

Equality Plan

December 2015

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1. Presentation of IREC

What is IREC

The **Foundation Institute for Energy Research of Catalonia (IREC)** is an institution established on July 31, 2008 under the framework of energy and technological research policies of Catalonia, Spain and the European Union that mark long-term strategies.

IREC's mission is to help develop and apply new opportunities in the energy sector by committing to the present and future social reality.

This institute was created with the aim of contributing to the objective of creating a more sustainable energy future, taking into account economic competitiveness and supplying society with maximum energy security.

This contribution will be made from scientific and technological development. Research requires a long-term vision to identify the energy challenges of the future. But the Institute also works on practical research that will allow companies to implement immediate innovative solutions.

The project is part of the Catalan, Spanish and global economic system; and that is why in a unique and meaningful way, their institutional and business patterns have joined efforts towards a common goal: the creation of value through the promotion of scientific knowledge and technological development in the energy sector. A sector of global consequences that leads IREC to be within an international scope of action, becoming a reference in some of its areas. IREC is a project in which people who know that through it you can contribute to draw a more sustainable energy future in an environment of excellence.

As is already known, it is necessary to find the balance between energy sustainable development, economic competitiveness and security of energy supply. Each country and each situation seeks a different equilibrium point, but there are common objectives: to reduce carbon emissions below 500 ppm before 2050.

The Institute was born under the framework of energy and technological research policies in Catalonia, Spain and the European Union that mark long-term strategies.

IREC has to help develop and apply the new opportunities of the energy sector by committing to the present and future social reality.

The Foundation develops its activity in a global context of changing the energy model and moves motivated by the three challenges that the Western world has to face in the coming years, the security of energy supply, environmental sustainability and economic competitiveness of energy sources.

Globally, there is an opportunity to develop new products, new services and new ideas that can have a very important impact if a good balance is achieved between the three challenges. The scientific and technological activity has a large field of work in the medium and long term, with possibilities of having a very important global impact, and with the task of contributing to the impulse of a new economic and industrial sector.

In this line of interaction between the different agents in the energy sector, the Foundation wants to reach a balance between the medium-term technology development activity oriented to the market and long-term basic research to ensure technological innovation. With this double orientation, the Foundation gains a personality that leads to talk about the technological application of scientific results. Its market orientation allows to offer technological development, new products and technical solutions to companies in the energy sector and long-term research as knowledge generation of the groups and multidisciplinary areas of the Institute.

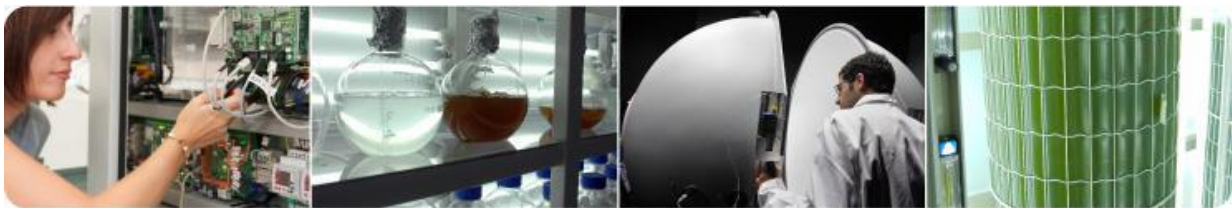
Lines of research

Thermal Energy and Building

This sector **building** is globally responsible for **40% of primary energy** consumption. The performance in the **improvement of the design** bioclimatic, the application of measures **energy efficiency** innovative and the integration of renewable source energy systems is capital for **emission reductions**.

Main lines of work:

- **Energy efficiency:**
 - Buildings.
 - Thermal processes in the industry.
 - Optimization of centralized generation systems.
 - Use of residual heat.
 - Data processing centers
- **Building:** minimization of the building's energy demand through **design, efficient use** and **integration of renewable energies**, to meet the energy demand.



Thermal energy

- Efficient integration of technologies for the production of heat, cold and electricity. Simulation and optimization of thermal power generation systems for tertiary and residential buildings, data processing centers and for industrial processes. Development of control strategies.
 - Micro-generation
 - Heat pumps
 - Thermally activated cold equipment: absorption, adsorption, desiccant.
 - Geothermal
 - Low and medium temperature solar thermal energy.
 - Photovoltaic Solar Energy.

- Accumulation systems: seasonal and phase change.
- Emulator development and integration with dynamic tests to determine the global seasonal performance of thermal equipment.

Building

- **Buildings and / or neighborhoods ZERO ENERGY:** conception, study, simulation and optimization of buildings and neighborhoods with zero energy balance or clean energy producers.
- **Reduction of energy demand** in office buildings: integral development of solutions for the energy demand for heating, cooling and lighting in buildings and / or intensive in energy consumption (e.g. data centers, hospitals): sunscreens, passive cooling, natural ventilation, solar gains, natural lighting, insulation, etc.
- **Interaction of users with control systems** in buildings: Measurement, simulation and study of the critical aspects that influence the thermal and visual comfort of users. Models of mobility, behavior and interaction with management systems in buildings: sunscreens, weather and lighting. Adaptive control systems.
- **Data Processing Centers:** Characterization, simulation and optimization of energy demand. Efficient installation models, installation reliability studies in case of component failure. Calculation and definition of indicators and metrics of productivity and efficiency of infrastructure. Integration into communities, reuse of generated heat.

Electricity and Power Electronics

The activities that are being carried out in the Area of Power Electricity and Electronics (EyEP) to become a leading center are:

Wind energy: the objective of the EyEP area in the field of Wind power is to improve the capacity, efficiency and energy quality of wind power generation, as well as the reliability of wind turbines, wind farm facilities, connection to the power grid, storage technologies and energy systems. transmission, both on offshore wind farms and offshore wind farms.

Micro-networks: the objective in the field of micro-networks is to develop the necessary technology in power electronics, communications, automation and control, as well as to propose contributions for the design of micro-networks, energy management, the support capacity of the electrical network, Energy quality and operational safety.

Electric vehicle: the objective in the field of electric vehicles and hybrid vehicles can be divided into the following areas: the development of vehicles and components for vehicles, the integration into micro networks and public networks, the development of regulations and energy policy and the integration of electric vehicles in transport systems.

Advanced Materials for Energy

The Advanced Materials for Energy area is a research and technological development unit focused on materials for energy conversion and storage. Its activities involve the transfer of scientific and technological knowledge to the industry and offers, at the same time, technological support to deal with innovations in this field. This activity is strongly related to research and technological development activities in other areas of the Institute, where projects are driven through collaboration.



With regard to the conversion of energy, the work of Advanced Materials for Energy, an area focused mainly on solar energy, includes different options for the direct conversion of solar energy into electrical energy and / or chemical energy. In addition to photovoltaic systems, there are different technological approaches and activities covering other conversion mechanisms based on nanomaterials and nanotechnologies. Its performance is investigated for its application in thermoelectric systems, and nanoionic properties are being studied for new electrochemical systems, while nanocatalysts are being applied for new energy conversion systems and the relevant advances in nanoelectrochemistry are being used for the cells of Energy storage.

Its Performance is investigated in this field of research, the main challenges of scientific advances in new materials and devices are framed within the cost needs of the energy obtained and its compatibility with the use of distributed sources in buildings, cities and plants of energy production.

In this context, our activities with photovoltaic energy focus on thin layer technology II - VI and the use of new concepts in nanomaterials to increase efficiency and / or reduce costs. At same time, our ability to synthesize and / or grow new nanostructured materials as well as new catalysts is directed to novel concepts of photoelectrochemical systems for the direct conversion of solar energy into chemical energy and new methods for making use of the conversion

As To photoelectrochemical conversion, or artificial photosynthesis, our objectives are to obtain hydrogen and reduce CO₂ to develop a C1 economy, with special attention to the conservation of chemical energy. These activities are also guided by new discoveries in the field of nanoionics for the advancement of electrochemical systems such as fuel cells and their reversible use.

Similarly, the activity of new 3D electrodes based on advanced nanomaterials and the Use of catalysts, membranes and new liquid electrolyte formulations applies to the development of new technologies for electrical storage beyond current battery technology, as well as new methodologies for the diagnosis and forecasting of energy storage systems .

The previous activities focus on convergence for the development of integrated systems, their control, and the development of test tools. Its control through sensors and the use of tools allows us to guarantee sustainable autonomy, and the potential effects on energy management criteria.

The Advanced Materials for Energy area is organized into five interrelated sub-areas and a general area of common services and facilities. These areas focus, respectively, on the following activities:

- a) Functional Nanomaterials
- b) Materials and Catalysis
- c) Solar materials and Energy Systems
- d) Fuel cells
- e) Energy storage and energy utilization

Members from:



2. The culture and corporate philosophy of IREC.

Mission

IREC's mission is to contribute to the sustainable development of society and increase the competitiveness of companies through:

- Innovation and development of new technological products,
- Medium and long term research, and
- Scientific development and technological knowledge in the field of Energy.

Vision To become

an Institute of excellence and international reference in the technological lines of action established, through research, technological development, innovation and work in coordination with public administration, companies and universities.

Main objective:

The creation of value through the promotion of scientific knowledge and technological development in the energy sector. A sector of global consequences that leads IREC to be within an international scope of action, becoming a reference in some of its areas. IREC is a project in which people who know that through it you can contribute to draw a more sustainable energy future in an environment of excellence.

Specific objectives:

- Promote and develop energy research to obtain results of high scientific and technological value in the medium and long term.
- Lead the development of energy technology lines approved by the Institute, orient them to the demands of companies in the sector.
- Offer high value-added engineering services for companies in the energy sector.
- Become a strategic consultant for public administration in energy matters.
- Build a network of collaborations with the main technological and research institutes, national and international in the energy field.
- Offer companies and entrepreneurs technological innovations as a result of research.
- Collaborate in the specialized training of Catalan universities.
- Make available to the departments of the universities the laboratories and equipment of the Institute.

The activity of the Foundation is carried out in its two headquarters, in Barcelona and Tarragona.

The Foundation does not grant subsidies to third parties, but is a beneficiary of grants from different Public Administrations (Generalitat de Catalunya, Government of Spain and European Union), both to finance its research and development activity, and to finance its infrastructure and equipment.

The activity carried out in the research projects and their results satisfy both men and women equally because society and private industry in general are beneficiaries of them, with no possibility of gender distinction.

These research and development activities that have been carried out at the Foundation's facilities, are in turn developed equally by both men and women, a fact that was reinforced by the **implementation during 2011 of the internal policy of attraction of international talent, following the guidelines of the European regulations on the hiring of research staff, which ensure above all the transparency in the process, the publicity of the place summoned, and the selection based exclusively on the merits and scientific and technological qualification of candidates, regardless of gender or origin.**

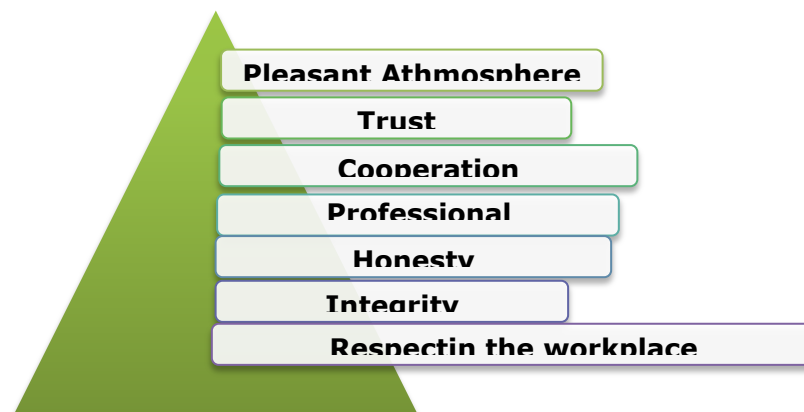
The research is led by senior and junior scientists. Other types of personnel also participate as technical and administrative personnel.

