 of 22 March, for effective equality between women and men²; Royal Decree Law 6/2019 of 1 March, on urgent measures to guarantee equal treatment and opportunities for women and men in employment and occupation³; Royal Decree 901/2020 of 13 October, regulating equality plans and their registration⁴ and amending Royal Decree 713/2010 of 28 May, on the registration and deposit of collective labour agreements and contracts; and Royal Decree 902/2020 of 13 October, on equal pay for women and men⁵.

2. Methodology

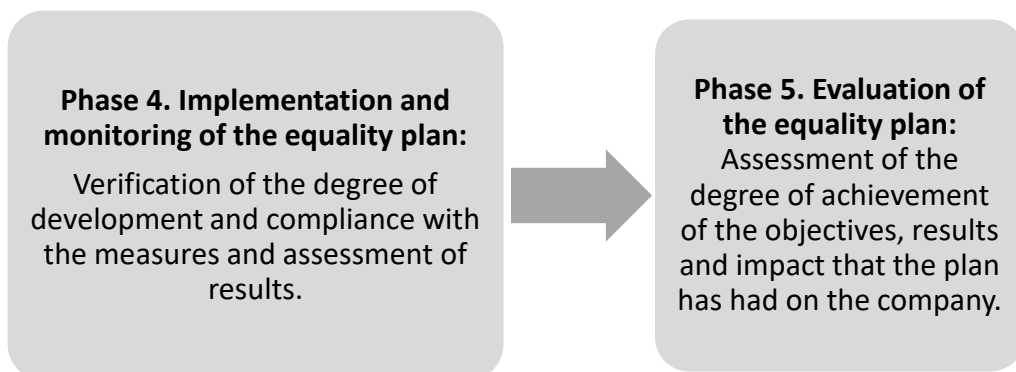
With the aim of adopting a joint policy to guarantee real and effective equality of opportunities between women and men at the **BSC**, a diagnosis and equality plan has been carried out at a global level and in detail for the Research and Support profiles.

The process for the design and elaboration of the BSC equality plan has followed the successive phases set out below.

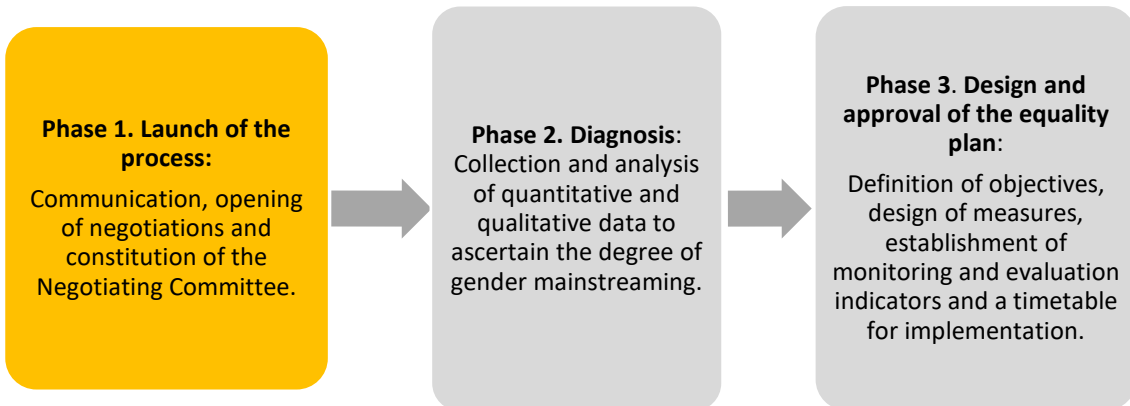


In any case, it is necessary to point out the need to define an Equality Plan based on the requirements of RD 901/2020⁴. The importance of the subsequent phases - implementation, monitoring and evaluation - should not be overlooked. They are of vital importance in achieving the objectives of this project.

With this objective in mind, this Plan includes the **Constitution and Operating Regulations of the BSC Gender Equality Plan Monitoring Committee** (Annex II).



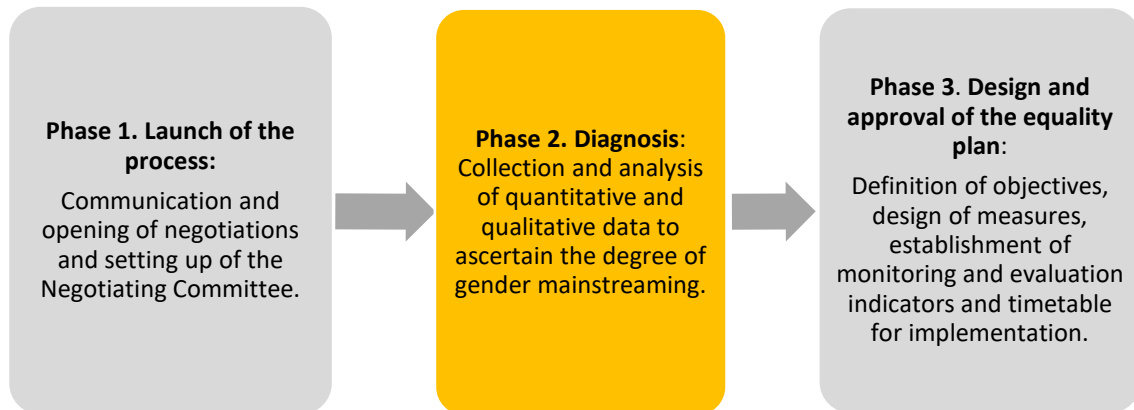
3. Implementation of the process



In this phase of the project, the **BSC** has set up its Negotiating Committee for the creation of this Equality Plan. This working group is formed on a parity basis between people from the organisation and legal representatives of the workers.

The Act of Constitution of the Special Negotiating Body is set out in Annex I of this document.

4. Diagnosis



4.1. Diagnosis: areas of study

The equality diagnosis is a detailed study of the situation of women and men in the organisation. This analysis gathers quantitative and qualitative information that makes it possible to detect existing inequalities and to formulate proposals for corrective action. The result of the data collection and compilation process of which the diagnosis consists, as the first phase of the elaboration of the equality plan, is aimed at identifying and estimating the magnitude, through quantitative and qualitative indicators, of the inequalities, differences, disadvantages, difficulties and obstacles that exist or may exist in the company in order to achieve effective equality between women and men. This diagnosis will provide the information needed to design and establish the evaluable measures to be adopted, the priority of their implementation and the criteria necessary to evaluate their fulfilment.

The objectives of the diagnosis are:

- To provide information on the characteristics and needs of the workforce.
- To identify the existence of direct or indirect gender inequalities.
- To serve as a basis for establishing the priorities and defining the objectives and actions of the Plan for Equal Opportunities for Women and Men.

In the **BSC** diagnosis, pursuant to RD 901/2020⁴, work has been carried out on the following aspects:

- a) Working Conditions, Occupational Classification and Female Under-representation.
- b) Selection and recruitment process.
- c) Training.
- d) Professional promotion.
- e) Remuneration and Remuneration Audit.
- f) Co-responsible exercise of rights in personal, family and professional life.
- g) Prevention of sexual and gender-based harassment.

In addition, the following subjects have been included:

- h) Inclusive and non-sexist communication.
- i) Organisational culture and management.

In order to carry out the **BSC** diagnosis, we have worked with the methodology developed by the Department of Employment, Social Affairs and Families of the Catalanian Regional Government: *Guia pràctica de diagnosi d'igualtat*⁶

Information sources

To carry out this evaluation, we have worked with different analysis techniques, both quantitative and qualitative.

Quantitative information Statistical analysis

The quantitative data available to the organisation as of **31 December 2021** has been reviewed.

Qualitative information:

Documentary analysis. This refers to corporate documentation and the different management procedures. It is necessary to identify the influence that human resource management may have on the existence of possible inequalities.

The diagnostic report incorporated into the plan is a report on conclusions.

4.2. Summary of the diagnosis by areas: main conclusions.

A summary of the diagnostic report, classified by area and its main conclusions, is provided.

4.2.1. Conclusions in relation to Organisational Culture and Management.

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> • The BSC has an <u>Equality and Diversity Management Plan</u> in place, which expires on 31/07/2021. • The Equality Plan is mentioned on the BSC website and its contents can be accessed. • The organisation has received the Baby-Friendly certificate. • The organisation proposes or participates in projects or activities aimed at promoting equality between women and men. Examples include: BioInfo4Women, SuperGeek and women's visits for schools. • An Equality Officer has been created at the BSC. • In Article 48 of the <u>19th Collective Bargaining Agreement for the sector of engineering companies and technical studies offices</u>, reference is made to the equality of women and men in relation to non-discrimination in labour relations. • Reference is made in the <u>Selection Procedure</u> to diversity and equal opportunities. In particular, it is specified that between 20% and 25% of the members of the Selection Committees are women. In addition, women who have been on maternity leave are given extra points in the selection process. • There is a joint Negotiating Committee (5 men and 6 women). • The HR staff have attended training sessions and/or conferences on equality issues. • The staff actively participate in projects aimed at promoting equal opportunities. • There is a balance of women and men in the legal representation of workers. 	<ul style="list-style-type: none"> • The organisation proposes or participates in projects or activities aimed at promoting equality between women and men, although many of these are individual/departmental and not strategic as an organisation. • The organisation does not have a protocol in place to ensure the labour rights of female victims of gender-based violence. • No references to gender equality have been found in the <u>Welcome Manual (Barcelona Guide)</u>. • In some cases, staff-related data are collected disaggregated by the variable "sex", but not in their entirety. • No indicators to measure the situation of equality between women and men are incorporated into the quality management systems. • BSC does not inform the companies with which it cooperates (suppliers/customers/users) of its position on gender equality. • The BSC does not require compliance with regulations on gender equality from the companies with which it collaborates (temporary employment agencies, suppliers, etc.).

4.2.2. Conclusions in relation to Occupational Classification and Female Underrepresentation.

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> • Despite being the most male-dominated department, no vertical segregation is evident in the Research - Computer Sciences profile, as the percentages in position 4 (R4 and RE4) are identical for both women and men (5%). It should also be noted that in position 6 (R2, R3, RE1, RE2 and RE3), the percentage of women (82%) is much higher than that of men (68%). • No vertical segregation is evident in the Life Sciences department within the Research profile. 	<ul style="list-style-type: none"> • There is evidence of vertical segregation in the Management Area. No record exists of women in management positions. • Horizontal segregation is observed in the distribution of men and women at the BSC by profile. The percentage of men is higher in the Assigned and Research profiles. • Horizontal segregation is observed in the distribution of women and men by department, both in research and support. • Vertical segregation by position is observed in the Support profile. • Vertical segregation is observed in the Earth Sciences department within the Research profile. • In the case of under-representation of women or men at certain levels, no actions or measures are taken to correct this deviation.

4.2.3. Conclusions in relation to the General Information on Staffing and Working Conditions

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> The BSC Support profile shows parity in the overall presence of women and men, with 47% of the staff being women and 53% men. There are no differences in the seniority of women and men, and there is parity in the distribution of women and men in the different seniority bands. 	<ul style="list-style-type: none"> Overall, in the BSC, there is no evidence of parity in the presence of women and men, with 74% of the workforce being male and 26% female. The conclusion is therefore that there is a male-dominated workforce. The BSC Research profile is not gender-balanced, as 79% of the staff are men and 21% are women. Thus, the conclusion is that there is a male-dominated workforce. The percentage of women working part-time for Legal Guardianship is higher than that of men.