IREC research staff is carrying out 83 national and international research projects. Scientific production is a good reflection of IREC's commitment to international leadership.

In a global context of changing the energy model, IREC moves motivated by the three challenges that the western world has to face in the coming years, the security of energy supply, environmental sustainability and the economic competitiveness of energy sources .

Values

The corporate values are as follows:



In practice, IREC exhibits an expansive, cooperative and highly participatory model, which differs from other entities and shows an organization with positive values and social commitment.

In IREC it is fully internalized that the objective of excellence is achieved through the contribution of all the people who participate with the project, for this reason IREC is committed to transparency and equitable treatment in all management processes.

The IREC team is very involved in achieving the advances that will improve the global scenario at the energy level, and it is very important for this institution to keep the talent and professionalization of the entire team continuously updated.

In its line of concern for excellence, as well as for the well-being of the people who form the organization, the following actions should be noted:

- As members of CERCA (Research Centers of Catalonia), the commitment decided to **align policies to request the "Human Resources Strategy for Researchers" accreditation.** (2010).
- Implementation of **an internal policy for attracting international talent** following European Directives. (2011).
- **Transparency** in the advertising of places and the hiring of research staff, and selection based on the merits and scientific and technological qualification of the candidates regardless of their gender. (2011).
- **Management commitment to ascribed** to code of good practice recruitment of research personnel (*Code of Conduct for Recruitment of Researchers*) (2014). This code has been promoted by the European Commission and is part of the European Charter for research staff. Among the guiding principles of this code, there is that of gender balance and equity from the moment of selection, to the development of the professional career and conditions.

The IREC has a Human Resources service, whose objective is the advice to all personnel related to labor issues and professional guidance. It is considered essential that people are in a comfortable working environment and with optimal work tools. HR management is a close service and provides added and differentiating value for all the people who make up its workforce. Within this area, it is a priority that the new staff be integrated as quickly as possible to the operation of the center. To achieve this, values and concerns are shared from the beginning of the professional project of each professional at IREC, to maintain a positive and welcoming relationship.

IREC not only focuses on equality from a gender point of view, other factors such as nationality, age, family status, ethnicity, religion, sexual orientation etc. of people should not and cannot act as barriers to talent; diversity and multiculturalism are also managed as enriching factors. Diversity Management is a corporate commitment.

3. IREC's commitment to Equal Opportunities and Diversity Management.

Equal opportunities between women and men is one of the biggest changes that society is experiencing today. Gradually, in less than thirty years, women are joining all levels and areas of work, including those sectors in which they had not been able to participate.

The relationship of women with the world of science and innovation has not been easy, nor has the path taken by so many women who have entered these environments dominated by men. Although many of the obstacles encountered by pioneers in science and technology are overcome today, there is still a long way to go.

The effective equality of women in all areas of social life, and also in the science and technology system, is a matter of great importance. For years, society has not taken this reality into account, but if we really want to move forward, we cannot continue to waste 50% of the available talent.

The field of scientific knowledge and gender equality

The most recent research has shown that in many fields of scientific knowledge, from the humanities, to medicine, through social sciences and engineering, the variables of sex and gender are not yet sufficiently considered.

Stereotypes and biases persist in research and technological developments, which often build as a universal norm what are the realities, experiences and expectations of a group of people, mostly men, and it should also be said of white race and a certain socioeconomic level, and consider other people's realities as deviations from the norm.

Gender stereotypes and the lower social assessment that women are subjected to are often transferred to a stereotyped and minor consideration of their specific realities, whether social or biological, in research.

In recent decades, gender studies have contributed to unveiling and knowing areas of reality hitherto unexplored, and also reducing biases and errors in concepts and theories. In some cases, notably in social sciences and humanities, they have already contributed to important reformulations of the disciplinary foundations of some fields of knowledge. In other fields there is still much to do and, to move forward, it is necessary to promote gender studies with the rest of the fields of knowledge. Gender is a clear field of innovation in science and technology.

The Spanish Science and Technology Law passed in 2011 includes an important article that will allow the research sector to move in that direction

"The Spanish Science and Technology Strategy and the State Plan for Scientific and Technical Research will promote the incorporation of the perspective gender as a transversal category in research and technology, so that its relevance is considered in all aspects of the process, from the definition of the priorities of scientific-technical research, research problems, theoretical and explanatory frameworks, methods, data collection and interpretation, conclusions, applications and technological developments, and proposals for future studies. It will also promote gender and women's studies, as well as concrete measures to stimulate and recognize the presence of women in research teams." (Thirteenth additional provision, Law of Science and Technology, 2011).

Inés Sánchez de Madariaga (Director of the Women and Science Unit of the Ministry of Science and Innovation)

In 2013, a report shows that women are still underrepresented in EU research activities

There is a growing proportion of women researchers in Europe but, despite this, women are still underrepresented in scientific disciplines and careers. This is the message that emerges from the latest issue of "She Figures", published by the European Commission. Women represent only 33% of the European research staff, 20% of the professors and 15.5% of the institutes' addresses in the higher education sector.

Máire Geoghegan-Quinn, European Commissioner for Research, Innovation and Science, said:

"Although progress has been made in recent years, women continue to be minorities in research activities and, specifically, there is a ceiling of glass or invisible barrier that blocks the path of women to higher positions, which is a serious injustice and is a waste of scandalous talents. In its research programs the Commission focuses on promoting equality between men and women and strives to modify a deeply rooted institutional culture."

According to the report presented, women represent around 40% of the total number of researchers in the higher education sector, 40% in the public administration sector and 19% in the business sector. In all sectors, the number of women has grown faster than that of men (between 2002 and 2009, the number of women grew annually by 5.1%, while men did so by 3.3%) But even so, women researchers continue to have difficulty in reaching positions with decision-making power, so that, on average, the scientific and administrative councils across the EU have only one woman for every two men.

Promoting equality between men and women is one of the Commission's key priorities for women researchers. The Commission also intends to address the issue of gender imbalances in decision making. Data taken from "She Figures 2012", which is the fourth publication of a set of key indicators that are essential to understand the situation of women in science and research. Over time, the list of indicators has evolved to describe the participation of women at all levels and in all scientific disciplines, from tertiary education to the labor market, including the balance between family and work life. It is a publication of the European Commission (Directorate General for Research and Innovation and Eurostat) in cooperation with the statistical correspondent of the Helsinki Group on women and science.

They have tried to explain these data for different possible causes:

- For stereotypes and their consequences in the professional career of women.
- Different professional choices based on gender.
- Generational effect that slows female representation in high positions.

But if none of these factors can explain the reason why women are victims of such uniqueness, other factors in the line of cultural and structural impediments should be considered.

Gender Equality in Research and Innovation

The promotion of gender equality in research and innovation is a firm commitment of the European Commission, being a cross-cutting issue present in each of the different parts of the work program. This is established in the Horizon 2020 Program Regulation, whose article 16 is specifically dedicated to gender equality.

It states that the program "will guarantee the effective promotion of equality between men and women and the gender dimension in the content of research and innovation"

Objectives:

The H2020 program establishes three gender objectives:

1. Balance of Gender in research teams at all levels
Horizon 2020 encourages balanced participation between women and men in research activities at different stages of the cycle.

To reinforce the commitment of the participants, in the proposals, gender balance is included in the research team as one of the valuation factors that will give priority to proposals with the same score in the evaluation process.

In addition, by signing the grant agreement (art. 33 of the contract model), the beneficiaries will undertake to promote equal opportunities between men and women in the execution of their projects. They will also undertake to achieve, as far as possible, gender balance in the personnel assigned to the projects, including the level of supervision and management.

2. Gender balance in decision-making

The objective is to reach 40% of sex with less representation, taking into account the situation in each specific field, in each group (for example, groups of experts) and in each panel (for example, in evaluation panels).

For the advisory groups, the objective is raised to 50%, and in addition, each group must include at least one expert with gender knowledge.

3. Integration of the gender dimension in research and content innovation

The gender dimension is explicitly integrated into several themes across all sections of the Horizon 2020 program. The Work Programs indicate (flagg) the issues that have a explicit gender dimension. In the application forms, applicants must describe how the gender / gender analysis is taken into account in the project content.

This will be taken into account as a factor in the evaluation, like any other element related to the scientific content that is relevant in the research content, and will be included in the Grant Agreement.

Gender Training

A novelty of Horizon 2020 is the inclusion of gender training as part of the eligible costs of the project. The objective is to help the research staff to develop and share knowledge about gender issues in relation to the funded project.

Specific financing

The Science with and for Society (SWAFS) program specifically finances gender projects, and includes, among others, the call existing since 2010 on "Structural change of scientific organizations".

The European Union has always advocated for gender equality as one of its essential policies. However, monitoring and evaluation studies of FP5 and FP6 have shown that, despite efforts to promote gender equality in research, women still have low representation and the gender issue is far from being addressed. Systematic way in research projects.

Moreover, there are strong reasons for the research community to invest in a gender-sensitive research program. Investing in equal opportunities for men and women in research means an improvement in the performance of the teams and attracts high-level research staff. Similarly, investing in a gender-sensitive approach in research content contributes to greater quality and validity.

In order to promote greater gender equality, the General Directorate of Research of the European Commission decided to develop a Manual on gender and science that is now translated into Spanish to

facilitate its use by the Spanish-speaking scientific community. This initiative will provide the research staff community with practical guidance on how to integrate gender into research, which:

- Will Help the research staff understand the issue of "gender and science" and make them more sensitive regarding the dimension of research. gender of and in science;
- It will help researchers to include the gender dimension in research projects;
- It will indicate how to design more gender-sensitive projects;
- It will help eliminate gender biases in research projects;
- It will allow research staff to develop more competitive proposals;
- It will show why it is important to create gender-balanced research teams;
- It will help to make research results more relevant to society.

In the conference proceedings, the European Commission expresses the following:

"Science is supposed to be the paradigm of objective, rational and critical thinking. For many people it still represents the ideal model of modernity, of social progress and even of the society itself illustrated to the extent that it faces traditional prejudices and superstitions. Therefore, their continued refusal to critically examine their own gender biases, when this occurs, damages that reputation today. "

Harding, S. (2001) "How can women's standpoint advance the growth of scientific knowledge?" In Gender & Research.

carry out the European Research Area (ERA). The Commission has asked Member States to remove obstacles to the recruitment, retention and professional development

of IREC's commitment to gender equality

To contribute to the real and effective equality of men and women, the IREC Directorate has stated its commitment and willingness to enhance actions in this area to give more visualization and structure to the actions that are currently being promoted in this area as well as to initiate new actions in those areas in which some possibility of improvement is detected. The diversity in the composition of its workforce is also guaranteed.

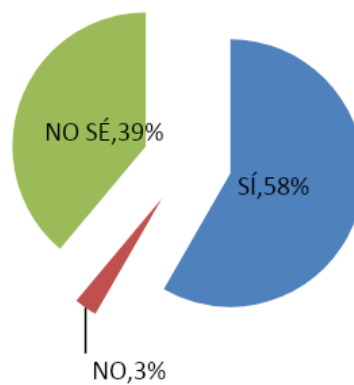
IREC declares its commitment in the establishment and development of policies that integrate equal treatment and opportunities between men and women, without directly or indirectly discriminating on the basis of sex or other aspects (nationality, race, religion ...), as well as in the promotion and promotion of measures to achieve real equality within our organization, establishing equal opportunities as a strategic principle of our corporate and Human Resources policy, in accordance with the definition of said principle established by the Organic Law, of March 22, for effective equality.

In each and every one of the areas in which the activity of this institution takes place, from the selection of new staff to the promotion, through salary policy, training, working and employment conditions, occupational health, management of working time and conciliation, we assume the principle of equal opportunities between men and women and the principle of diversity, paying special attention to indirect discrimination, which means "the situation in which a seemingly neutral provision, criterion or practice , puts a person of one sex or another personal characteristic such as nationality or age at a particular disadvantage with respect to people of another sex, nationalities or ages for example ".

Regarding communication, both internal and external, all decisions taken in this regard will be informed and an IREC image will be projected in accordance with this principle of equal opportunities.

The stated principles will be put into practice through the promotion of equality measures through the equality plan that imply improvements with respect to the present situation, the corresponding monitoring systems being arbitrated, with the purpose of advancing in the achievement of real equality between women and men in the company and by extension, in society as a whole.

In the confidential survey completed by the staff and when asked, do you consider it necessary to implement an Equal Opportunity Plan in your company ?, 58% consider YES, 3% that DOES NOT and 39% that DOESN'T KNOW.



5. IREC data sheet.

name	<i>Corporate FUNDACIÓ INSTITUT DE RECERCA EN ENERGIA DE CATALUNYA</i>
Legal form	FOUNDATION
Address	JARDINS DE LES DONES DE NEGRE, 1 2^aPL
Telephone	933562615
Fax	933563802
E-mail	ftorregrosa@irec.cat
Website	www.irec.cat
Activity / es	Research and Development
Number of work centers	2

6. IREC Equality Committee.

The IREC Equality Committee is made up of two women and two men, responding to the criteria of representativeness and transversality. A representation of various positions and reference areas in the center is reflected, with the objective of collecting differential needs and facilitating maximum dissemination of the process and results, with the presence of the Directorate.

Position	Name
Administrative	Raquel Fontana
Economic and Systems Director	Jaume Marfa
Laboratory Technician	Raquel Nafria
Head of Human Resources	Francesc Torregrosa

The legal representation of the workers is made up of 9 representatives in the EC of Barcelona (with a vacancy to fill currently), and a union representative at the headquarters of Tarragona.

Members: Barcelona Committee



Trade Union Delegate Tarragona: Carles Torras

CE of Barcelona meets twice a week and has a contact email available to all its representatives comite.empresa@irec.cat, a bulletin board and a public section on the intranet of IREC. Link: <http://intranet.irec.cat/Union/default.aspx>

7. Diagnosis.

Organic Law 3/2007, in article 46, establishes the concept and contents of an equality plan in organizations:

"1. The equality plans of the companies are an ordered set of measures, adopted after making a diagnosis of the situation, aimed at achieving equal treatment and opportunities between women and men in the company and eliminating discrimination based on sex.

The equality plans will set the concrete equality objectives to be achieved, the strategies and practices to be adopted for their achievement, as well as the establishment of effective systems for monitoring and evaluating the objectives set."

Throughout the process, access to information about the project and the achievement of its objectives will be guaranteed to workers, as established in Article 47 of the LOIEMH, through the usual communication channels: intranet, conferences, meetings, etc. .

The project is carried out in four phases:

Phase 1: Commitment, planning, communication, diagnosis.

- IREC's explicit commitment to the design and implementation of the Equal Opportunity Plan.
- Appointment of the people responsible for carrying out the plan.
- Preparation of a diagnosis with the collection of quantitative and qualitative information and analysis from a gender perspective. The quantitative information corresponds to the capture and analysis of statistical data of the workforce, which make it possible to have a fixed image of the institution in relation to the situation of women and men and the culture of equality at the time the diagnosis is made. . Analysis of qualitative information (regulations, internal protocols, procedures, etc.) explain, confirm and contrast the data, in addition to deepening the general knowledge of the organization.

Phase 2: Preparation of the Equality Plan.

- Definition of objectives and goals to achieve.
- Positive actions to achieve the objectives.
- Quantified indicators for process evaluation. Expected Results
- Temporary planning
- The monitoring and evaluation.

Phase 3: It involves the implementation and development of the specific positive actions defined in the Equality Plan.

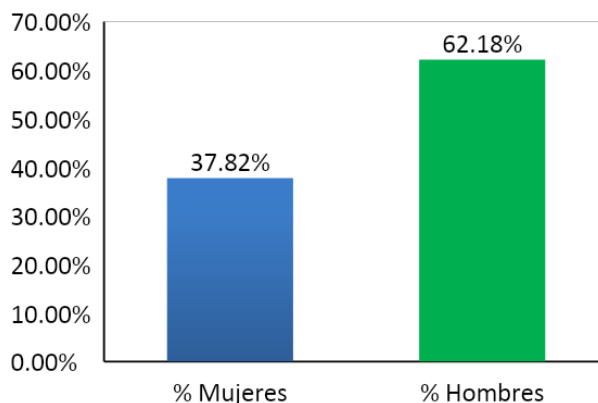
Phase 4: Follow-up of the process aimed at ensuring compliance with the defined actions, and ensuring both compliance with them, and the establishment of measures when the objectives have not been achieved or when new needs arise regarding which it will be necessary to articulate New actions

Analysis of quantitative and qualitative data.

Date of information collection: December 2015

Total workforce disaggregated by sex.

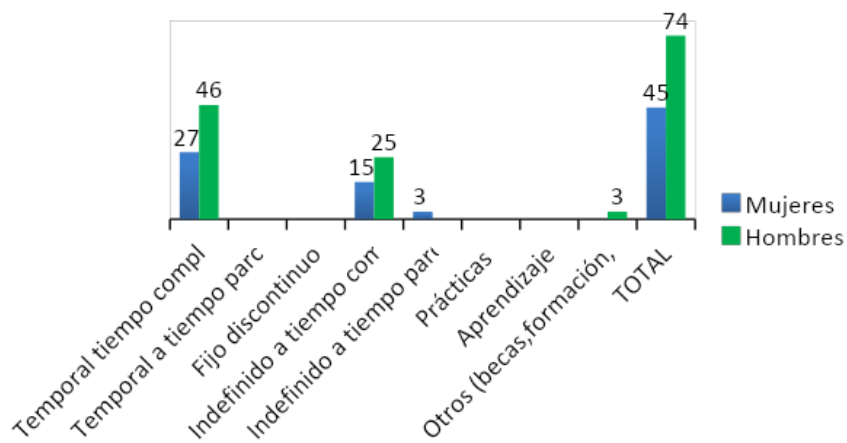
Women	% Women	Men	% Men	Total
45	37.82%	74	62.18%	119



The IREC staff is mostly male, with a presence of 62.18% of men (74) compared to 37.82% of women (45). This data only confirms the trend in this sector, where there is a greater male presence.

Total workforce broken down by type of contract.

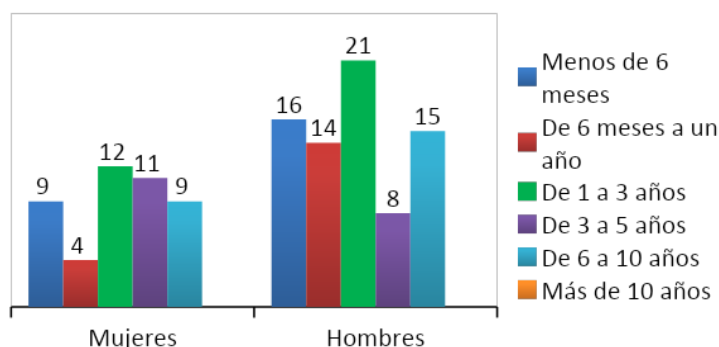
Type of contract	Women	%	Men	%	Total
Temporary full time	27	60.00%	46	62.16%	73
Temporary part time					
Fixed discontinuous					
Indefinite full-time	15	33.33%	25	33.78%	40
Indefinite part-time	3	6.67%			3
Practices					
Learning					
Others (scholarships, training, etc ...)			3	4.05%	3
TOTAL	45	100.00%	74	100.00%	119



Parity is observed in the use of full-time temporary contracts (61.34% of the contracts) from a gender perspective. The temporary contract is common in the world of science where the research staff is characterized by work for projects and national and international mobility. In the rest of the types of contracts of the center there are no relevant differences. Note that the formula for an indefinite part-time contract is given only in the case of three women, the fact that they are attached to this type of contract only women can point, on the one hand, to women, when presenting greater problems for to reconcile, they prefer to choose these hiring formulas, or, that many times the same employers, promote these types of contracts preferably with female staff.

Total staff broken down by seniority.

Age	Women	%	Men	%	Total
Less than 6 months	9	20.00%	16	21.62%	25
From 6 months to a year	4	8.89%	14	18.92%	18
From 1 to 3 years	12	26.67%	21	28, 38%	33
From 3 to 5 years	11	24.44%	8	10.81%	19
From 6 to 10 years	9	20.00%	15	20.27%	24
More than 10 years					
TOTAL	45	100.00%	74	100.00%	119



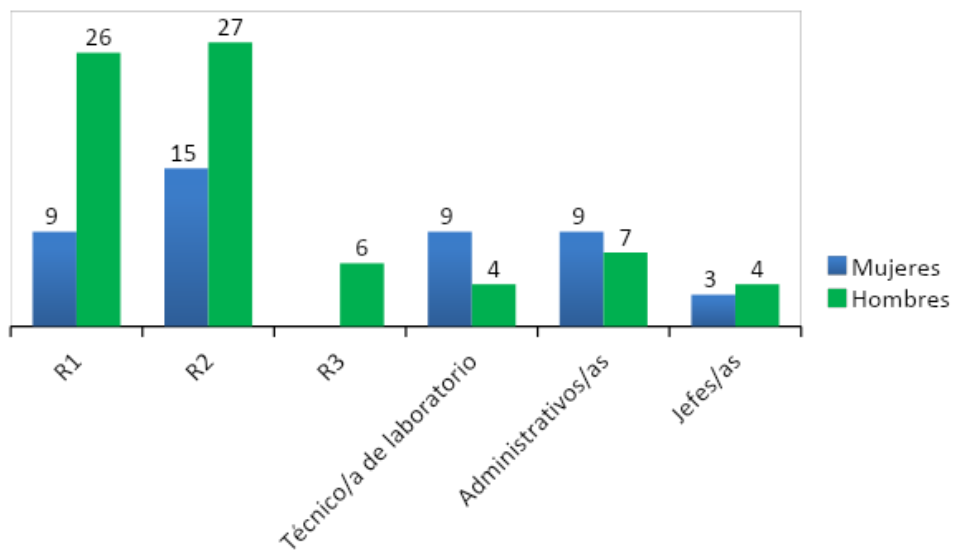
There are no major differences in the seniority of the people who make up the IREC staff, with the exception of staff between 6 months and a year where the age of men It is somewhat higher, and the case of staff between 3 and 5 years old, where, on the contrary, the seniority of women is higher in relation to their proportional presence in the workforce.

On the other hand, the fact that there is no staff with a seniority of more than 10 years is due to the fact that the institution was created in 2008.

Distribution of the workforce by professional categories.