4.2.4. Conclusions in relation to Selection and Recruitment

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> • The BSC's commitment to diversity and equality is expressly mentioned in all job advertisements. • Selection interviews are conducted and assessed by more than one person. • The contents of the tests and interviews relate exclusively to the professional field. • In some departments, individual initiatives have been taken to promote the inclusion of the under-represented sex. • In global terms, at the BSC, the number of women hired in the last year (2020) was 3 points higher than their presence in the workforce. Likewise, the percentage of female employees has increased, with 2020 being the year in which the highest percentage of women were hired (29%). This increase in the annual recruitment of women can also be seen in the Research profile. • Despite the fact that there is more male recruitment in the Research profile, during the past year the recruitment of women was 5 points higher than their presence in the workforce. • There are no significant differences in the majority of the BSC's reasons for employment termination. • Terminations of women in the Support profile in 2020 were 15 points below their presence in the workforce. 	<ul style="list-style-type: none"> • The perception of this area is different between women and men. • There is not always parity on the selection panels. • The people involved in the selection processes have no training in gender equality. • The incorporation of the other sex in areas where it is under-represented is not promoted. • Recruitment continues to maintain a pattern of horizontal segregation. • Although the Support profile shows parity in recruitment, in comparison with their presence in the workforce, the recruitment of women was 2 points lower. In addition, the percentage of women recruited has gradually decreased, with 2020 being the year in which the lowest percentage of women joined (45%). • In the Research profile, a pattern of vertical segregation in recruitment can be observed, which has an influence on the vertical segregation of the workforce already detected earlier in this diagnosis. • In the case of voluntary departures, no "exit interviews" are conducted. • Terminations of women in the Research profile over the last year (2020) were 4 points higher than their presence in the workforce.

4.2.5. Conclusions in relation to Training.

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> • The survey item that refers to this area (<i>Q03. Equal access to internal/continuing training</i>) received an overall score of 8.58 out of 10. In addition, 84% of staff gave this aspect a score of 7 to 10 (positive and very positive). There are no significant differences between women and men in the research profile. • The BSC has an <i>Internal Training Protocol</i> and an annual <i>Training Plan</i>. • On average, it is evident that BSC women received more hours of training. This is also clear on analysing the RESEARCH and SUPPORT profiles separately. • At the BSC there are no significant differences between women and men with respect to the average number of hours of training per year per modality. • In all departments of the RESEARCH profile, women received, on average, more hours of training than men. • There are no significant differences in the average number of hours of training for women and men in the different departments of the SUPPORT profile. In any case, it should be noted that in the case of Management and Operations, the difference is slightly in favour of women, and in Directors, it is slightly in favour of men. • Specific training in equality has been provided and there is no difference between women and men with respect to the average number of hours of training in this area. • Measures are taken to adapt the working day to enable the staff to attend training courses. 	<ul style="list-style-type: none"> • When the gender variable is added, there are differences between women and men in the Support profile, as 69% of the women in the Support profile rated this item between 7 and 10 (positive and very positive), as compared to 89% of the men. • Equality between women and men is not explicitly and formally included in the <i>Internal Training Protocol</i>, although mention is made of Diversity in the section specifying how the Training Plan is defined. • The gender perspective is not taken into account in training. • The gender perspective is not taken into account in the detection of training needs. • The people involved in the training management processes have not received training in equal opportunities. • No training actions have been included, other than those defined in the Training Plan, which are of a more technical nature related to job suitability or with a greater impact on professional development. • It is not possible to analyse the training of women and men according to objectives, as the classification is too detailed. • Equality training has been given only to the Negotiating Committee, but is not open to the rest of the staff.

4.2.6. Conclusions regarding Promotion and Professional Development.

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> • The BSC has a promotion and career protocol in place for the Research profile: <u><i>BSC-CNS. Research Careers (January 2017)</i></u>. • The organisation has designed professional development plans for the Research group. • The Research profile identifies the development potential of the employees on the basis of the criteria specified in the <u><i>BCS-CNS</i></u> protocol. <u><i>Research Careers (January 2017)</i></u>. • The staff are notified of vacancies, mainly via the website. • Individual/departmental initiatives have been carried out to balance the presence of women and men in positions of responsibility (e.g. Life Sciences). • Promotions of women and men in 2020 in the Research profile are consistent with their presence in the workforce. • In the Research profile, in comparison with the presence in the workforce on 31/12/2020, the promotion of women and men is consistent with their presence in the workforce, as the difference is not significant. In any case, in view of the evolutionary trend of the last 2 years, follow-up is recommended. • In 2020, in the Research profile, the promotion of women to position 4 (the top hierarchical position) is higher than their presence in the workforce. • In the Research group of the Life Sciences department, the promotion of women is higher than their presence in the workforce. • In 2020, in the Support profile, the promotion of women to position 4 is higher than their presence in the workforce. • In the Support profile of the Directors department, the promotion of women is higher than their presence in the workforce. 	<ul style="list-style-type: none"> • The perception of this area is different between women and men. • The existence of vacancies is not always advertised through channels other than the website. • Equality between women and men is not included as one of the objectives of internal promotion. • There is no promotion and career protocol for the Support Area. • Immediate supervisors have not received training in equal opportunities. • No gender-sensitive performance appraisals are carried out. • Family responsibilities may influence promotion. • Promotion processes do not encourage the participation of the under-represented sex. • Although individual initiatives have been taken to balance the presence of women and men in positions of responsibility and decision-making, these measures are not part of the organisation's policy nor are they reflected, at a formal level, in any document. • At the BSC, in the last year (2020), the promotion of women was lower than their presence in the workforce. • Promotions of women and men in 2020 in the Support profile are 11 points below their presence in the workforce. • It was not possible to analyse promotions by family situation, as these data are not available. It is recommended to define a measure in the equality plan that incorporates the analysis of the promotions of women and men according to their family situation. • In 2020, the percentage of male promotion has increased in both profiles as compared to 2019 (5 points in the case of Research and 16 points in the case of Support). • In the Research profile of the Computer Sciences and Earth Sciences departments, the promotion of men is higher than their presence in the workforce. • In the Support profile of the Management department, the promotion of men is higher than their presence in the workforce. • In Support, during 2020, the promotion of men was 11 points higher than their presence in the workforce.

4.2.7. Conclusions in relation to the Remuneration and Remuneration Audits.

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> • There are social benefits. • Gaps on a basic wage/hour basis are minimal. 	<ul style="list-style-type: none"> • The perception of this area is different between women and men. • Equality between women and men is not included as one of the objectives of the organisation's remuneration policy. • A gender pay survey has not been carried out. • Although the organisation has a job evaluation, it does not include the gender perspective. • In the overall calculation of the gap, there is a clear effect of vertical segregation due to groups 2 and 3, which include only men. • The effect of vertical segregation on the gap is also observed in the Research and Support profiles.
OTHER ASPECTS OF INTEREST	
<ul style="list-style-type: none"> • Overall, a gap of 5.2% is observed, much lower than Catalonia's gap of 20.6%. 	

4.2.8. Conclusions in relation to the Co-responsible Exercise of Rights in Personal, Family and Professional Life

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> The perception survey shows no significant differences between women and men overall. The organisation has measures in place to facilitate a balance between professional, personal, and family life (e.g. flexitime or teleworking). 	<ul style="list-style-type: none"> The perception survey shows differences between women and men in the Support profile. In the case of the Research profile, significant differences between women and men are only evident in item <i>P17 (I am informed about work-life balance measures)</i> Item P19 (<i>Opting for flexibility measures does NOT condition promotion</i>) was the worst rated item in the perception survey, both by men and women. Equality between women and men is not included as one of the objectives of work-life balance management in the organisation. The needs of workers in terms of work-life balance are not identified. There is no document available that spells out the conciliation measures. Family responsibilities can pose an obstacle in developing positions of responsibility in the organisation, insofar as there are no policies defined at the overall organisational level, but rather individual managerial initiatives. The use of work-life balance measures by men is not encouraged. Telework policies do not include the gender perspective. In both profiles (Research and Support), with respect to the Support profile, women have made greater use of work-life balance measures. All measures related to legal guardianship and parental leave were almost entirely taken by women.

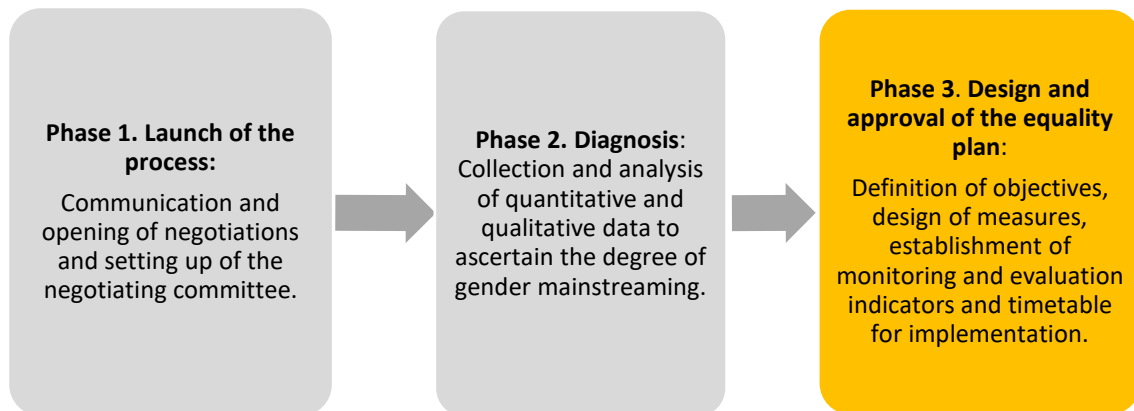
4.2.9. Conclusions in relation to Non-Sexist Communication

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> The Communication department has carried out actions to disseminate content related to equality between women and men, especially through social networks. 	<ul style="list-style-type: none"> The organisation does not propose or participate in projects or activities aimed at promoting equality between women and men. Staff with responsibilities in the area of internal and external communication have not received training in equal opportunities and in the use of non-sexist communication. Inclusive communication is not widely used internally or externally. There is a different perception of communication between women and men.

4.2.10. Conclusions in relation to the Prevention of and Response to Sexual Harassment and Gender-Based Harassment.

STRENGTHS	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> • There is a protocol that establishes the actions to be taken in the event of possible situations of sexual and gender-based harassment. • It incorporates the concept of digital violence. • There is a dedicated team (reference persons) to deal with harassment situations. The staff has been informed. 	<ul style="list-style-type: none"> • The BSC has a protocol in place, but needs for improvement are identified. • This has been communicated to staff, but it is worth noting that on the perception survey, only 44% of people responded positively to the item "I know what to do in the event of harassment at work". • Staff have not been trained in preventing and responding to sexual and gender-based harassment. • The reference persons have not been trained in the internal procedure as a means of resolving harassment situations.

5. The BSC Gender Equality Plan



The Equality Plan is an ordered set of measures **taken after carrying out a diagnosis of the situation**. These measures serve to achieve equality of treatment and opportunities in the organisation, guaranteeing the absence of any kind of gender-based discrimination. **It is the fundamental tool for mainstreaming equality in the management and culture of companies.**

Based on the results of the diagnosis, the objectives of the **BSC Gender Equality Plan** have been established and the measures to be taken to achieve them have been defined.