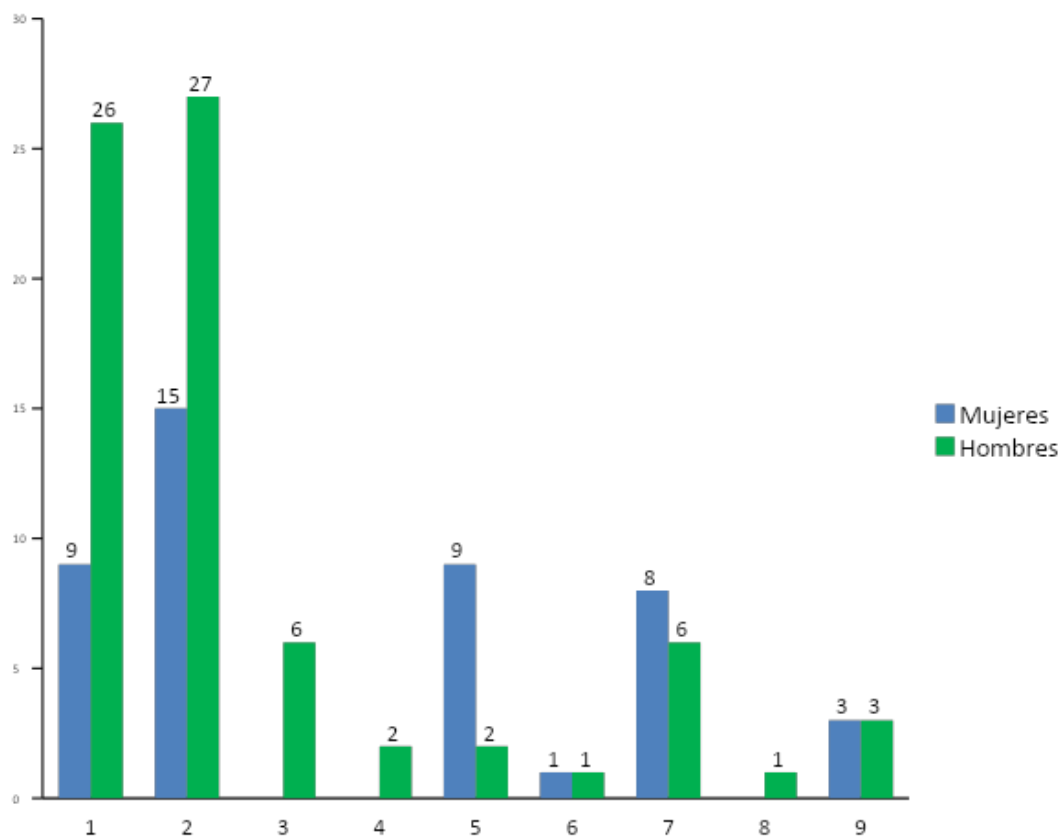
Denomination categories	Women	%	Men	%	Total
Research staff R1	9	20.00%	26	35.14%	35
Research staff R2	15	33.33%	27	36.49%	42
Research staff R3			6	8.11%	6
Laboratory technician	9	20.00%	4	5.41%	13

Administrative	9	20.00%	7	9.46%	16
Chiefs	3	6.67%	4	5.41%	7
TOTAL	45	100%	74	100.00%	Workforce



distribution by professional category and studies.

Professional Category	Level of Studies	Women	%	Men	%	Total
R1	University	9	20.00%	26	35.14%	35
R2	University	15	33.33%	27	36.49%	42
R3	University			6	8.11%	6
Tlab	Secondary			2	2.70%	2
Tlab	University	9	20.00%	2	2.70%	11
Adm	Secondary	1	2.22%	1	1.35%	2
Adm	University	8	17.78%	6	8.11%	14
Chiefs	Secondary			1	1.35%	1
Chiefs	University	3	6.67%	3	4.05%	6
TOTAL		45	100.00%	74	100.00%	119



It is observed that in the researcher positions there is a greater male presence (71% of men versus 29% women). Likewise, it highlights the fact that in the top category within the group of researchers (the R3) there are only men. The reason for this very important bias in terms of the presence of men and women only confirms the fact that women continue to be underrepresented in EU research activities. According

to a study from 2013, women represent only 33% of European research staff, 20% of professors and 15.5% of the institutes' addresses in the higher education sector.

Regarding the categories of laboratory technician, there is a greater female presence (69% of women versus 31% of men).

In the group of Administrative / as there is balance, although the percentage of women is slightly higher than that of men.

That in the group of "laboratory technicians" and "administrative", there is a higher percentage of women is consistent with the fact that both professions have traditionally come to be considered "female professions", that is, professions, where by tradition and associated stereotypes, women have had more place in the labor market. Let us emphasize that, precisely, both professions are in the middle of the traditional hierarchical hierarchy of organizations, which confirms the well-known metaphor of the "glass ceiling", that is, the tendency for a really significant percentage, the woman is relegated to middle or low categories. According to the latest data available from the INE (fourth quarter of 2015), in the group of "Accounting, administrative and other office employees", 65% of professionals are women and 25% are men.

In the group of Chiefs, however, an important female presence stands out since 43% of the positions of "chiefs" are occupied by women. This greater female presence at this level may have to do with the fact that these positions held by women are located in areas where, as a percentage, there is a more equal presence of women (Communication and Administration). In any case, this data points to the determined commitment of IREC to increase the female presence of positions of responsibility.

Finally, it should be noted that 95% of the IREC workers assigned to the categories "laboratory technician", "administrative" and "chiefs" have university studies compared to 73% of men. (We do not make reference here to the group of "researchers" since in this case it is mandatory to have a university degree). This data, on the one hand, speaks of the high level of studies and preparation of the IREC staff in general, which is in line with the spirit, mission and objectives of this institution, but also, from a gender perspective, is consistent with the current trend that places women on the stretch between the ages of 20 and 44 with a slightly higher level of training than men.

Staff pick.

IREC has a Human Resources department that, among other aspects, guarantees equal treatment of opportunities in the selection and access of new personnel, avoiding possible cases of horizontal and vertical segregation and establishing the same contractual conditions for men and women .

In 2014, the Foundation assumed the commitment to adhere to the Code of Conduct for Recruitment of Researchers (Code of conduct for recruitment of researchers), promoted by the European Commission and which is part of the European Charter for research staff. **Among the guiding principles of this code is that of gender balance and equity from the moment of selection, to the development of the professional career and conditions.**

In order to achieve **the seal of quality in human resources management within the framework of the European Strategy for Researchers (Human research strategy for researchers, HRS4R)** whose purpose is to generate a mechanism to **improve transparency and security for the sake of To achieve excellence.** The process evaluates different aspects, among which the following stand out:

- Ethical and professional
- aspects Selection / recruitment aspects
- Working conditions and coverage (according to each legal system)
- Training

Entities are required to comply with the following strategy:

∇ **Entity Analysis,** in terms of self-evaluation of their practices with which they mark the code of conduct, with respect to the following items:

- Ethical and professional
- aspects Selection / recruitment aspects
- Working conditions and coverage (according to each legal system)
- Training

∇ **Action plan:** Develop an action plan and make it public on the web and in EURAXESS_Rights.

∇ **Acknowledgment:** The EC reviews the strategy document and if approved, entitles the logo **"HR Excellence in Research"**.

Within the framework to be evaluated in the process, gender balance acquires special relevance as well as measures to enhance it. This process implies a modernization of human resources management considering gender implications and the promotion of excellence through diversity.

As members of CERCA, IREC is recommended to develop its own Equality Plan within the regulations presented.

IREC, as a center attached to the Code of Conduct for Recruitment of Researchers (Code of Conduct for Recruitment of Researchers), in April 2012, began to implement the practices recommended in that Code, specifically drafted the document **"Recruitment Policy Talent "**, in this document the procedure to be followed in the selection and recruitment processes of new personnel is collected, in the different phases of the selection process.

On the content of this document, the following should be noted:

1. **Job Offer.** IREC must announce new vacancies, whether indefinite or temporary, by project or specific activity on www.irec.cat its website, under the heading "of employment and scholarships". The offer must describe the work, the requirements and conditions, the application process for the vacancy, the deliverables and the process deadlines. In addition to using its own website as a way to publicize the vacancy, IREC must use electronic means of international scope specific to each type of position, always being reasonable in relation to the availability of budget at any time.

IREC must announce the offers on various websites, which are international references to ensure that vacancies can be known by the international scientific community. Likewise, you must publish the offers in professional social networks such as xing or linkedin, specifically, in highly specialized groups in line with the activity for which you want to fill the vacancy.

When an area of the Institute wishes to begin the process of hiring a person, the person in charge of Human Resources must previously prepare a document that contains a detailed description of the characteristics of the position. To determine the characteristics of the position, these are studied in coordination between the research groups, HR and Management.

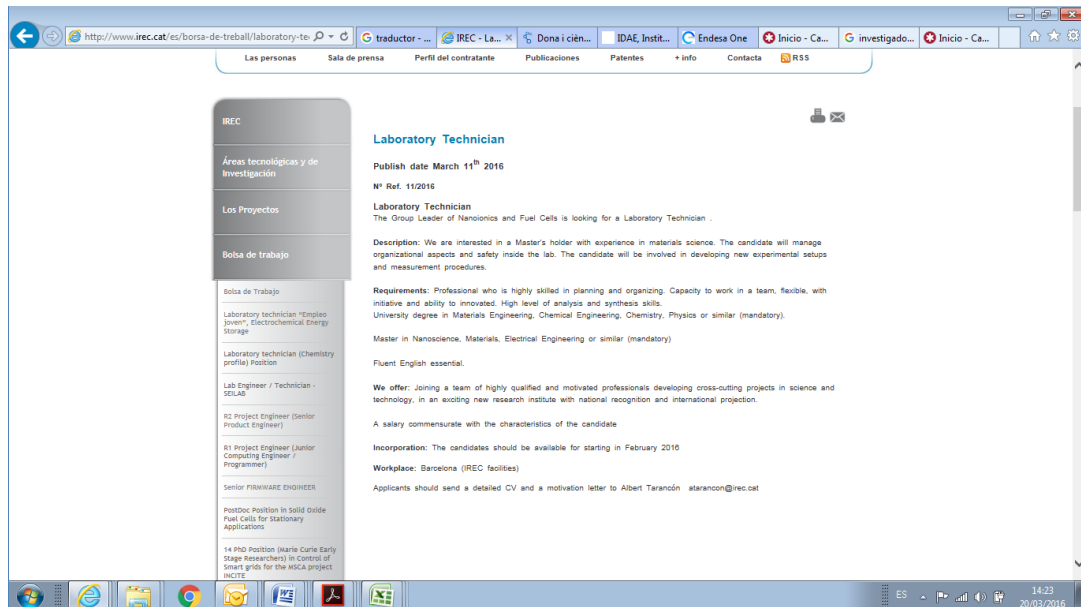
The data that this document must contain are:

- Justification of the need for the position (if it is foreseen in the annual budget of the Institute and the working conditions)
- Description of the position
- The functions of the position
- Requirements to be fulfilled (scientific and / or management credentials , of strategic vision if necessary, training, languages, location and availability to travel if necessary, etc.)
- Conditions of employment (temporary or indefinite, estimated salary if applicable)
- Documentation to be submitted by the applicant
- The criteria for Evaluation
- Committee, if applicable
- Interlocutor of the selection process
- The estimated cost of the selection, if applicable

This procedure in the phase of publication of the offer, without a doubt guarantees equal opportunities between women and men, increasing the possibilities of capture talent There are two characteristics of the process that are key to ensuring transparency and fairness, namely:

- Advertising of the Offer. The offer is public and communicates through several national and international channels.
- Description of the characteristics of the position. The characteristics of the position (functions, requirements, training, languages, location, etc.) are perfectly described, with the professional and academic merits being the only criteria considered.

Example of two job offers recently published on the IREC website and other channels



Extract job offer from the corporate website

2. **Outsourcing of the selection process.** Depending on the type of vacancy and the specialization of the professional profile required, the selection can be made through an external specialized entity of recognized prestige, however, the entire process is coordinated by the IREC head of human resources.

From the point of view of gender and equal opportunities, the fact of professionalizing the selection processes to the maximum, favors equity and equal opportunities.

3. **Registration procedure for the offer.** The registration procedure is specified, with the candidate confirming the registration made. The ease of the procedure for registering published offers is another positive factor, from the point of view of equal opportunities as well as efficiency and quality of the process, in general.

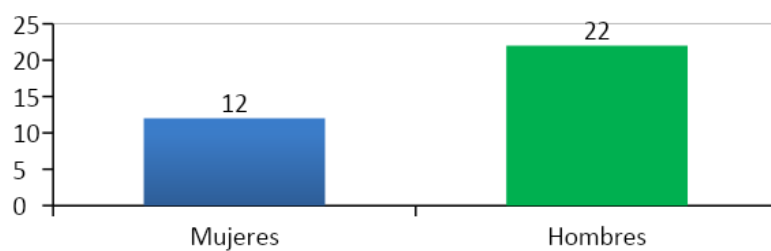
4. **Candidate evaluation process.** Applications are reviewed taking into account the requirements and the determination of factors, as well as the candidate skills.

In the event that the IREC recruitment staff considers the candidate to be optimal for the position, the candidate should receive information on the next evaluation phase. Those who do not go to the next phase should also be informed and have the right to receive detailed information. The last decision on the candidate has been selected by those responsible for the Research Groups.

As for the methodology used to select candidates, the most common is the conduct of a personal interview as well as the evaluation of professional history / curriculum.

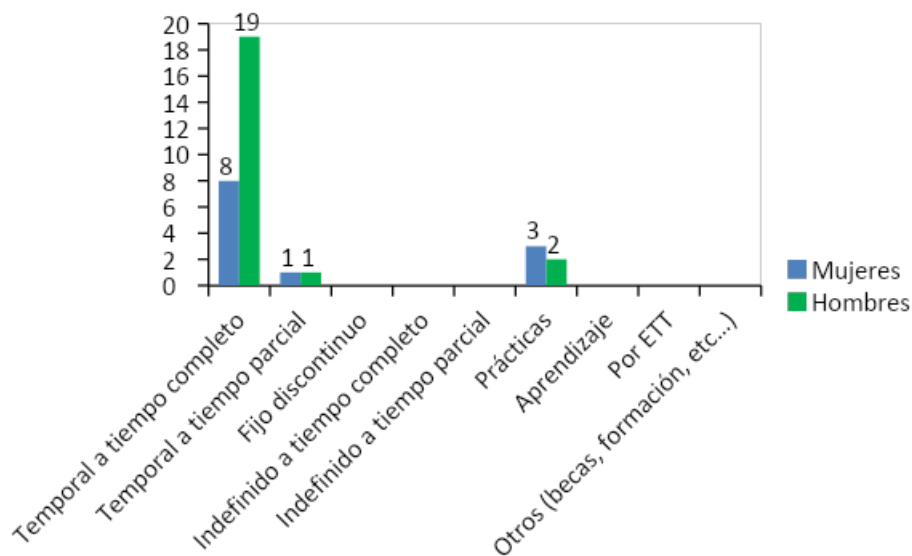
Incorporation of new personnel in the last year.

Women	Men	Total
12	22	34



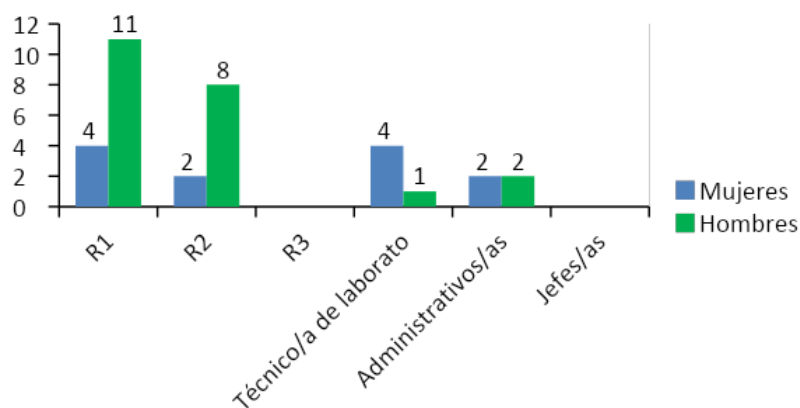
Type of contract in the incorporations of the last year.

Year	Women	%	Men	%	Total
Temporary full-time	8	66.67%	19	86.36%	27
Temporary part-time	1	8.33%	1	4.55%	2
Discontinuous fixed					
Indefinite full time					
Indefinite part-time					
Practices	3	25.00%	2	9.09%	5
Learning					
By ETT					
Others (scholarships, training, etc ...)					
TOTAL	12	100.00%	22	100.00%	34



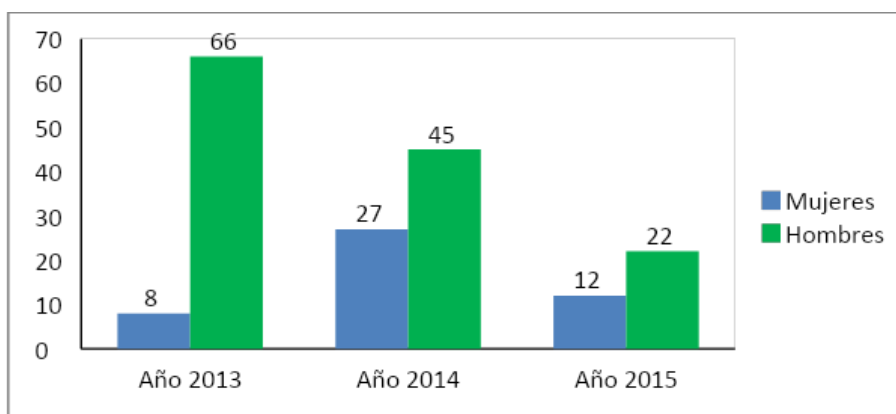
Last year's incorporations: Professional Categories

Denomination categories	Women	%	Men	%	Total
R1	4	33.33%	11	50.00%	15
R2	2	16.67%	8	36.36%	10
R3					0
Laboratory technician	4	33.33%	1	4.55%	5
Administrative	2	16.67%	2	9.09%	4
Chiefs					0
TOTAL	12	100%	22	100.00%	34



Incorporations in the last three years.

Year	Women	%	Men	%	Total
Year 2013	8	17.02%	66	49.62%	74
Year 2014	27	57.45%	45	33.83%	72
Year 2015	12	25.53%	22	16.54%	34
TOTAL	47	100.00 %	133	100%	180



During 2015, 12 women were added to 22 men, which shows that 35% of the people selected were women, with 86% of the total number of people selected in the category of "researchers", which confirms the underrepresentation of women in the scientific world.

In relation to the type of contracts, the largest number of those made are temporary, full-time contracts (86.36%), which are usually contracted for the characteristics of the research world where mobility between different work centers and Institutions is part of the professional career.

Professional categories also show that 19 men were selected to the position of researcher compared to 6 women (76% and 24% respectively of the total number of selected researchers).

In relation to the selection of new staff for the Administrative position, there is parity as 2 women and 2 men were selected. He emphasizes that, given that these types of positions have traditionally been filled by women, the incorporation of male personnel is positive in order to achieve a greater male presence and equality from a gender perspective.

In the general evolution of the new incorporations, the trend has been that of a greater number of hiring of women, since there has been a hiring of women in 2013 of around 10% of the total contracted, to a contract in 2014 and 2015 of a percentage of 37% in 2014 and 35% in 2015 on the total number of contracted, positive data, without a doubt.

Reception Manual

IREC, in its eagerness to bring the institution closer to new staff and acclimatize it to its internal culture and procedures, provides a new reception manual or "Corporate Identity Manual" to all newly incorporated personnel, where the main issues addressed It is necessary to know to take the first steps in this institution, namely: Global Context, Board of Trustees and Scientific Council, Technological and

Research Areas, Locations, Socio-labor Aspects (vacations), Regulations on exploitation of intellectual property, Part of Hours (procedure and software), Occupational Risk Prevention.

This reception policy, as well as other measures already mentioned, favor communication and transparency, which is positive from the point of view of equal opportunities as well as the well-being of staff in general.

Staff training

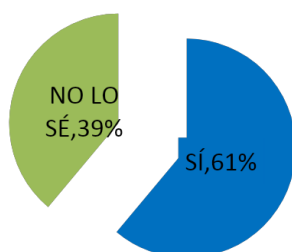
The training of personnel in IREC is considered as a fundamental tool for proper adjustment to the position and professional and personal development.

Regarding the training of a technical nature, limited to the research field, there are no separate data on training actions carried out in recent years, given that the format used is mixed "training-research", being difficult to distinguish and differentiate both aspects. In many cases these formations are "labeled" in a different way, so they cannot be statistically treated. In the technical disciplines, it is the research staff themselves who request training.

Regarding the transversal training areas, in the last year, training was carried out in the field of Occupational Risk Prevention.

Training on gender equality awareness has not been carried out so far.

In reference to the survey completed by IREC staff, when asked, do men and women access training courses equally? 61% say YES, 0% DO NOT and 39% DO NOT KNOW. Data indicating general satisfaction of the workforce in this area from an equal point of view.



This data reveals that, in general, the workforce is satisfied with the training policy implemented.

Staff promotion

The equal opportunity policy that is part of the IREC philosophy guarantees equal treatment in the promotion and access of women to other positions within the organization.

Promote and improve the possibilities of access of women to positions of responsibility, contributing to reduce inequalities and imbalances that, regardless of their origin could occur in the center, is part of the areas of study in the organization from a gender perspective.

The development of a professional career and being able to access certain higher-ranking positions is in many cases a very complicated situation for women, especially in the field of science. We find what is known as a "glass ceiling", that is, a veiled limitation to the rise of women in organizations.

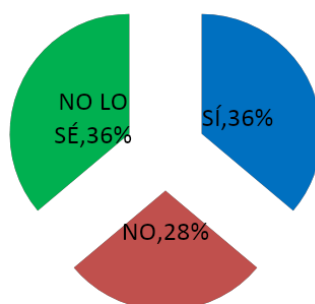
According to Mabel Burín, it is named as an invisible upper surface in the women's career, difficult to transfer, which prevents further progress. Its invisibility character is given by the fact that there are no established laws or social devices or visible codes that impose such a limitation on women, but is built on the basis of other features that are difficult to detect because of their invisibility.

The general data collected from IREC show a mostly male internal promotion in line with the greater presence of men in the institution.

The Promotion procedure that is followed in IREC follows the principles of merit and transparency. When a vacancy is available, it is published on the corporate website. The criteria used by IREC to promote are based on the evaluation of the hierarchical manager. For the positions located in the research area, in particular the decision is based on the result of the annual evaluation, where different criteria will be assessed, such as number of publications and level of impact, participation with different degrees of responsibility in European projects and sizes of the same. The people involved in the final decision on personnel to promote are the Group, Area and Human Resources Manager.

Being a woman or not or having family responsibilities in no case is a barrier or obstacle for IREC staff.

Before the question related to the promotion and answered by the staff: Do you think that IREC gives the same opportunity to promote (promote) women and men? 36% say yes, 28% say NO and 36% DO NOT KNOW. This may indicate that it is necessary to analyze the communication policy of the company in this matter, given that a non-negligible percentage of respondents answer that there is no possibility of promoting / promoting men and women.



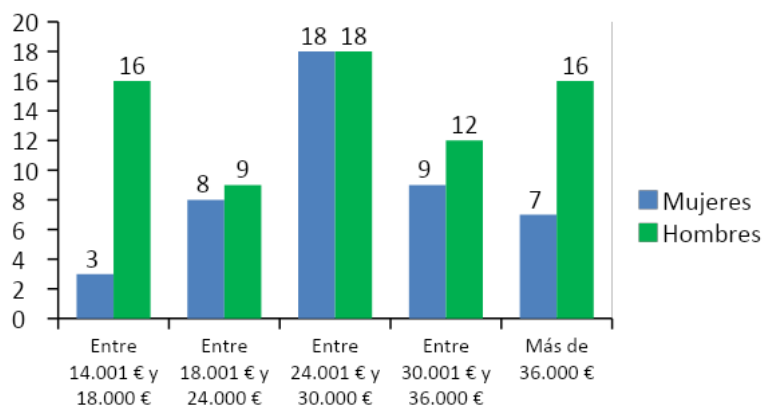
Salary policy.

In IREC the remuneration is equal according to the type of position and being a man or woman or the country of origin does not determine the type of salary the person receives.