The phases of the process were:

1. Identification, based on the results of the diagnosis, of areas for improvement.
2. Definition of strategic and operational objectives.
3. Design of the actions to be implemented.
4. Creation of indicators for evaluation and monitoring.

The whole process has been carried out in conjunction with the Negotiating Committee.

5.1. Objectives and measures of the BSC Equality Plan

The **BSC** equality plan is divided into 9 strategic objectives, 14 operational objectives and 44 measures.

These are its **strategic objectives**:

Organisational Culture:

- S.O.1. Integrate and consolidate, in the culture of the organisation, the value of equality between women and men.
- S.O.2. Determine a structural and cultural change that pursues equal opportunities in the science, technology, and innovation system, including the perspective of sex, gender and its convergence with other dimensions of diversity in research procedures.

Selection and Recruitment:

- S.O.3. Reduce vertical and horizontal segregation in recruitment processes.

Training:

- S.O.4. Ensure that internal training guarantees equal opportunities for women and men.

Promotion and Professional Development:

- S.O.5. Reduce vertical segregation in promotion and career development processes.

Remuneration:

- S.O.6. Ensure equal pay for women and men.

Co-responsible Exercise of Rights in Personal, Family and Professional Life:

- S.O.7. Integrate the value of balance between the different spheres of life into the culture of the organisation.

Inclusive Communication:

- S.O.8. Transversally incorporate inclusive communication criteria.

Prevention and Response to Sexual Harassment and Gender-Based Harassment:

- S.O.9. Ensure a harassment-free workplace. Zero tolerance in matters related to violence, gender discrimination and sexual harassment.

Operational objectives:

Organisational Culture:

- O.O.1.1. Create conditions of substantive equality in diversity so that in their relations with other groups, women can access their rights and exercise them freely, fairly, and equally.
- O.O.1.2. Monitor the correct implementation of the Equality Plan.
- O.O.1.3. Promote the value of equality in the BSC.
- O.O.2.1. Influence the organisation's environment.
- O.O.2.2. Promote collaboration with other bodies and institutions in order to encourage scientific vocations and attract specifically female talent, ensuring safe working spaces that give value and recognition to the professional careers of women scientists.

Selection and Recruitment:

- O.O.3.1. Integrate the gender perspective in selection and recruitment processes.
- O.O.3.2. Increase the presence of women in selection and recruitment processes.

Training:

- O.O.4.1. Integrate the gender perspective in training.

Promotion and Professional Development:

- O.O.5.1. Integrate the gender perspective in promotion and career development processes.

Remuneration:

- O.O.6.1. Include annual pay gap monitoring and tracking systems.

Co-responsible Exercise of Rights in Personal, Family and Professional Life:

- O.O.7.1. Encourage changes in the organisation of working time.

Inclusive Communication:

- O.O.8.1. Provide staff with tools for the use of inclusive communication.

Prevention and Response to Sexual Harassment and Gender-Based Harassment:

- O.O.9.1. Ensure the correct functioning and agility of the company's response to possible cases of harassment.

- S.O.9.2. Ensure that the protocol is made known to all staff and any other person who interacts with them for work purposes.

The Equality Plan is presented below, classifying **the measures** according to the areas in which they apply and detailing the strategic and operational objectives to which they respond.

ORGANISATIONAL CULTURE							
STRATEGIC OBJECTIVES	OPERATIONAL OBJECTIVES	MEASURES	PERSON RESPONSIBLE	PRIORITY	Improve numbers	Improve the Institution	Improve knowledge
S.O.1. Integrate and consolidate, in the culture of the organisation, the value of equality between women and men.	O.O.1.1. Create conditions of substantive equality in diversity so that in their relations with other groups, women can access and exercise their rights in a free, fair, and equal manner.	1. Review and share the functions and role of the HR & Equity Officer (annex to the Equality Plan).	Negotiating Committee	2nd half 2022		X	
		2. Integrate the Equality Plan into a future global Diversity strategy.	HR & Equity Officer	1st half 2024		X	
	O.O.1.2. Monitor the correct implementation of the Equality Plan.	3. Annual assessment of the level of implementation of this Plan.	Monitoring Commission	1st half 2023	X	X	
	O.O.1.3. Promote the value of equality in the BSC.	4. Communicate the Equality Plan and the main results of the diagnosis to the entire workforce.	HR & Equity Officer	2nd half 2022		X	
		5. Create a direct communication channel with the HR & Equity Officer.	HR & Equity Officer	2nd half 2022		X	
		6. Design a protocol that guarantees the labour rights of female victims of gender-based violence.	HR & Equity Officer	1st half 2023		X	
		7. Propose, define, and develop a calendar of activities to promote equality between women and men.	HR & Equity Officer	1st half 2023		X	
		8. Review all information included in onboarding in a gender-sensitive way.	HR & Equity Officer	2nd half 2023		X	

S.O.2. Determine a structural and cultural change that pursues equal opportunities in the science, technology, and innovation system, including the perspective of sex, gender and their convergence with other dimensions of diversity in research procedures.	O.O.2.1. Influence the organisational environment.	9. Request suppliers to comply with current regulations on equality between women and men.	HR & Equity Officer Procurement	2nd half 2023		X	
		10. Highlight the profile of women (e.g. by coordinating the presentation of awards, seminars, etc.).	HR & Equity Officer	2nd half 2023		X	
		11. Drafting of a specific Handbook to incorporate a sex and gender perspective into research projects.	PMO HR & Equity Officer Monitoring Commission	2nd half 2023		X	X
		12. Training for PIs on sex and gender mainstreaming in Research.	PMO HR & Equity Officer	1st half 2024		X	X
	O.O.2.2. Promote collaboration with other organisations and institutions in order to encourage scientific vocations and attract specifically female talent, ensuring safe working spaces that give value and recognition to the professional careers of women scientists.	13. Define virtual seminars among national and international institutions.	Education HR & Equity Officer	2nd half 2023		X	

SELECTION AND RECRUITMENT PROCESS							
STRATEGIC OBJECTIVES	OPERATIONAL OBJECTIVES	MEASURES	PERSON RESPONSIBLE	PRIORITY	Improve numbers	Improve the Institution	Improve knowledge
S.O.3. Reduce vertical and horizontal segregation in recruitment processes.	O.O.3.1. Integrate the gender perspective in selection and recruitment processes.	14. Equality training for all BSC staff involved in selection processes.	HR HR & Equity Officer	1st half 2024		X	
		15. Incorporate the gender perspective into the job description.	HR HR & Equity Officer	2nd half 2024		X	
		16. Incorporate the positive action according to which, in instances of equal merit, the incorporation of the under-represented sex will be favoured.	HR	2nd half 2024	X	X	
		17. Review the Selection and Recruitment protocol, incorporating the gender perspective.	HR HR & Equity Officer	2nd half 2023		X	
	O.O.3.2. Increase the presence of women in selection and recruitment processes.	18. Promote mobility grants and research stays for talented women scientists at the BSC.	PMO HR & Equity Officer	2nd half 2023	X	X	
		19. Seek channels for attracting technical/engineering talent (Faculty of Computer Science, Physics, Mathematics, etc.).	HR	1st half 2024	X	X	

TRAINING PROCESS							
STRATEGIC OBJECTIVES	OPERATIONAL OBJECTIVES	MEASURES	PERSON RESPONSIBLE	PRIORITY	Improve numbers	Improve the Institution	Improve knowledge
S.O.4. Ensure that in-house training guarantees equal opportunities for both women and men.	O.O.4.1. Integrate the gender perspective in training.	20. Staff training in equal opportunities and gender perspective.	HR HR & Equity Officer	1st half 2023	X	X	
		21. Train research and technical staff in the inclusion of the gender perspective in research projects.	HR & Equity Officer PMO	2nd half 2024		X	
		22. Include training actions of a more technical nature related to job suitability or with a greater impact on professional development in the follow-up to this plan.	HR	1st half 2024	X	X	
		23. Review the Training protocol, incorporating the gender perspective.	HR HR & Equity Officer	1st half 2023		X	

PROMOTION AND CAREER DEVELOPMENT PROCESS							
STRATEGIC OBJECTIVES	OPERATIONAL OBJECTIVES	MEASURES	PERSON RESPONSIBLE	PRIORITY	Improve numbers	Improve the Institution	Improve knowledge
S.O.5. Reduce vertical segregation in promotion and career development processes.	O.O.5.1. Integrate the gender perspective in promotion and career development processes.	24. Train all those involved in the promotion process in gender equality.	HR HR & Equity Officer	1st half 2024		X	
		25. Review a performance assessment tool that incorporates the gender perspective.	HR HR & Equity Officer	1st half 2023		X	
		26. Incorporate the positive action that equal merit will increase the promotion of the under-represented sex.	HR	1st half 2024	X	X	
		27. Evaluate the Promotion and Professional Development protocol (in the case of Research), incorporating the gender perspective and defining a Protocol for Support.	HR HR & Equity Officer	2nd half 2023		X	
		28. Define and implement a comprehensive mentoring pilot programme and review agreements with other centres.	HR HR & Equity Officer	2nd half 2024		X	

REMUNERATION PROCESS							
STRATEGIC OBJECTIVES	OPERATIONAL OBJECTIVES	MEASURES	PERSON RESPONSIBLE	PRIORITY	Improve numbers	Improve the Institution	Improve knowledge
S.O.6. Ensure equal pay for women and men.	O.O.6.1. Include annual systems for monitoring and tracking the pay gap.	29. Annual monitoring of the pay gap on the basis of RD 902/2020.	HR & Equity Officer	1st half 2023		X	
		30. In the case of new pay agreements and policies that have an impact on pay, analyse their impact on pay equity beforehand.	Monitoring Committee	In the event of changes in remuneration policy.		X	
		31. Review job evaluations.	HR	1st half 2025		X	

PROCESS OF CO-RESPONSIBLE EXERCISE OF RIGHTS IN PERSONAL, FAMILY AND PROFESSIONAL LIFE							
STRATEGIC OBJECTIVES	OPERATIONAL OBJECTIVES	MEASURES	PERSON RESPONSIBLE	PRIORITY	Improve numbers	Improve the Institution	Improve knowledge
S.O.7. Integrate the value of balance between the different areas of life into the culture of the organisation.	O.O.7.1. Encourage changes in the organisation of working time.	32. Define a protocol that explains, in global terms, the BSC's work-life balance and co-responsibility policy, as well as the different measures available and how they are made visible.	HR HR & Equity Officer	1st half 2023		X	
		33. Collect statistical data on the different work-life balance and co-responsibility measures and analyse them.	HR HR & Equity Officer	2nd half 2023		X	
		34. Review resources and develop materials to highlight the the available work-life balance and co-responsibility measures.	HR Communication	2nd half 2023		X	
		35. Define and implement training activities for BCS staff on aspects related to the co-responsible exercise of rights in personal, family and professional life.	HR HR & Equity Officer	2nd half 2023		X	