Workforce distribution by salary bands

bands	Women	%	Men	%	Total
Less than € 7,200		0.00%	3	4.05%	3
Between € 7,201 and € 12,000					-
Between € 12,000 and € 14,000					-
Between € 14,001 and € 18,000	3	6.67%	16	21.62%	19
Between € 18,001 and € 24,000	8	17.78%	9 €	12.16%	17
Between € 24,001 and € 30,000	18	40.00%	18	24.32 %	36

Between € 30,001 and € 36,000	9	20.00%	12	16.22%	21
More than € 36,000	7	15.56%	16	21.62%	23
TOTAL	45	100.00%	74	100.00%	119

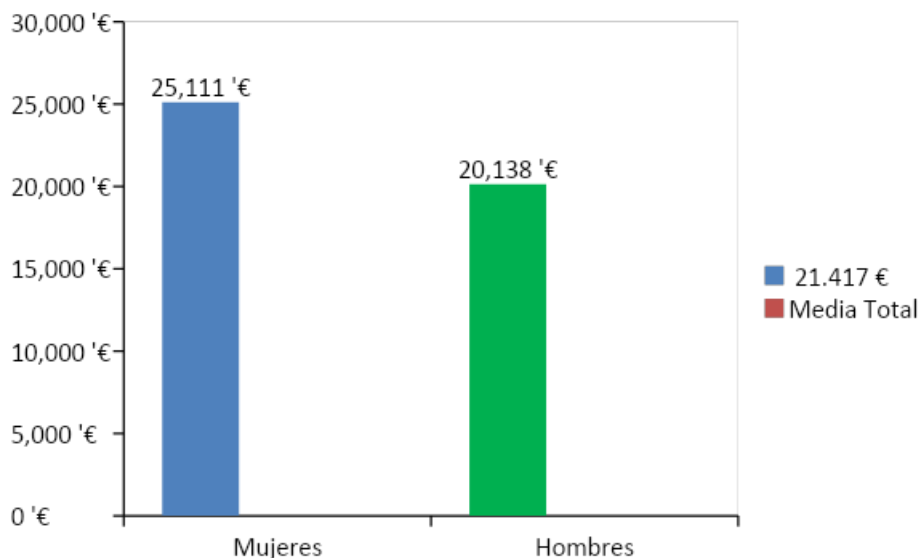


Remuneration only between € 14,001 and € 18,000 and those over € 36,000, men have a higher salary percentage than women (14.95% and 6.07% higher in relation to the remuneration of women in that salary band). In contrast, in other bands the phenomenon is reversed. We can affirm, therefore, that in general there are no significant differences.

Workforce distribution by professional categories and average salary.

RESEARCH PERSONNEL (CATEGORY R1)

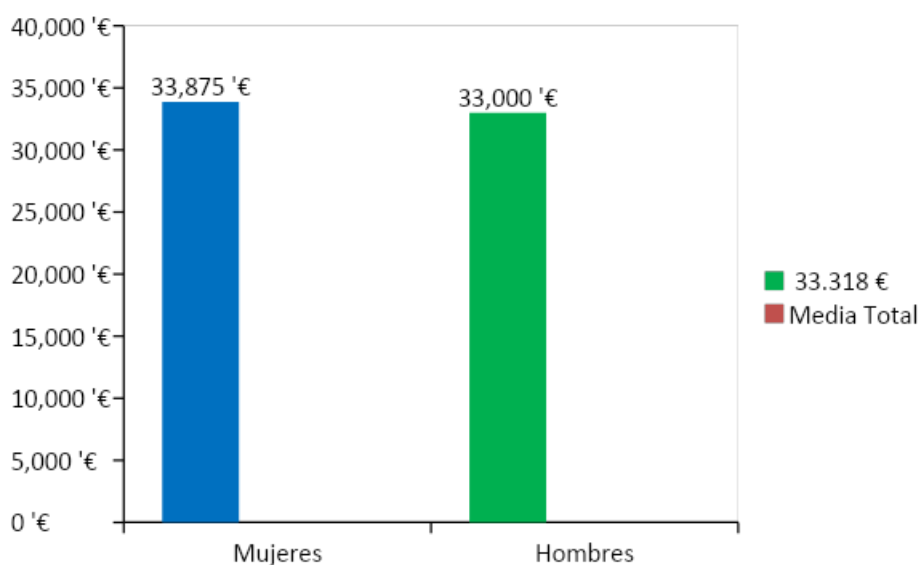
Average Total	Women	Men
35	9	26
€ 21,417 €	25,111 €	20,138



The data show us that the average remuneration of the research staff is higher in the case of women, it would be necessary to analyze the causes of said salary difference, in this case, to the detriment of men. It should be noted that there are 3 men in the internship regime (scholarships) with a remuneration much lower than that of the rest of the staff in this category (less than € 7,200), but, even eliminating these 3 scholarships from this analysis, the average salary of The woman is still superior in this category.

RESEARCH STAFF (CATEGORY R2)

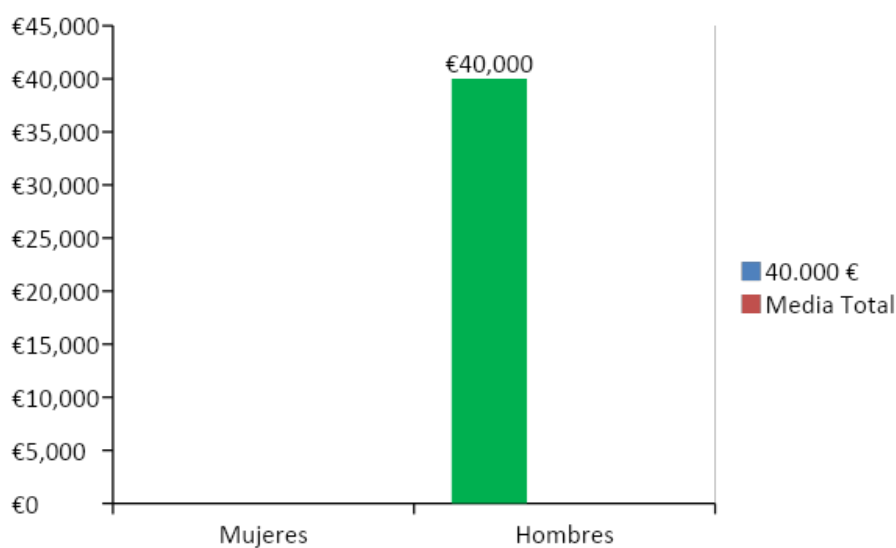
Average Total	Women	Men
44	16	28
€ 33,318 €	33,875 €	33,000



The average salaries of research staff (category R2) show a higher salary in the case of women, which certainly supports that there is no type of wage discrimination against women in this category, and yes, on the other hand, it is discriminatory with respect to men belonging to it.

RESEARCH STAFF (CATEGORY R3)

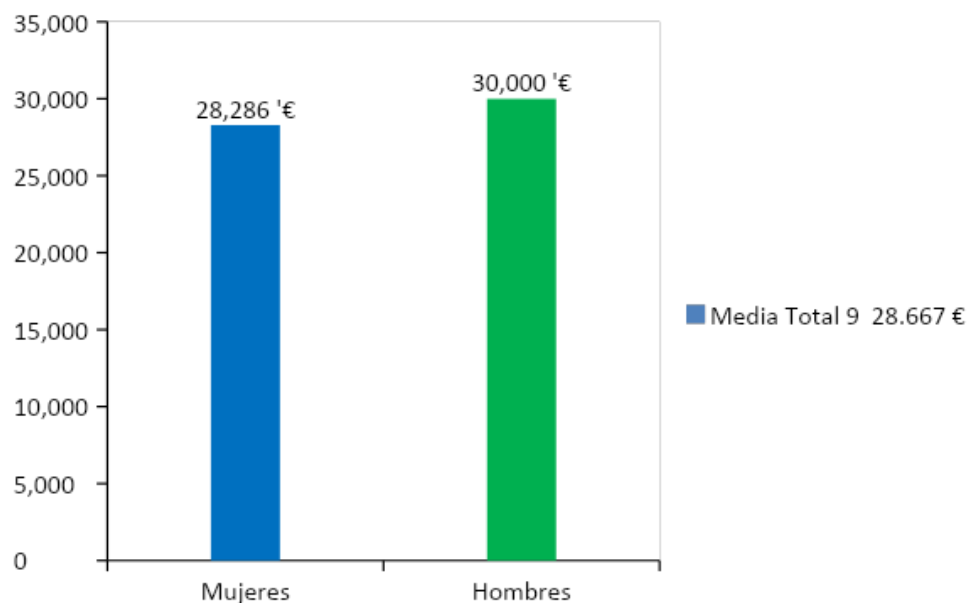
Average Total	Women	Men
6	0	6
€ 40,000 €		40,000



In reference to research staff in category R3, the highest category within the group of researchers, as already seen above, is a category in that there are only men, and that is precisely where the highest salary band of this group is. It would therefore be necessary to analyze the reasons why in this category there are only men, or in other words, what are the barriers that only men in this category intervene.

LABORATORY TECHNIQUE

Average Total	Women	Men
9	7	2
€ 28,667 €	28,286 €	30,000



Female staff in the “laboratory technician” category receives a lower average pay than the male.

ADMINISTRATIVE / AS

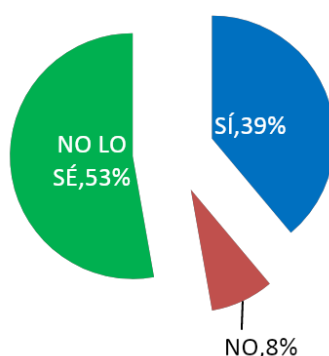
Media Total	Women	Men
25	December 13	
33,280 €	32,615 €	34,000 €



The Women belonging to the administrative area have a lower average remuneration than men. It would therefore be necessary to analyze whether this wage difference is justified due to the nature of each job

or, on the contrary, it de facto implies discrimination based on sex. It must be taken into account that the "Bosses / as" collective is also integrated in this graphic.

In the opinions collected from the personnel surveyed, to the question: Do you think that in your company the salary is equal between men and women according to the job and professional category ?, 39% consider YES, 8% do NOT and 53% say they DON'T KNOW. These data indicate the need to improve the information that the workforce needs about equal pay to favor the feeling of fairness and transparency.



Time management and reconciliation.

One of the causes that explain the lower labor participation of women with respect to that of men is associated with a greater difficulty in achieving reconciliation between personal, family and work life, since most of the responsibilities continue to fall on them. Domestic and care. These facts can be accentuated by difficulties in accessing services for children and other dependents on occasion, which influences the decision on the choice of professional career, a greater use of part-time contracts and most frequent interruptions of the professional career (*Women's Institute and for Equal Opportunities*).

Issues related to the reconciliation of personal, family and work life are one of the most relevant aspects when we talk about the difficulties faced by staff, especially the researcher.

The IREC advocates for the good management of time dedicated to personal, family and work life, seeking a healthy balance for all staff. Reconcile the balance in the different dimensions of life in order to improve well-being, health and personal work capacity.

Within the aspects related to this area of equality, in order to favor such conciliation, the center is open, to grant flexibility of schedules in case of being requested and to understand said request sufficiently justified.

As for holidays, the IREC staff enjoys 26 working days of vacation. Of those mentioned, a minimum of 15 working days must be enjoyed during the summer period of July and August. Being able to meet exceptions, as long as they are authorized by the head of area.

Working hours are as follows:

- From Monday to Thursday, from 9 a.m. to 6:30 p.m., with 1 hour to eat.
- On Fridays, from 9 a.m. to 2:30 p.m.

Except for the period from July 1 to August 31, during which time the schedule will be:

- Monday through Thursday, from 9 a.m. to 5 p.m., with 1 hour to eat.
- On Fridays, from 9 a.m. to 2:30 p.m.

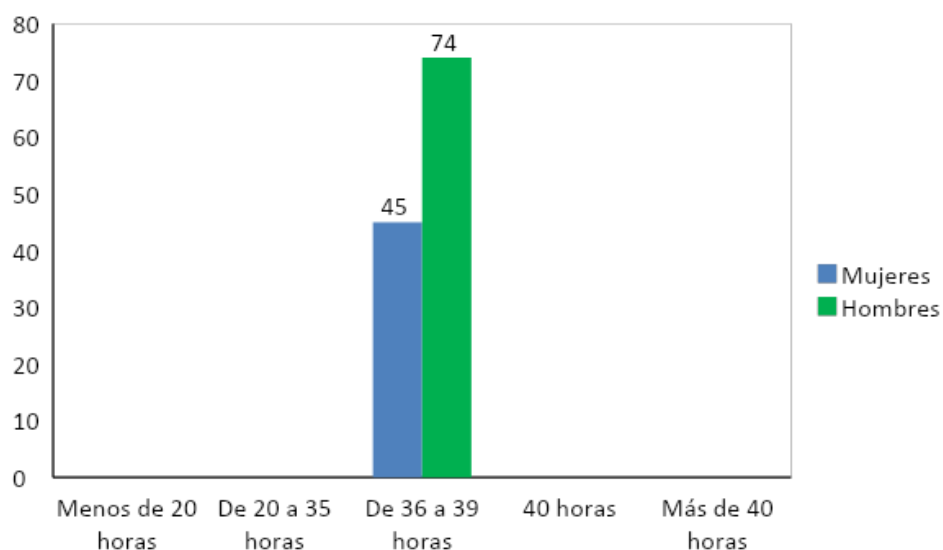
On the following days the schedule will be intensive:

- January 5, from 9 a.m. to 2:00 p.m.
- April 5, from 9 a.m. to 2:00 p.m.
- December 24, from 9 a.m. to 2:00 p.m.
- December 31, from 9 a.m. to 2:00 p.m.

This work schedule does not prevent being able to flexibilize or adapt it if any person or group Research duly communicates it to the Administration, in order to perform a case-by-case analysis.

Workforce distribution by weekly hours of work.

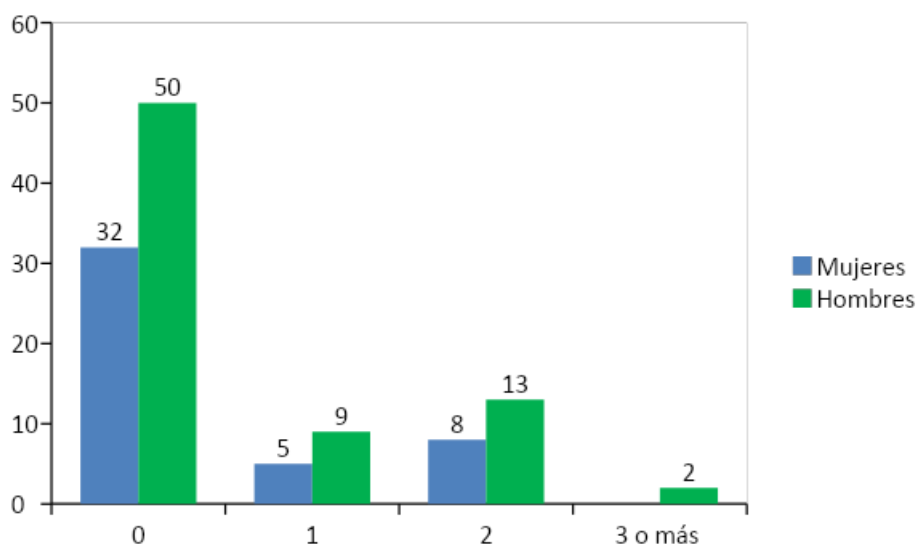
Number of hours	Women	%	Men	%	Total
Less than 20 hours					-
From 20 to 35 hours					-
From 36 to 39 hours	45	100.00%	74	100.00%	119
40 hours					-
More than 40 hours					-
TOTAL	45	100.00%	74	100.00%	119



Family responsibilities. Number of children.

Number of children	Women	%	Men	%	Total
0	32	71.11%	50	67.57%	82
1	5	11.11%	9	12.16%	14

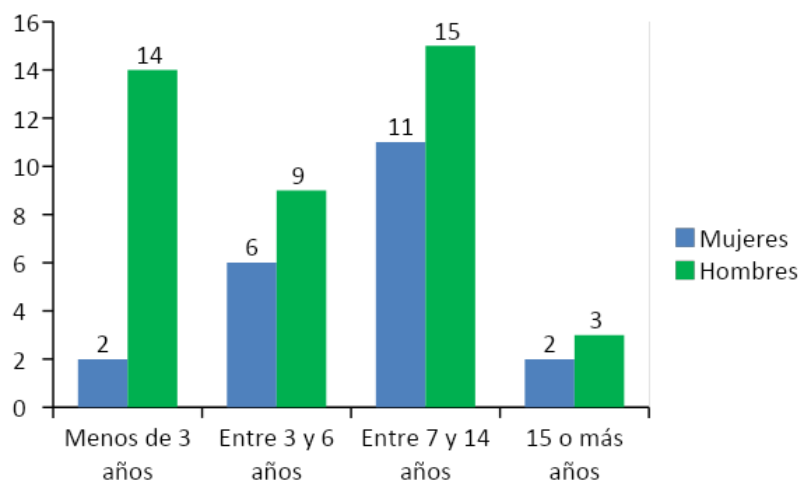
2	8	17.78%	13	17.57%	21
3 or more			2	2.70%	2
TOTAL	45	100.00%	74	100.00%	119



Although the number of fathers and mothers represents 31% of the total workforce, that is, there is a higher percentage of workers (69%) who has no children, the number of mothers (13) and fathers (24) is significant enough and shows the importance and value of the development of conciliation policies.

Family responsibilities: age of sons and daughters.

Number of children	Women	%	Men	%	Total
Less than 3 years	2	9.52%	14	34.15%	16
Between 3 and 6 years	6	28.57%	9	21.95%	15
Between 7 and 14 years	11	52.38 %	15	36.59%	26
15 or more years	2	9.52%	3	7.32%	5
TOTAL	21	100.00%	41	100.00%	62

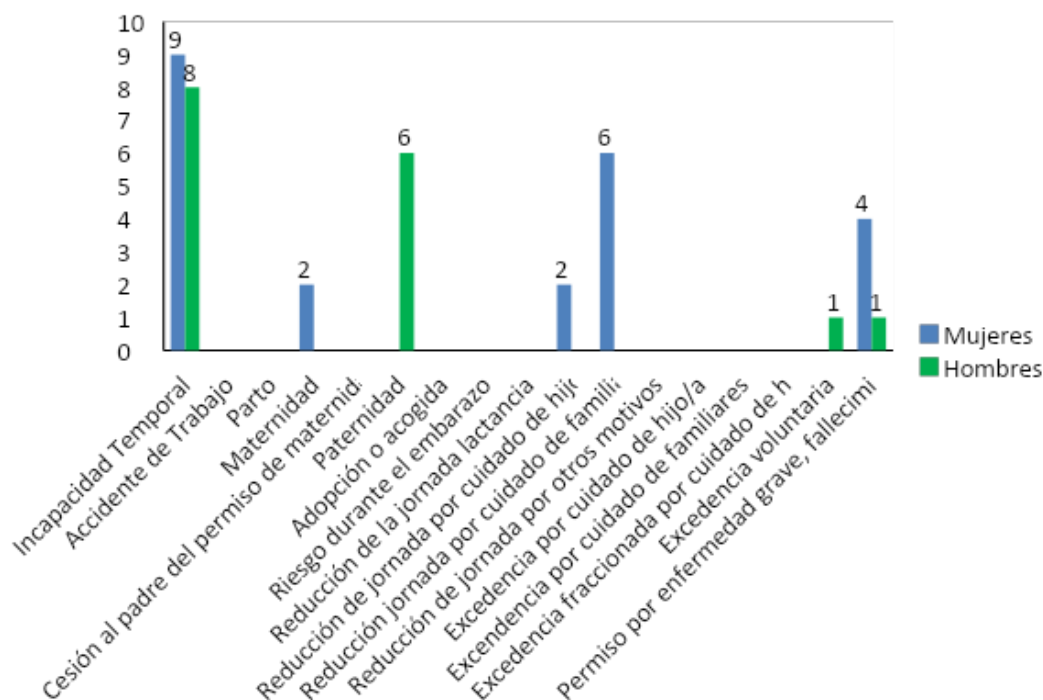


The data presented in previous tables confirm that a significant part of the workforce has responsibilities family members so that measures to promote conciliation are considered important in the satisfaction of the center's staff.

Temporary losses, leave and permits this year.

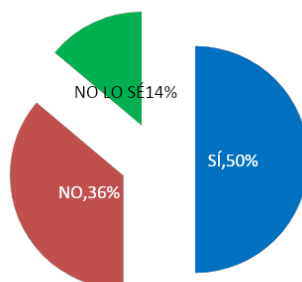
Type Temporary Low		Women%	Men%	Total	
Temporary Disability	9	39.13%	8	50.00%	17
Work Accident					-
Childbirth					
Maternity	2	8.70%			2
Transfer the father of maternity leave					
Paternity			6	37.50%	6
Adoption or Reception					
Risk during pregnancy					
Reduction of the nursing day					
Reduction of the day for child care	2	8.70%			2
Reduction of the day for the care of family members and other dependents	6	26.09%			6
Reduction of the day for other reasons					
Of of of					
Leave absence for child care Leave absence for family care Leave absence for child or family care					

Voluntary leave			1	6.25%	1
Permit for serious illness, death	4	17.39%	1	6.25%	5
TOTAL	23	100, 00%	16	100.00%	39 It is



noteworthy that for the situations of “reduced working hours per dependent child” or “reduced working hours for family care”, only those female working hours have been reduced (7 in total) and no man, being the majority staff male This fact may be a consequence of the fact that it is socially internalized that it is the woman who, in any case, takes care of the children and relatives.

In reference to the question of the survey given to the staff, on whether the reconciliation of family, personal and work life is favored taking into account the work environment, 50% of the workforce affirms that YES, 36% that NO and a 14% say they DON'T KNOW. There is therefore a non-negligible percentage of dissatisfaction in the workforce or ignorance regarding those issues related to the reconciliation policies of the center, the perception of IREC workers in this regard being very even, with the general perception of Workers of other research centers.



Communication and use of language.

Internal and external communication

To guarantee information, commitment, internalization of corporate values or the possibility of participation in the different actions on equal opportunities of the entire workforce, it is necessary to have resources and an internal communication plan focused on raising awareness of all staff on equality and information campaigns.

From the point of view of external communications, advertising etc. Organizations also offer an image and commitment to equality by reviewing the type of language used, promoting specific events and conferences, generating collaborations with other institutions or taking care of the type of image and / or making visible the contribution of women to the world of research and science.

IREC has different internal communication channels that allow to guarantee a fluid and agile internal communication in its different modalities (horizontal, ascending and descending) and that will help the awareness and participation of the workforce in the equality policies that will be developed.

There are several resources that IREC develops to ensure communication to its staff:

Communication Department

IREC has a communication department that directs all actions related to both external and internal communication. In addition, it offers advice on aspects of image, advertising and all kinds of communication-related issues.

The mission of the communication department is:

- Disseminate IREC activity in society.
- Increase and improve the visibility of IREC and, by extension, of science.
- Offer support to research personnel in dissemination tasks.
- Organize events and / or congresses.
- Preparation of informative dossiers, memoirs, leaflets. etc.
- Website [update www.IREC.cat](http://www.IREC.cat).

This department will be crucial in communicating the commitment to equality and diversity management of the organization.

Reception Manual

To encourage the rapid integration and adaptation of newly incorporated persons in the organization, the institution has a Reception Manual (Corporate Identity Manual) that collects a wide collection of

information on the characteristics and operation of the center. A section dedicated to the Equality Plan is recommended to facilitate its knowledge to new staff.

IREC Web

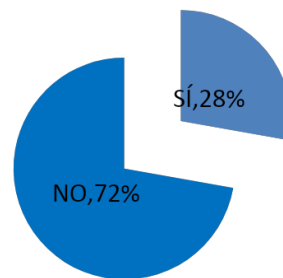
The IREC has the website www.IREC.cat. In it you can find all the information about the research that is carried out, the projects, the publications, the research programs, the template, news, activities, etc. It is proposed to incorporate the explicit commitment of IREC with equality in it.