INCLUSIVE COMMUNICATION PROCESS							
STRATEGIC OBJECTIVES	OPERATIONAL OBJECTIVES	MEASURES	PERSON RESPONSIBLE	PRIORITY	Improve numbers	Improve the Institution	Improve knowledge
O.E.8. Transversally incorporate inclusive communication criteria.	O.O.8.1. Provide staff with tools for the use of inclusive communication.	36. Establish a channel for the dissemination of information related to Equality.	Communication	2nd half 2022		X	
		37. Design and disseminate a Communication Manual that incorporates inclusive communication criteria (both internally and externally).	Communication Monitoring Commission	2nd half 2023		X	
		38. Train staff involved in internal and/or external communication in inclusive communication.	Communication HR & Equity Officer	2nd half 2023		X	

PROCESS FOR PREVENTING AND RESPONDING TO SEXUAL HARASSMENT AND GENDER-BASED HARASSMENT							
STRATEGIC OBJECTIVES	OPERATIONAL OBJECTIVES	MEASURES	PERSON RESPONSIBLE	PRIORITY	Improve numbers	Improve the Institution	Improve knowledge
O.E.9. Ensure a harassment-free work place. Zero tolerance for violence, gender discrimination and sexual harassment.	O.O.9.1. Ensure the correct functioning and agility of the company's response to possible cases of harassment.	39. Update the current protocol for preventing and responding to sexual harassment and gender-based harassment.	HR HR & Equity Officer	2nd half 2022		X	
		40. Train the person(s) who form part of the team that deals with harassment situations.	HR HR & Equity Officer	1st half 2023		X	
		41. Annual monitoring of possible cases and their treatment	Team for dealing with harassment situations HR & Equity Officer Monitoring Commission	1st half 2023		X	
	O.E.9.2. Ensure that the protocol is made known to all staff and any other person who interacts with them for work purposes.	42. Communicate and define channels of access to the protocol for all staff.	HR & Equity Officer	2nd half 2022		X	
			Communication				
		43. Incorporate the Protocol into those situations (e.g. "onboarding") and documents (welcome handbook, etc.), where appropriate.	HR & Equity Officer Communication	1st half 2023		X	

		44. Ask companies providing personnel services to provide their internal protocol for preventing and responding to harassment.	Procurement	1st half 2023		X	
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5.2. Validity

The **BSC** Gender Equality Plan is a 4-year project from the moment of its approval.

5.3. Scope of application

The **BSC** Equality Plan applies to the company's entire workforce as well as to people who provide services to the company through secondment contracts.

5.4. Monitoring, evaluation, review, and modification system

The express reference that Organic Law 3/2007 of 22 March, for the Effective Equality of Women and Men² makes to the establishment of effective monitoring and evaluation systems highlights the importance of both phases throughout the process of drawing up and implementing company Equality Plans. These are not residual or mere formality actions, but decisive actions for the successful incorporation of equal opportunities in organisations.

Monitoring is an ongoing analysis to verify what is being done, to ensure effective compliance with planned actions and objectives, and to detect potential problems.

Evaluation is a systematic and objective assessment of an Equality Plan from its conception to the results obtained.

Monitoring and evaluation make it possible to identify and reflect on the measures adopted and the effects of their application in the company, for which the participation of all the people/agents involved will be necessary; their collaboration will guarantee the relevance of the conclusions drawn, in such a way as to obtain a rigorous knowledge of the situation that will make it possible to correct possible deficiencies and make proposals for improvement⁷.

Thus, the monitoring of the equality plan is an essential instrument in order to know its development and the degree of effectiveness of the proposed measures; it must be put into practice simultaneously with the implementation of the plan and must be done in a systematic and rigorous manner.

Simultaneous implementation of the measures envisaged in the plan and monitoring of the plan means that the measures can be reviewed at any time in order to adjust, improve and step up any of the measures in the light of the effects that become apparent.

As agreed by the Negotiating Committee, the commission for the monitoring and evaluation of the Plan has been constituted; the agreement is included in Annex II of this document.

5.5. Description of measures: timeframe for implementation, prioritisation, and monitoring indicators.

Each of the measures is detailed on fact sheets which include a brief description, if applicable, the agents involved, the timetable, as well as the monitoring indicators and objectives to be achieved.

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	O.E.1. Integrate and consolidate, within the culture of the organisation, the value of equality between women and men.		
OPERATIONAL OBJECTIVE	O.O.1.1. Create conditions of substantive equality in diversity so that in their relations with other groups, women can access and exercise their rights in a free, fair, and equal manner.		
MEASURE	1. Review and share functions and role of the HR & Equity Officer (annex to the Equality Plan).		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	<p>The definition of the functions is included in the Equality Plan as an Annex.</p> <p>If necessary, a working team led by the HR & Equity Officer and composed of representatives from the different departments will be defined to coordinate the different Equality initiatives (e.g. best practices).</p> <p>Lastly, all aspects related to Equality will be coordinated and led by the HR & Equity Officer.</p>		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: Negotiating Committee Target group: HR & Equity Officer and Monitoring Committee 		Internal staff costs	2nd half 2022
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Definition of the functions and role of the HT & Equity Officer. 		<ul style="list-style-type: none"> Approval of the functions and role of the HR & Equity Officer in a document attached to the Equality Plan. 	
<ul style="list-style-type: none"> Rules of Procedure of the Monitoring Committee. 		<ul style="list-style-type: none"> The HR & Equity Officer is included in the minutes of constitution and rules of procedure of the Monitoring Committee. 	
FREQUENCY OF THE MEASURE		Occasional	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	O.E.1. Integrate and consolidate, in the culture of the organisation, the value of equality between women and men.		
OPERATIONAL OBJECTIVE	O.O.1.1. Create conditions of substantive equality in diversity so that in their relations with other groups, women can access and exercise their rights in a free, fair and equal manner.		
MEASURE	2. Integrate the Equality Plan into a future global Diversity strategy.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	<p>The ultimate goal is for the Equality Plan to be part of a potential future Diversity strategy that integrates other dimensions of diversity in addition to sex and gender.</p> <p>It is recommended to reinforce the principles of the BSC Code of Best Practices regarding people management with a perspective of equity, diversity, and inclusion.</p>		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer Target group: N/A 		Internal staff costs	1st half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> BSC Code of Best Practice. 		<ul style="list-style-type: none"> BSC Code of Best Practices that incorporates the perspective of equity, diversity, and inclusion. 	
FREQUENCY OF THE MEASURE		Occasional	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	O.E.1. Integrate and consolidate, within the culture of the organisation, the value of equality between women and men.		
OPERATIONAL OBJECTIVE	O.O.1.2. Monitor the correct implementation of the Equality Plan.		
MEASURE	3. Annual assessment of the level of implementation of this Plan.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	<p>Although the monitoring and assessment of the level of implementation of the Equality Plan is annual, it is recommended to include quarterly monitoring.</p> <p>These follow-up actions are included in the rules of procedure of the Monitoring Committee.</p>		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer Target group: Monitoring Commission 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Degree of implementation of the Equality Plan. 		<ul style="list-style-type: none"> Compliance with the planned timetable of actions. 	
FREQUENCY OF THE MEASURE		Annual	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	O.E.1. Integrate and consolidate, within the culture of the organisation, the value of equality between women and men.		
OPERATIONAL OBJECTIVE	O.O.1.3. Promote the value of gender equality at the BSC.		
MEASURE	4. Communicate the Equality Plan and the main results of the diagnosis to the entire workforce.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	<p>Once the Equality Plan has been approved by the Negotiating Committee, it will be shared with the entire BSC workforce, together with the main results of the diagnosis.</p> <p>The channel and information to be shared will be determined by the Monitoring Committee.</p>		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer Target group: All BSC employees 		Internal staff costs	2nd half 2022
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of BSC staff with access to the Equality Plan and main diagnostic results. 		<ul style="list-style-type: none"> 100% of BSC staff 	
FREQUENCY OF THE MEASURE		Occasionally and every 4 years.	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	O.E.1. Integrate and consolidate, within the culture of the organisation, the value of equality between women and men.		
OPERATIONAL OBJECTIVE	O.O.1.3. Promote the value of gender equality at BSC.		
MEASURE	5. Create a direct communication channel with the HR & Equity Officer.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	It is advisable to create a specific email account for the HR & Equity Officer. It is also recommended that this communication channel be included in the communication of the Equality Plan (see action No. 4).		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer Target group: All BSC employees 		Internal staff costs	2nd half 2022
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Email. % of communications processed. 		<ul style="list-style-type: none"> Existence of email account. 100% of communications. 	
FREQUENCY OF THE MEASURE		Occasional	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	O.E.1. Integrate and consolidate, within the culture of the organisation, the value of equality between women and men.		
OPERATIONAL OBJECTIVE	O.O.1.3. Promote the value of gender equality in BSC.		
MEASURE	6. Design a protocol that guarantees the labour rights of female victims of gender-based violence.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	<p>It is advisable to incorporate this protocol into Equality-related documentation and ensure its accessibility and availability to all BSC staff.</p> <p>Annual reminders about their existence and availability are also recommended (e.g. 25 November, International Day for the Elimination of Violence Against Women).</p>		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer Target group: All BSC employees 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Protocol. 		<ul style="list-style-type: none"> Existence of the protocol. 	
<ul style="list-style-type: none"> Access to the protocol. 		<ul style="list-style-type: none"> 100% of BSC staff have access to the protocol. 	
FREQUENCY OF THE MEASURE		Occasional	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	O.E.1. Integrate and consolidate, within the culture of the organisation, the value of equality between women and men.		
OPERATIONAL OBJECTIVE	O.O.1.3. Promote the value of gender equality in BSC.		
MEASURE	7. Propose, define, and develop a calendar of activities to promote equality between women and men.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	It is recommended to draw up an annual calendar including international days on which to define different activities to promote equality and diversity.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer Target group: All BSC employees 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Annual calendar. 		<ul style="list-style-type: none"> Existence of the annual calendar. 	
<ul style="list-style-type: none"> % of actions carried out according to calendar. 		<ul style="list-style-type: none"> Completion of 100% of the activities foreseen in the calendar. 	
FREQUENCY OF THE MEASURE		Annual	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	O.E.1. Integrate and consolidate, within the culture of the organisation, the value of equality between women and men.		
OPERATIONAL OBJECTIVE	O.O.1.3. Promote the value of gender equality at the BSC.		
MEASURE	8. Review all information included in onboarding in a gender-sensitive way.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	Define the documentation to be reviewed to ensure that material and resources that contribute to gender equality in the BSC are included (e.g. in the Welcome Handbook)		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer Target group: New recruits 		Internal staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Onboarding material/documentation incorporating gender equality. 		<ul style="list-style-type: none"> All onboarding material incorporates gender equality. 	
FREQUENCY OF THE MEASURE		Occasional	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	S.O.2. Determine a structural and cultural change that pursues equal opportunities in the science, technology, and innovation system, including the perspective of sex, gender and their convergence with other dimensions of diversity in research procedures.		
OPERATIONAL OBJECTIVE	O.O.2.1. Influence the organisational environment.		
MEASURE	9. Request suppliers to comply with current regulations on equality between women and men.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	It is recommended that an Equality Clause be included in tender documents. In relation to service providers or contractors, it will be ensured that partners are informed about the equality policy by incorporating a clause into the legal procurement documents.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer and Procurement Target group: Suppliers 		Internal staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of suppliers required to comply with current regulations. 		<ul style="list-style-type: none"> 100% of suppliers 	
FREQUENCY OF THE MEASURE		Throughout the plan.	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	S.O.2. Determine a structural and cultural change that pursues equal opportunities in the science, technology and innovation system, including the perspective of sex, gender and their convergence with other dimensions of diversity in research procedures.		
OPERATIONAL OBJECTIVE	O.O.2.1. Influence the organisational environment		
MEASURE	10. Make female role-models visible.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	Mechanisms for the visibility of women's role models should be defined (e.g. by coordinating the presentation of awards, seminars, etc.) (*) The Monitoring Committee will decide, each year, on the target increase.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer in collaboration with PMO Target group: All female employees of the BSC 		Internal staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Number of women made visible 		<ul style="list-style-type: none"> Increase, on an annual basis, the number of female role-models made visible(*). 	
FREQUENCY OF THE MEASURE		Annual	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	S.O.2. Determine a structural and cultural change that pursues equal opportunities in the science, technology and innovation system, including the perspective of sex, gender and their convergence with other dimensions of diversity in research procedures.		
OPERATIONAL OBJECTIVE	O.O.2.1. Influence the organisational environment		
MEASURE	11. Drafting a special Handbook to incorporate a sex and gender perspective into research projects.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	This Handbook should include a sex and gender perspective in national and EU R&D projects with a PMO working structure and enhance convergence in all departments. Coordination with Education on the introduction of the course on " <i>Sex and Gender Bias in Science</i> " for the BSC PhD programme is also recommended.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: PMO, HR & Equity Officer and Monitoring Committee. Education Target group: BSC Research group 		Internal staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Handbook on incorporating a sex and gender perspective into research projects. 		<ul style="list-style-type: none"> Existence of the Handbook approved by the Monitoring Commission. 	
FREQUENCY OF THE MEASURE		Occasional	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	S.O.2. Determine a structural and cultural change that pursues equal opportunities in the science, technology and innovation system, including the perspective of sex, gender and their convergence with other dimensions of diversity in research procedures.		
OPERATIONAL OBJECTIVE	O.O.2.1. Influence the organisational environment.		
MEASURE	12. Training for PIs on sex and gender mainstreaming in Research.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	Once the Handbook on sex and gender mainstreaming in research has been drafted and approved, training/capacity building actions will be carried out for the BSC PI Staff.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: PMO, HR & Equity Officer Target group: BSC Research PI Staff 		Internal staff costs	1st half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of Staff who have received training/coaching in gender mainstreaming in Research. 		<ul style="list-style-type: none"> At least 80% (ideally 100%). 	
FREQUENCY OF THE MEASURE		Occasional	

ORGANISATIONAL CULTURE			
STRATEGIC OBJECTIVE	S.O.2. Determine a structural and cultural change that pursues equal opportunities in the science, technology and innovation system, including the perspective of sex, gender and their convergence with other dimensions of diversity in research procedures.		
OPERATIONAL OBJECTIVE	O.O.2.2. Promote cooperation with other bodies and institutions in order to encourage scientific vocations and specifically attract female talent, ensuring safe working spaces that give value and recognition to the professional careers of women scientists.		
MEASURE	13. Define virtual seminars among national and international institutions.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS			
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: Education and HR & Equity Officer Target group: All BSC staff 		Internal staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Number of seminars per year. 		<ul style="list-style-type: none"> At least 3 per year. 	
FREQUENCY OF THE MEASURE		Annual	

SELECTION AND RECRUITMENT			
STRATEGIC OBJECTIVE	S.O.2. Reduce vertical and horizontal segregation in recruitment processes		
OPERATIONAL OBJECTIVE	O.O.2.1. Integrate the gender perspective in selection and recruitment processes.		
MEASURE	14. Equality training for all BSC staff involved in selection processes.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS			
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: BSC staff involved in selection processes 		Internal and/or external personnel costs	1st half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of BSC staff participating in selection processes who have received training. 		<ul style="list-style-type: none"> 100% of staff. 	
FREQUENCY OF THE MEASURE		Occasional	

SELECTION AND RECRUITMENT			
STRATEGIC OBJECTIVE	S.O.3. Reduce vertical and horizontal segregation in recruitment processes.		
OPERATIONAL OBJECTIVE	O.O.3.1. Integrate the gender perspective in selection and recruitment processes.		
MEASURE	15. Incorporate the gender perspective into the job description.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS			
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: All BSC staff 		Internal and/or external personnel costs	2nd half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of jobs where the gender perspective has been incorporated into the job description. 		<ul style="list-style-type: none"> 100% of jobs. 	
FREQUENCY OF THE MEASURE		Occasional	

SELECTION AND RECRUITMENT			
STRATEGIC OBJECTIVE	S.O.3. Reduce vertical and horizontal segregation in recruitment processes.		
OPERATIONAL OBJECTIVE	O.O.3.1. Integrate the gender perspective in selection and recruitment processes.		
MEASURE	16. Incorporate the positive action that equal merit will enhance the incorporation of the under-represented sex.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	(*) The percentage or value of the increase will be defined annually by the Monitoring Committee.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR Target group: Persons recruited by the BSC 		Internal staff costs	2nd half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of women and men recruited. 		<ul style="list-style-type: none"> Improve recruitment of the under-represented gender compared to the previous year (*). 	
FREQUENCY OF THE MEASURE		Annual	

SELECTION AND RECRUITMENT			
STRATEGIC OBJECTIVE	S.O.3. Reduce vertical and horizontal segregation in recruitment processes.		
OPERATIONAL OBJECTIVE	O.O.3.1. Integrate the gender perspective in selection and recruitment processes.		
MEASURE	17. Review the Selection and Recruitment protocol, incorporating the gender perspective		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	<p>It is advisable for this review to take into account the gender perspective throughout the entire process, from the definition of vacancies to onboarding. It may include, for example, reviewing the language of job descriptions and job offers and applications to ensure that they do not contain questions of a personal nature or gender connotations.</p> <p>It is also recommended that Selection Committees be as gender-balanced as possible.</p>		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: Monitoring Commission 		Internal staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Selection and Recruitment Protocol. 		<ul style="list-style-type: none"> Existence of a Selection and Recruitment Protocol reviewed by the Monitoring Commission that incorporates the gender perspective. 	
FREQUENCY OF THE MEASURE		Occasional	

SELECTION AND RECRUITMENT			
STRATEGIC OBJECTIVE	S.O.3. Reduce vertical and horizontal segregation in recruitment processes.		
OPERATIONAL OBJECTIVE	O.O.3.2. Increase the presence of women in selection and recruitment processes.		
MEASURE	18. Promote mobility grants and research stays for talented women scientists at the BSC.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	To the extent possible, cooperate with national and international institutions.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: PMO and HR & Equity Officer Target group: People accessing mobility grants and research visits. 		Internal staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Number of BSC women with mobility grants abroad. 		<ul style="list-style-type: none"> Increase, on an annual basis, the number of women with mobility grants abroad. 	
<ul style="list-style-type: none"> Number of women on research stays at the BSC. 		<ul style="list-style-type: none"> Increase, on an annual basis, the number of women on research stays at the BSC. 	
FREQUENCY OF THE MEASURE		Annual	

SELECTION AND RECRUITMENT			
STRATEGIC OBJECTIVE	S.O.3. Reduce vertical and horizontal segregation in recruitment processes.		
OPERATIONAL OBJECTIVE	O.O.3.2. Increase the presence of women in selection and recruitment processes.		
MEASURE	19. Seek channels to attract technical/engineering talent.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	Seek partnerships with universities (Faculty of Computer Science, Physics, Mathematics, etc.) as natural channels for attracting talent. (* The percentage increase will be defined annually by the Monitoring Committee.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR Target group: Persons accessing selection and recruitment processes. 		Internal staff costs	1st half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of women in technical/engineering profiles joining the BSC. 		<ul style="list-style-type: none"> Increase, on an annual basis, in the % of women in technical/engineering profiles who join the BSC (*). 	
FREQUENCY OF THE MEASURE		Annual	

TRAINING ENVIRONMENT			
STRATEGIC OBJECTIVE	S.O.4. Ensure that in-house training guarantees equal opportunities for women and men.		
OPERATIONAL OBJECTIVE	O.O.4.1. Integrate the gender perspective in training.		
MEASURE	20. Staff training in equal opportunities and the gender perspective.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	<p>The training will have different contents and objectives for different groups:</p> <ul style="list-style-type: none"> I. General staff of the BSC (compulsory and to be included in ORP training). II. Middle Management (gender mainstreaming in Leadership training). III. Address/Management 		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> • Person Responsible: HR and HR & Equity Officer • Target group: all BSC personnel 		Internal and/or external personnel costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> • % of staff who have received training. 		<ul style="list-style-type: none"> • 80-100% of BSC staff. 	
FREQUENCY OF THE MEASURE		Occasionally, with annual reviews	

TRAINING ENVIRONMENT			
STRATEGIC OBJECTIVE	S.O.4. Ensure that in-house training guarantees equal opportunities for women and men.		
OPERATIONAL OBJECTIVE	O.O.4.1. Integrate the gender perspective in training.		
MEASURE	21. Train research and technical staff in the incorporation of the gender perspective into research projects.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	Training for Research and Technical staff will follow training at the PI level (see action 12). Once the initial training has been carried out, it is recommended to include it in the onboarding or in the annual Training Plan for new staff.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: PMO and HR & Equity Officer Target group: Research and technical personnel 		Internal and/or external staff costs	2nd half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of staff who have received training 		<ul style="list-style-type: none"> 80-100% of Research and Technical staff 	
FREQUENCY OF THE MEASURE		Occasionally and throughout the entire plan for new recruits	

TRAINING ENVIRONMENT			
STRATEGIC OBJECTIVE	S.O.4. Ensure that in-house training guarantees equal opportunities for women and men.		
OPERATIONAL OBJECTIVE	O.O.4.1. Integrate the gender perspective in training.		
MEASURE	22. Include training actions of a more technical nature related to job suitability or with a greater impact on professional development in the monitoring of this plan.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	Include this information on the diagnostic training spreadsheet. Include as a "training objective" a distinction between actions related to "job matching" and those that support "professional development".		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR Target group: BSC staff 		Internal and/or external staff costs	2nd half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of women and men who have received training segregated by objective of the training. 		<ul style="list-style-type: none"> Monitor this indicator and analyse its result. 	
FREQUENCY OF THE MEASURE		Annual	

TRAINING ENVIRONMENT			
STRATEGIC OBJECTIVE	S.O.4. Ensure that in-house training guarantees equal opportunities for women and men.		
OPERATIONAL OBJECTIVE	O.O.4.1. Integrate the gender perspective in training.		
MEASURE	23. Revise the Training protocol, incorporating the gender perspective.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	The training procedure must consider the gender perspective in all its phases, from the detection of training needs to the implementation and evaluation of training actions.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: Monitoring Commission 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Training Protocol 		<ul style="list-style-type: none"> Existence of a Training Protocol reviewed by the Monitoring Commission that incorporates the gender perspective. 	
FREQUENCY OF THE MEASURE		Occasional	

PROMOTION AND CAREER DEVELOPMENT			
STRATEGIC OBJECTIVE	S.O.5. Reduce vertical segregation in promotion and career development processes.		
OPERATIONAL PURPOSE	O.O.5.1. Integrate the gender perspective in promotion and career development processes.		
MEASURE	24. Train all those involved in the promotion process in equality between women and men.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	It is recommended that equality training include general aspects such as unconscious bias and gender mainstreaming, as well as more specific aspects of internal implementation and procedures. For this reason, this action should be carried out after the review/definition of the Promotion and Career Development Protocol (see action 27).		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: BSC staff with responsibility for promotion and career development processes. 		Internal staff costs	1st half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of persons with responsibility for promotion and career development processes who have completed training. 		<ul style="list-style-type: none"> 100% of the people. 	
FREQUENCY OF THE MEASURE		Occasional	

PROMOTION AND CAREER DEVELOPMENT			
STRATEGIC OBJECTIVE	S.O.5. Reduce vertical segregation in promotion and career development processes.		
OPERATIONAL PURPOSE	O.O.5.1. Integrate the gender perspective in promotion and career development processes.		
MEASURE	25. Review a performance assessment tool that incorporates the gender perspective.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	The performance appraisal tool will be included in the future Promotion and Career Development Protocol (see action 27).		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: All BSC personnel 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Performance assessment tool 		<ul style="list-style-type: none"> Ensure that the performance appraisal tool incorporates the gender perspective and is included in the Promotion and Professional Development Protocol. 	
FREQUENCY OF THE MEASURE		Occasional	

PROMOTION AND CAREER DEVELOPMENT			
STRATEGIC OBJECTIVE	S.O.5. Reduce vertical segregation in promotion and career development processes.		
OPERATIONAL PURPOSE	O.O.5.1. Integrate the gender perspective in promotion and career development processes.		
MEASURE	26. Incorporate the positive action that equal merit will enhance the promotion of the under-represented sex.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	Concrete actions to implement this positive action will be included in the Promotion and Career Development protocol (see action 27). (*) Once the causes of a possible under-representation of promoted women are known, the Monitoring Committee will establish an annual target for the % of women and men who have been promoted.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR Target group: All BSC personnel 		Internal staff costs	1st half 2024
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of women and men who have been promoted. 		<ul style="list-style-type: none"> Monitor the indicator on a half-yearly/annual basis (*). 	
FREQUENCY OF THE MEASURE		Occasional	

PROMOTION AND CAREER DEVELOPMENT			
STRATEGIC OBJECTIVE	S.O.5. Reduce vertical segregation in promotion and career development processes.		
OPERATIONAL PURPOSE	O.O.5.1. Integrate the gender perspective in promotion and career development processes.		
MEASURE	27. Evaluate the Promotion and Professional Development protocol (in the case of Research), incorporating the gender perspective and defining a Protocol for Support.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	It is recommended that the current procedure applicable to the Research collective be reviewed. It is also necessary to define a protocol for the Support group.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: Monitoring Commission 		Internal staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Promotion and Professional Development Protocol. 		<ul style="list-style-type: none"> Existence of a Promotion and Professional Development Protocol(s) for the Research and Support groups, reviewed by the Monitoring Committee and incorporating the gender perspective. 	
FREQUENCY OF THE MEASURE		Occasional	

PROMOTION AND CAREER DEVELOPMENT			
STRATEGIC OBJECTIVE	S.O.5. Reduce vertical segregation in promotion and career development processes.		
OPERATIONAL PURPOSE	O.O.5.1. Integrate the gender perspective in promotion and career development processes.		
MEASURE	28. Define and implement a comprehensive mentoring pilot programme and review agreements with other centres.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	It is recommended that the outcome of the pilot programme be evaluated to determine whether it can be applied to the rest of the organisation.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: Group in which the pilot programme will be carried out. 		Internal and/or external staff costs	2nd half 2024
MONITORING INDICATORS			
INDICATOR	EXPECTED OUTCOME		
<ul style="list-style-type: none"> Mentors' assessment of the programme. 	<ul style="list-style-type: none"> Obtain positive assessment and feedback on possible adjustments for the success of the initiative at a global level. 		
<ul style="list-style-type: none"> Assessment of the programme by the mentorees. 	<ul style="list-style-type: none"> Obtain positive assessment and feedback on possible adjustments for the success of the initiative at a global level. 		
FREQUENCY OF THE MEASURE		Occasional	

REMUNERATION			
STRATEGIC OBJECTIVE	S.O.6. Ensure equal pay for women and men.		
OPERATIONAL PURPOSE	O.O.6.1. Include annual pay gap monitoring and tracking systems.		
MEASURE	29. Annual monitoring of the pay gap on the basis of RD 902/2020.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	It is recommended to use the same data processing tool as in the diagnostic phase of this plan and to analyse the causes in the event that a gap is detected.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer Target group: Monitoring Commission 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Pay gap. 		<ul style="list-style-type: none"> Reducing the pay gap. 	
<ul style="list-style-type: none"> Study of the variation in the gender pay gap according to different scenarios. 		<ul style="list-style-type: none"> New agreements should decrease or at least not increase the gender pay gap. 	
FREQUENCY OF THE MEASURE		Annual	

REMUNERATION			
STRATEGIC OBJECTIVE	S.O.6. Ensure equal pay for women and men.		
OPERATIONAL PURPOSE	O.O.6.1. Include annual pay gap monitoring and tracking systems.		
MEASURE	30. In the case of new pay agreements and policies that have an impact on pay, analyse their impact on pay equity beforehand.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS			
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: Monitoring Committee Target group: Monitoring Commission 		Internal staff costs	In the event of changes in remuneration policy.
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Study of the variation in the gender pay gap according to different scenarios. 		<ul style="list-style-type: none"> That the new agreements do not increase the gender pay gap. 	
FREQUENCY OF THE MEASURE		When changes in remuneration policy occur.	

REMUNERATION			
STRATEGIC OBJECTIVE	S.O.6. Ensure equal pay for women and men.		
OPERATIONAL PURPOSE	O.O.6.1. Include annual pay gap monitoring and tracking systems.		
MEASURE	31. Review job evaluation.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS			
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR Target group: N/A 		Internal and/or external staff costs	1st half 2025
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Job evaluation. 		<ul style="list-style-type: none"> Existence of job evaluation. 	
FREQUENCY OF THE MEASURE		Occasional	

CO-RESPONSIBLE EXERCISE OF RIGHTS IN PERSONAL, FAMILY AND PROFESSIONAL LIFE			
STRATEGIC OBJECTIVE	S.O.7. Integrating the value of balance between the different spheres of life into the culture of the organisation.		
OPERATIONAL PURPOSE	O.O.7.1. Encourage changes in the organisation of working time.		
MEASURE	32. Define a protocol that explains, at a global level, the BSC's work-life balance and co-responsibility policy, as well as the different measures available and how they are made visible.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	The protocol should include both legal and BSC-specific measures. The procedure should make explicit how these measures are communicated.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR Target group: Monitoring Commission 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Protocol for Conciliation and Co-responsibility Measures. 		<ul style="list-style-type: none"> Existence of a Protocol for Conciliation and Co-responsibility measures reviewed by the Monitoring Commission. 	
FREQUENCY OF THE MEASURE		Occasional	

CO-RESPONSIBLE EXERCISE OF RIGHTS IN PERSONAL, FAMILY AND PROFESSIONAL LIFE			
STRATEGIC OBJECTIVE	S.O.7. Integrate the value of balance between the different spheres of life in the culture of the organisation.		
OPERATIONAL PURPOSE	O.O.7.1. Encourage changes in the organisation of working time.		
MEASURE	33. Collect statistical data on the different work-life balance and co-responsibility measures and analyse them.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	It is recommended that statistical data on the different work-life balance measures be segregated by sex and job position, professional group and type of contract, among others. The information will be forwarded to the Monitoring Committee for analysis.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR Equity Officer Target group: Monitoring Commission 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of women and men making use of reconciliation and co-responsibility measures segregated by job, occupational group and type of contract. 		<ul style="list-style-type: none"> Monitoring and analysis of causes of possible differences between women and men. 	
FREQUENCY OF THE MEASURE		Annual	

CO-RESPONSIBLE EXERCISE OF RIGHTS IN PERSONAL, FAMILY AND PROFESSIONAL LIFE			
STRATEGIC OBJECTIVE	S.O.7. Integrate the value of balance between the different spheres of life in the culture of the organisation.		
OPERATIONAL PURPOSE	O.O.7.1. Encourage changes in the organisation of working time.		
MEASURE	34. Review resources and develop materials to highlight the available work-life balance and co-responsibility measures.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	The ultimate goal is for all BSC staff to have access to and be aware of the different work-life balance and co-responsibility measures available.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and Communication Target group: All BSC personnel 		Internal and/or external staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR	EXPECTED OUTCOME		
<ul style="list-style-type: none"> % of BSC staff with access to information on reconciliation and co-responsibility measures. 	<ul style="list-style-type: none"> 100% of BSC staff. 		
FREQUENCY OF THE MEASURE		Occasionally, with reminders throughout the plan implementation period.	

CO-RESPONSIBLE EXERCISE OF RIGHTS IN PERSONAL, FAMILY AND PROFESSIONAL LIFE			
STRATEGIC OBJECTIVE	S.O.7. Integrate the value of balance between the different spheres of life in the culture of the organisation.		
OPERATIONAL PURPOSE	O.O.7.1. Encourage changes in the organisation of working time.		
MEASURE	35. Define and carry out training actions for BSC staff on aspects related to the co-responsible exercise of rights in personal, family and professional life.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	Training may include aspects of Inclusive Education, Co-parenting, Family Support, Mental Health, Rest, etc.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and Communication Target group: All BSC personnel 		Internal and/or external staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Number of training activities. 		<ul style="list-style-type: none"> At least 1 training activity/year. 	
FREQUENCY OF THE MEASURE		Annual	

INCLUSIVE COMMUNICATION			
STRATEGIC OBJECTIVE	O.E.8. Transversally incorporate inclusive communication criteria.		
OPERATIONAL PURPOSE	O.O.8.1. Provide staff with tools for the use of inclusive communication.		
MEASURE	36. Establish a channel for the dissemination of information related to Equality.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	Dissemination channels should ensure that all BSC staff have access to equality-related information. Improvement of the official BSC website and internal intranet with related information.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: Communication Target group: All BSC personnel 		Internal and/or external personnel costs	2nd half 2022
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of BSC staff with access to Equality-related information 		<ul style="list-style-type: none"> 100% of all staff 	
FREQUENCY OF THE MEASURE		Occasional	

INCLUSIVE COMMUNICATION			
STRATEGIC OBJECTIVE	O.E.8. Transversally incorporate inclusive communication criteria.		
OPERATIONAL PURPOSE	O.O.8.1. Provide staff with tools for the use of inclusive communication.		
MEASURE	37. Design and disseminate a Communication Manual that incorporates inclusive communication criteria (both internally and externally).		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	The Communication Manual should be made available through the dissemination channels defined in measure 36. It will include an Events Protocol. The Manual will be reviewed by the Monitoring Committee.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: Communication and Monitoring Committee Target group: All BSC personnel 		Internal and/or external staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Inclusive Communication Manual. 		<ul style="list-style-type: none"> Existence of an Inclusive Communication Manual reviewed by the Monitoring Committee. 	
FREQUENCY OF THE MEASURE		Occasional	

INCLUSIVE COMMUNICATION			
STRATEGIC OBJECTIVE	O.E.8. Transversally incorporate inclusive communication criteria.		
OPERATIONAL PURPOSE	O.O.8.1. Provide staff with tools for the use of inclusive communication.		
MEASURE	38. Train staff involved in internal and/or external communication in inclusive communication.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	The Communication Manual should be made available through the dissemination channels defined in measure 36. The Manual will be reviewed by the Monitoring Committee.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: Communication and HR & Equity Officer Target group: All staff with internal and/or external communication responsibilities. 		Internal and/or external staff costs	2nd half 2023
MONITORING INDICATORS			
INDICATOR	EXPECTED OUTCOME		
<ul style="list-style-type: none"> % of staff with responsibilities for internal and/or external communication who have received the training. 	<ul style="list-style-type: none"> 100% of staff with internal and/or external communication responsibilities. 		
FREQUENCY OF THE MEASURE		Occasional	

PREVENTING AND RESPONDING TO SEXUAL AND GENDER-BASED HARASSMENT			
STRATEGIC OBJECTIVE	O.E.9. Ensure a harassment-free workplace. Zero tolerance for violence, gender discrimination and sexual harassment.		
OPERATIONAL PURPOSE	O.O.9.1. Ensure the correct functioning and agility of the company's response to possible cases of harassment.		
MEASURE	39. Update the current protocol for preventing and responding to sexual harassment and gender-based harassment.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	The protocol will be reviewed by the Follow-up Commission.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: Monitoring Commission 		Internal staff costs	2nd half 2022
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> Protocol for Preventing and Responding to Sexual Harassment and Gender-based Harassment. 		<ul style="list-style-type: none"> Existence of a Protocol for Preventing and Responding to Sexual Harassment and Gender-based Harassment reviewed by the Monitoring Committee. 	
FREQUENCY OF THE MEASURE		Occasional	

PREVENTING AND RESPONDING TO SEXUAL AND GENDER-BASED HARASSMENT			
STRATEGIC OBJECTIVE	O.E.9. Ensure a harassment-free workplace. Zero tolerance for violence, gender discrimination and sexual harassment.		
OPERATIONAL PURPOSE	O.O.9.1. Ensure the correct functioning and agility of the company's response to possible cases of harassment.		
MEASURE	40. Train the person(s) who form part of the team that deals with harassment situations.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS			
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR and HR & Equity Officer Target group: Team that deals with harassment situations. 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of members of the team in charge of dealing with harassment situations who have received the training. 		<ul style="list-style-type: none"> 100% of the people on the team assigned to deal with harassment situations 	
FREQUENCY OF THE MEASURE		Occasional	

PREVENTING AND RESPONDING TO SEXUAL AND GENDER-BASED HARASSMENT			
STRATEGIC OBJECTIVE	O.E.9. Ensure a harassment-free workplace. Zero tolerance for violence, gender discrimination and sexual harassment.		
OPERATIONAL PURPOSE	O.O.9.1. Ensure the correct functioning and agility of the company's response to possible cases of harassment.		
MEASURE	41. Annual monitoring of possible cases and their treatment.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS			
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: Harassment Response Team, HR & Equity Officer Target group: Monitoring Commission 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of potential cases followed up and dealt with. 		<ul style="list-style-type: none"> 100% of possible cases. 	
FREQUENCY OF THE MEASURE		Annual	

PREVENTING AND RESPONDING TO SEXUAL AND GENDER-BASED HARASSMENT			
STRATEGIC OBJECTIVE	O.E.9. Ensure a harassment-free workplace. Zero tolerance for violence, gender discrimination and sexual harassment.		
OPERATIONAL PURPOSE	O.E.9.2. Ensure that the protocol is made known to all staff or any other person who interacts with them for work purposes.		
MEASURE	42. Communicate and define channels of access to the protocol for all staff.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS			
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer and Communication Target group: All BSC personnel 		Internal staff costs	2nd half 2022
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of BSC personnel with access to the protocol. 		<ul style="list-style-type: none"> 100% of staff. 	
<ul style="list-style-type: none"> Number of information campaigns. 		<ul style="list-style-type: none"> 1 campaign/year. 	
FREQUENCY OF THE MEASURE		Occasionally, with annual reminders.	

PREVENTING AND RESPONDING TO SEXUAL AND GENDER-BASED HARASSMENT			
STRATEGIC OBJECTIVE	O.E.9. Ensure a harassment-free workplace. Zero tolerance for violence, gender discrimination and sexual harassment.		
OPERATIONAL PURPOSE	O.E.9.2. Ensure that the protocol is made known to all staff or any other person who interacts with them for work purposes.		
MEASURE	43. Incorporate the Protocol into those situations and documents where deemed appropriate		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS	It is recommended to incorporate the protocol into the onboarding documentation.		
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: HR & Equity Officer and Communication Target group: All BSC personnel 		Internal and/or external staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR	EXPECTED OUTCOME		
<ul style="list-style-type: none"> Incorporation of the protocol into documents deemed appropriate. 	<ul style="list-style-type: none"> Ensure that the protocol has been incorporated into all documents defined as appropriate. 		
FREQUENCY OF THE MEASURE		Occasionally with annual reviews	

PREVENTING AND RESPONDING TO SEXUAL AND GENDER-BASED HARASSMENT			
STRATEGIC OBJECTIVE	O.E.9. Ensure a harassment-free workplace. Zero tolerance for violence, gender discrimination and sexual harassment.		
OPERATIONAL PURPOSE	O.E.9.2. Ensure that the protocol is made known to all staff or any other person who interacts with them for work purposes.		
MEASURE	44. Ask companies providing personnel services for their internal protocol on preventing and taking action against harassment.		
	IMPROVE NUMBERS	IMPROVE THE INSTITUTION	IMPROVE KNOWLEDGE
REMARKS			
PERSON RESPONSIBLE and TARGET GROUP		RESOURCES AND BUDGET	PRIORITY
<ul style="list-style-type: none"> Person Responsible: Procurement Target group: Companies that provide personnel services. 		Internal staff costs	1st half 2023
MONITORING INDICATORS			
INDICATOR		EXPECTED OUTCOME	
<ul style="list-style-type: none"> % of companies providing personnel services required to have a harassment protocol in place. 		<ul style="list-style-type: none"> 100% of companies providing personnel services. 	
<ul style="list-style-type: none"> % of companies providing personnel services with a harassment protocol in place. 		<ul style="list-style-type: none"> 100% of companies providing personnel services. 	
FREQUENCY OF THE MEASURE		Occasionally and whenever a new supplier is contracted.	

5.6. Timetable for implementation.

MEASURES	2nd half 2022	1st half 2023	2nd half 2023	1st half 2024	2nd half 2024	1st half 2025	2nd half 2025
1. Review and share functions and role of the HR & Equity Officer (annex to the Equality Plan).	■						
2. Integrate the Equality Plan into a future global Diversity strategy.				■			
3. Annual assessment of the level of implementation of this Plan.		■		■		■	
4. Communicate the Equality Plan and the main results of the diagnosis to the entire workforce.	■						
5. Create a direct communication channel with the HR & Equity Officer.	■						
6. Design a protocol that guarantees the labour rights of female victims of gender-based violence.		■					
7. Propose, define and develop a calendar of activities to promote equality between women and men.		■		■		■	
8. Review all information included in onboarding in a gender-sensitive way.			■				
9. Request suppliers to comply with current regulations on equality between women and men.			■				
10. Highlight female role-models (e.g. by coordinating the presentation of awards, seminars, etc.).			■		■		■
11. Drafting a special Handbook to incorporate a sex and gender perspective into research projects.			■				
12. Training at the PI level on sex and gender mainstreaming in research.				■			
13. Define virtual seminars between national and international institutions.			■				
14. Equality training for all BSC staff involved in selection processes.				■			
15. Incorporate the gender perspective into job descriptions.				■			

MEASURES	2nd half 2022	1st half 2023	2nd half 2023	1st half 2024	2nd half 2024	1st half 2025	2nd half 2025
16. Incorporate the positive action that equal merit will enhance the incorporation of the under-represented sex.					■		
17. Review the Selection and Recruitment protocol, incorporating the gender perspective.			■				
18. Promote mobility grants and research stays for talented women scientists at the BSC.			■		■		■
19. Seek channels to attract technical/engineering talent.				■		■	
20. Mandatory staff training in equal opportunities and the gender perspective.		■		■		■	
21. Train the research and technical staff in the incorporation of the gender perspective in research projects.					■		
22. Include training actions of a more technical nature related to job suitability or with a greater impact on professional development in the monitoring of this plan.				■			
23. Review the Training protocol incorporating the gender perspective.		■					
24. Train all those involved in the promotion process in equality between women and men.				■			
25. Review a performance assessment tool that incorporates a gender perspective.		■					
26. Incorporate the positive action that equal merit will enhance the promotion of the under-represented sex.				■			
27. Evaluate the Promotion and Professional Development protocol (in the case of Research), incorporating the gender perspective and defining a Protocol for Support.			■				
28. Define and implement a comprehensive mentoring pilot programme and review agreements with other centres.					■		
29. Annual monitoring of the pay gap on the basis of RD 902/2020.		■		■		■	
30. In case of new pay agreements and policies that have an impact on pay, analyse their impact on pay equity beforehand.	When changes in remuneration policy occur.						
31. Review job evaluation.						■	
32. Define a protocol that explains, at a global level, the BSC's work-life balance and co-responsibility policy, as well as the different measures available and how they are made visible.		■					

MEASURES	2nd half 2022	1st half 2023	2nd half 2023	1st half 2024	2nd half 2024	1st half 2025	2nd half 2025
33. Collect statistical data on the different work-life balance and co-responsibility measures and analyse them.							
34. Review resources and develop materials to highlight the available work-life balance and co-responsibility measures.							
35. Define and carry out training actions for BSC staff on aspects related to the co-responsible exercise of rights in personal, family and professional life.							
36. Establish a channel for the dissemination of information related to Equality.							
37. Design and disseminate a Communication Manual that incorporates inclusive communication criteria (both internally and externally).							
38. Train staff involved in internal and/or external communication in inclusive communication.							
39. Update the current protocol for preventing and responding to sexual harassment and gender-based harassment.							
40. Train the person(s) who form part of the team that deals with harassment situations.							
41. Annual follow-up of possible cases and their treatment.							
42. Communicate and define channels of access to the protocol for all staff.							
43. Incorporate the Protocol in those situations and documents where deemed appropriate							
44. Ask companies providing personnel services for their internal protocol on preventing and responding to harassment.							

Annexes

Glossary of terms.

A glossary of equality terms is provided in order to facilitate the understanding of the diagnosis and plan that constitute this document.

Equality officer in the workplace. This is the specialist who designs, evaluates and implements equal opportunities policies for women and men in the workplace.

Sexual harassment. Any verbal, non-verbal or physical behaviour, of a sexual nature, which is exercised with the purpose of violating the dignity of the person, creating an environment of intimidation and hostility, without prejudice to the provisions of the criminal code, such as Article 5 of Law 5/2008.

Gender-based harassment. Any behaviour that, because of a person's sex, is exercised with the aim of violating their dignity or physical or psychological integrity, creating an intimidating and hostile environment within the meaning of the penal code, such as Article 5 of Law 5/2008.

Wage gap. Difference between the average wage of men and women.

Reconciliation of personal and professional life. Option of employees being able to reconcile their personal life with their family, professional and social life.

Co-responsibility in reproductive work. Balanced participation of men and women in the family environment, both in the performance of domestic tasks and in the care of dependants.

Data segregated by sex. Data broken down by sex that will subsequently allow us to carry out a comparative analysis between men and women in order to detect possible cases of gender discrimination.

Gender-based discrimination. Annulment in a certain area of life of a person's fundamental freedom because of their sex.

Direct discrimination. Unfair treatment of a person on the basis of both their sex and their biological status.

Indirect discrimination. The situation that arises as a result of adopting a criterion, of making an interpretation that may cause greater harm to one of the two sexes.

Sexual division of labour. Social distribution of tasks according to gender, whereby women are historically assigned reproductive work and men, productive work.

Double shift. When we add to the paid working time the time devoted to household chores, such as caring for dependants.

Dual presence. Presence of a woman in the place where she carries out her paid work while she also carries out her reproductive function.

Gender stereotypes. Those that attribute predetermined roles to people on the basis of their gender; these are also those that encourage discrimination between men and women.

Gender. Biological differences between sexes that assign different emotional and intellectual characteristics to both women and men.

Gender equality. This seeks to overcome the limitations imposed by traditional gender roles and at the same time, to promote freedom in personal development and decision-making for both sexes so that their legitimate professional and personal aspirations are considered.

De facto or real equality. One that seeks to eradicate any kind of inequality that exists between men and women.

Equal opportunities for women and men. The aim is to eradicate any kind of inequality between men and women in access to employment, social and cultural environments.

Gender indicator. An indicator that shows us the specific situation in which both men and women find themselves and that reflects the social changes experienced by both genders over time.

Parity. A situation in which there is a balanced presence of women and men (between 40% and 60%) in the different spheres of society, without any kind of privilege or discrimination in favour of a particular gender.

The aim is to seek a 50/50 gender balance.

Gender perspective. This takes into consideration the real differences that exist between men and women based on real-life situations that affect women directly or indirectly in different areas of life, in order to establish lines of reflection, such as taking measures that seek to alleviate these inequalities.

Equal opportunities plan for women and men. A set of strategies aimed at guaranteeing real equality between women and men, eliminating all obstacles that may exist in any area of life in order to make this equality effective.

Balanced representation. This is when the presence of women is ensured in a proportion appropriate to the circumstance.

Equal representation. The situation that guarantees a presence of women and men where no sex accounts for more than 60% or less than 40% of the total number of persons, and which should be aimed at achieving 50% of persons of each sex.

Gender role. The behaviour that is expected of a person in a given society because of their sex.

Horizontal segregation of occupation. Non-uniform distribution of women and men in a given sector of activity, where women are in lower paid jobs.

Vertical segregation of occupation: Non-uniform distribution of men and women in different levels of activities, in which women are concentrated in less responsible jobs.

Gender sensitisation. One that seeks, firstly, the explicit admission by society that gender discrimination exists and, secondly, to promote gender equality.

Sex. The set of biological and physical differences that exist between the male and female genders.

Sexism in language. That which incorporates sex discrimination or gender discrimination in the use of language.

Domestic and care work. Understood as work that is unpaid, and which is mostly carried out by women, including household hygiene and maintenance tasks, caring for children and dependants, and carrying out various tasks, such as medical or school work. These jobs tend to be unpaid.

Male violence: Violence perpetrated against women by men, where men seek to make the male gender prevail over the female gender, using power over women by threatening, belittling and coercing them physically, psychologically and sexually, in both the public and private spheres.

References

1. BSC website (www.bsc.es).
2. [Organic Law 3/2007](#) of 22 March, for the effective equality of women and men.
3. [Royal Decree Law 6/2019](#) of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and in occupation.
4. [Royal Decree 901/2020](#) of 13 October, which regulates equality plans and their registration.
5. [Royal Decree 902/2020](#) of 13 October on equal pay for men and women.
6. [Practical guide for the diagnosis of gender equality in companies and organisations. Departament Treball](#). Generalitat de Catalunya.
7. [Monitoring and Evaluation of Equality Plans](#). Equality in Business Bulletin (BIE).
8. [Charter of the United Nations of 1945](#).
9. [European Social Charter](#).
10. [Treaty of Amsterdam of 1999](#).
11. [Treaty of Nice 2001](#).
12. [2012 Treaty on European Union](#).
13. [Directive 2006/54/EC](#).
14. [Directive 2000/78/EC](#).
15. [Spanish Constitution](#).
16. [Royal Legislative Decree 2/2015 of 23 October 2015](#).

Other material of interest

- [Regulations on Equality between women and men in work organisations](#). Ministry of Equality.
- [Glossary of terms](#). Ministry of Employment and Social Security. Government of Spain.
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- [Manual for drawing up an Equality Plan in the company. The basics](#). Women's Institute. Ministry of Equality.
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- [Equality indicators for companies](#). Proposal of indicators for the drafting of Equality Plans. 2010. Subdirectorat General for Equality Programmes between Women and Men at Work. Departament Treball. Generalitat de Catalunya.

Regulatory framework

Over the last decades, the principle of equality of women and men has evolved and a broad regulatory framework has been developed with the aim of eradicating discrimination.

A summary of these regulations is shown below.

INTERNATIONAL STANDARDS

The inclusion of the principle of equality of women and men in the international legal order is marked by the United Nations Charter of 1945⁸, which prohibits gender-based discrimination.

In 1967, the United Nations General Assembly proclaimed the Declaration on the Elimination of Discrimination against Women, the precursor to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) of 1979, which entered into force as an international treaty in 1981.

The United Nations has organised four world conferences on women. The Fourth World Conference on Women, held in Beijing in 1995, is particularly relevant. This conference adopted the Beijing Declaration and Platform for Action, which recognises the need to incorporate gender mainstreaming policies and to analyse the structure of society and the relations between women and men.

LEGISLATION IN THE EUROPEAN UNION

In the European Union, the principle of equal opportunities between women and men is present in the different EU treaties.

In 1961, the Council of Europe adopted the European Social Charter⁹, which is an important instrument for the protection of women's fundamental rights, such as the right to work. It recognises the rights of working women and men to equal pay and refers to workers with family responsibilities. The European Social Charter of 1996, replacing the 1961 Charter, prohibits direct or indirect gender-based discrimination and offers special protection in the case of pregnancy and maternity.

The European Community incorporates the principle of equal opportunities between women and men in different treaties, among which the Treaty of Amsterdam¹⁰ of 1999 stands out, which advances this principle above all in terms of equal treatment between male and female workers and, in 2001, the Treaty of Nice¹¹ which recognises the need to undertake positive actions to promote the participation of women in the labour market.

Lastly, the 2012 consolidated version of the Treaty on European Union¹² makes the principle of equality between men and women a common EU value that Member States must respect and guarantee. Article 3 states that the EU must promote equality between men and women.

The Charter of Fundamental Rights of the European Union brings together in a single text all the civil, political, economic and social rights of the citizens of the European Union and of the people who live there, and contains a chapter entitled "Equality" which includes the principles of non-discrimination, equality of women and men, and cultural, religious and linguistic diversity.

Particularly relevant is Directive 2006/54¹³ on the application of the principle of equality of women and men in matters of work and occupation. This directive prohibits the direct or indirect discrimination between men and women as regards conditions of recruitment, dismissal, training and promotion, as well as membership of workers' or employers' organisations.

Also noteworthy is Council Directive 2000/78/EC¹⁴ of 27 November 2000, establishing a general framework for equal treatment in employment and occupation. This directive establishes a general framework for combating discrimination on the grounds of religion or belief, disability, age or sexual orientation in the field of employment and occupation, with a view to ensuring that the principle of equal treatment is applied in the Member States.

REGULATIONS IN THE SPANISH STATE

Article 1.1 of the Spanish Constitution¹⁵ establishes equality as the highest value of the Spanish legal system. Article 14 proclaims the right to equality and expressly prohibits discrimination on the basis of sex. Article 9.2 states "It is the responsibility of the public authorities to promote the conditions for the real and effective freedom and equality of the individual and of the groups of which he or she is a member; to remove obstacles that prevent or hinder their full enjoyment and to facilitate the participation of all citizens in political, economic, cultural and social life".

Thus, developing this constitutional obligation, as well as those derived from the Community regulatory framework on equality, Organic Law 3/2007, of 22 March, for the effective equality of women and men² was passed in 2007. Article 5 of this law provides for equal treatment and equal opportunities in access to employment, vocational training and promotion, as well as working conditions, applicable to both private and public employment.

In March 2019, the Royal Decree Law 6/2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation³ was published in the Official State Gazette (BOE).

The regulation contains 7 articles that amend 7 laws in order to have a direct and effective impact on equal treatment and opportunities for women and men at work.

Article 1 amends Articles 45 and 46 of Organic Law 3/2007, of 22 March, for the effective equality of women and men² and introduces a new transitional provision.

Article 45 is amended as follows:

"2. In the case of companies with fifty or more workers, the equality measures referred to in the previous section must be aimed at the preparation and implementation of an equality plan, with the scope and content established in this chapter, which must also be subject to negotiation in the manner determined by labour legislation."

Article 46 (2) is amended and three new paragraphs 4, 5 and 6 are added as follows:

"2. Equality plans shall contain an ordered set of assessable measures aimed at removing obstacles that prevent or hinder the effective equality of women and men. Prior to this, a diagnosis shall be drawn up, negotiated, if appropriate, with the legal representatives of the workers, which shall include at least the following matters:

- a) Selection and recruitment process.
- b) Occupational classification.
- c) Training.
- d) Career advancement.
- e) Working conditions, including gender pay audit.
- f) Co-responsible exercise of rights in personal, family and professional life.
- g) Under-representation of women.
- h) Remuneration.
- i) Prevention of sexual and gender-based harassment.

The diagnosis will be drawn up within the Equality Plan Negotiating Committee, for which purpose the company management will provide all the data and information necessary to draw it up in relation to the matters listed in this section, as well as the data from the Register regulated in article 28, section 2 of the Employment Act."

Lastly, the latest Royal Decrees: RD 901/2020⁴ and RD 902/2020⁵, dated 13 October 2020, give concrete form to their predecessor, RD 6/2019³.

As for Royal Decree 901/2020 of 13 October⁴, its purpose is the regulatory deployment of equality plans, as well as their diagnosis, including the obligations of registration, deposit and access, in accordance with the provisions of Organic Law 3/2007, of 22 March, for the effective equality of women and men², and the provisions contained in articles 17.5 and 85.2 of the revised text of the Employment Act, approved by Royal Legislative Decree 2/2015, of 23 October¹⁶; all of this, without prejudice to the provisions

established in this respect by collective agreements, within the scope of their competences.

It specifies, inter alia:

- Regarding the Negotiating Committee: The persons with the capacity to negotiate the diagnosis and the Equality Plans are detailed, as well as their competences.
- The negotiation process.
- The minimum contents to be included in the diagnosis and the Equality Plan.
- Having mechanisms in place to monitor and evaluate the Equality Plan.
- Registration, deposit and access obligations.

Royal Decree 902/2020⁵ on equal pay for women and men, the most recent regulation on pay, aims to establish specific measures to give effect to the right to equal treatment and non-discrimination between women and men in the area of pay, developing mechanisms to identify and correct discrimination in this area and to fight against it, promoting the necessary conditions and removing existing obstacles.

It specifies, inter alia:

- The concept of work of equal value.
- The obligation to register pay, developing and developing specific criteria for disaggregating company pay information by sex.
- Access to information and pay transparency.
- The obligation to carry out a Remuneration Audit in the diagnosis, which implies carrying out a job evaluation.