Intranet

The IREC Intranet makes available to its workers all general information, common services and the most specific research; facilitates administrative procedures,

In order to detect the level of knowledge about the equality plans that the workforce possesses, the following question was included in the anonymous survey: Do you know what implications an Equality Plan has to implement in the center? The answers were as follows: 28% said YES compared to 72% who answered NO. These data indicate the need to increase the information to the staff about equality and the use of various channels.



The use of non-sexist language and iconography

Language is a cultural acquisition, it is the instrument through which we express our thoughts, our ideas and our way of conceiving the world, and it is, therefore, the reflection of the culture of a society at a certain moment. If the language is sexist, it tends to perpetuating values and stereotypes that harm real equality and the visibility of women.

The non-sexist use of language is one of the instruments of positive action that we can and should use who we want to effectively promote the real equalization of women in our institution.

For this, we have collected various extracts from internal and other public documents such as the corporate website and in some cases the use of sexist language is observed:


MANUAL ENTIDAD CORPORATIVA - CAST Dina 5.pdf - Adobe Acrobat Reader DC

Archivo Edición Ver Ventana Ayuda

Inicio Herramientas PROTOCOLO DE P... doc088185201603... Organigrama.pdf Talent Recruitment ... MANUAL ENTIDA... x

127%

Aspectos sociolaborales



Vacaciones y horario laboral de referencia

Según el calendario laboral para el año 2012, que se regulará en la normativa laboral interna a desarrollar durante el ejercicio 2012, hay 14 días festivos oficiales y 26 días laborables de vacaciones.

De las mencionadas vacaciones, dicha normativa regulará un mínimo de 15 días laborables a disfrutar en el periodo estival de julio y agosto. Las excepciones que puedan surgir deberán estar autorizadas por el jefe de área.

Los 26 días laborables de vacaciones deberán planificarse con la máxima antelación posible y los gestores-promotores de cada área de investigación comunicarán a Recursos Humanos los calendarios de vacaciones orientativos que cada área haya pactado internamente de acuerdo a sus necesidades.

Sobre una base de cálculo de 39:50 horas semanales, se ha aprobado el siguiente horario laboral para el año 2012:

- De lunes a jueves, de 9 h a 18:30 h, con 1 h para comer.

enero	febrero
l m mx j v s d	l m mx j v s d
1	1 2 3 4 5
2 3 4 5 6 7 8	6 7 8 9 10 11 12
9 10 11 12 13 14 15	13 14 15 16 17 18 19
16 17 18 19 20 21 22	20 21 22 23 24 25 26
23 24 25 26 27 28 29	27 28 29
30 31	

marzo	abril
l m mx j v s d	l m mx j v s d
1 2 3 4	1
5 6 7 8 9 10 11	2 3 4 5 6 7 8
12 13 14 15 16 17 18	9 10 11 12 13 14 15
19 20 21 22 23 24 25	16 17 18 19 20 21 22
26 27 28 29 30 31	23 24 25 26 27 28 29
	30

mayo	junio
l m mx j v s d	l m mx j v s d
1 2 3 4 5 6	1 2 3
7 8 9 10 11 12 13	4 5 6 7 8 9 10
14 15 16 17 18 19 20	11 12 13 14 15 16 17
21 22 23 24 25 26 27	18 19 20 21 22 23 24
28 29 30 31	25 26 27 28 29 30

julio	agosto
l m mx j v s d	l m mx j v s d

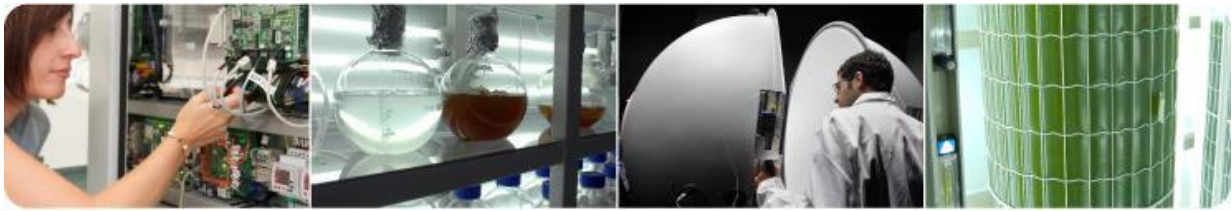
Excerpt from the Corporate Entity Manual.



Press Release Excerpt published on the IREC Website

There is no protocol or Manual for the use of non-sexist language, nor has internal and external documentation been reviewed to detect it.

In reference to images and photos, both the appearance of men and women are observed



Photography of the Web

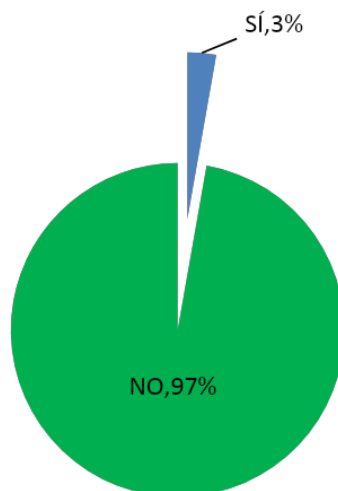


Photography of the Web



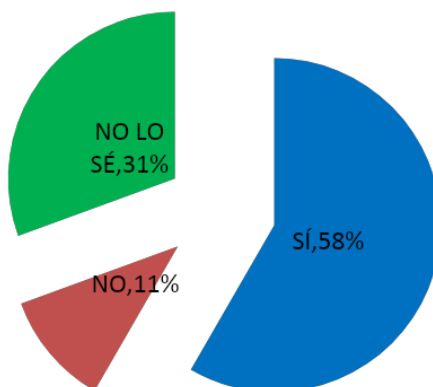
Image used as a cover of internal documents

When asked the question asked about the use of non-sexist language, do you consider that the language and images that your company uses in its internal and external communications is discriminatory in relation to women ?, a very high percentage of the workforce (97%) considers that NO, 3% that YES and 5 % who DON'T KNOW.



Aid, bonuses and social policy.

In relation to this area, to the question asked to the staff about whether the center works with people with disabilities or in situations of risk or exclusion, 58% affirm that YES, 31% answer that they DO NOT KNOW and 11% answer no.

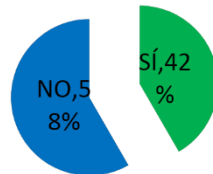


Prevention of sexual harassment.

IREC has a specific protocol for sexual and sexual harassment since September 2015 and which specifies the scope, principles, definition and the circuit of action and measures in the event of a situation of this type.

IREC has a Protocol of Sexual Harassment, on the other hand, when faced with the following question: Would you know what to do or who to address in case of sexual or sexual harassment in your workplace?, 42% of respondents respond that YES while 58% say NO. These data show us the need to initiate

internal communication campaigns in order to increase the level of knowledge of the existence of this circuit of detection, denunciation and punishment of situations of sexual harassment.



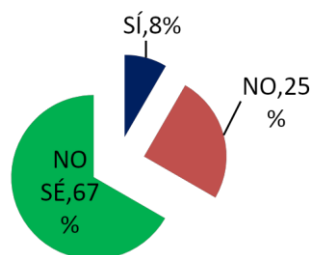
Occupational and Health Risks.

In relation to occupational hazards and occupational health, IREC has fully updated the *Occupational Risk Prevention Plan* complying with all current legislation. In order to prevent occupational hazards and promote the health and safety of all its personnel, IREC follows and implements all the regulations stipulated in Law 31/1992, on Occupational Risk Prevention (LPRL), through various measures. The IREC Work Accident Mutua is FREMAP.

M adopted specific for pregnant or breastfeeding measures.

In the Corporate Entity Manual, workers have indicated the procedure to follow in the event of an accident at work, with 24-hour assistance and being able to call a toll-free number.

Asked the template on the existence in the IREC specific measures for women regarding their health in their workplace, in case of pregnancy, a prominent 67% responds that he DOESN'T KNOW, 8% does, and 25% does not. The reason for this lack of knowledge may be due, on the one hand, to the fact that the majority of the workforce is male and that, in any case, it is a relatively low percentage of workers with children. What has been said above does not prevent IREC from making an effort in terms of information on measures taken to safeguard the health of the pregnant woman.



So far there has been no specific training on occupational hazards from a gender perspective.

Representativeness

The IREC staff consists of a greater male presence, 62.18% of men compared to 36.27% of men.

Analyzing the distribution of the governing bodies from a gender perspective, the data shows that the Presidency of the Board of Trustees is occupied by a man as well as the Vice Presidency and the Secretariat. The members of the Board of Trustees are twenty, 15 men (75% of the total) and 5 women (25% of the total).

In reference to the Delegated Commission, the Presidency and the Secretariat are also occupied by men. The distribution of the rest of the members of said Board is 9 men and 2 women. There is a representation of 15% women and 85% men therefore.

The Scientific Committee is made up of six researchers, all men.

The IREC Directorate is occupied by a man and the Steering Committee is made up of five men.

Looking at the data, it is observed that there is no equal distribution in the different Committees, nor a proportional representation depending on the female presence in IREC. All management positions are occupied by men. Since the IREC workforce shows 36.27% of women, as we ascend to positions of greater responsibility, their presence, proportionally speaking, is less indicating the greatest difficulties that women may have when ascending and promote in his professional life and occupy high positions, a habitual aspect in the world of research and science.

Analyzing the data referring to the professional categories of IREC, aspects of interest are observed. The position of Senior Research Staff (R3) is occupied exclusively by men, there is no proportional representation in this category since, in IREC 29% of the research staff are women. The same goes for the position of Area Managers (four men), which indicates from a gender perspective, some vertical segregation.

The positions of *Laboratory Technician* are mostly occupied by women, there is hardly any male presence which would also indicate a segregation towards men. And the data shows almost total parity of occupation of *administrative positions*. These types of positions have traditionally been filled by women.

Almost all IREC staff have university studies, without distinction for reasons of sex.

8. Conclusions drawn from the Diagnosis.

In compliance with the Arts. 45 to 49 of the Organic Law 3/2007, of March 22 for the effective equality of women and men, has been developed as a previous step to the Equal Opportunity Plan in the *Energy Research Institute of Catalonia (IREC* a diagnosis) of the current situation of the entity regarding equality and diversity management.

The diagnosis is a useful and functional instrument that allows to know in what situation the organization is in relation to equal opportunities. Through a qualitative and quantitative study, updated information is obtained that allows identifying those aspects of the institution that should be improved to achieve effective and real equality of opportunities between women and men.

This diagnosis has to be cross-cutting throughout IREC, of all its internal processes, of its human resources management policies, of internal and external communication, of working conditions, of the proportion of women and men in the different jobs, in the professional categories and in the levels of responsibility. The diagnosis must serve as a basis for establishing the priorities and actions that will be part of the equality plan.

That is why we present the different areas studied and their conclusions to establish the positive actions that will make up the Equality Plan.

The workforce is mostly female (62.18%) compared to the male (37.82%) in the IREC and where it is evidenced through the data collected that there is no discrimination at the time of accessing the Organization.

Although equality and non-discrimination based on sex, age, nationality, race, family conditions etc. It is a value that is being introduced in the institution, there is no record of the implementation of an Equal Opportunity Plan as such.

Equal organizational management.

This area refers to the awareness, awareness and commitment of the organization's management with equal opportunities. Evaluates the level of commitment based on the degree of implementation of policies and actions related to equal opportunities. After the data collected in the Diagnosis, on the one hand there is a real concern for the issues of values and principles based on equality and non-discrimination that are addressed in the Management meetings, especially, from the implementation of a Plan of Talent Attraction in accordance with what was published on March 11, 2005, the European Researcher Charter and the Code of Conduct for the Recruitment of Researchers, which is a document in which the European Commission makes some recommendations for the purpose of defining the European Research Area and that promotes concrete actions to promote equal opportunities between men and women belonging to the research group.

Although it has not been formalized to date in any document that includes the measures adopted in the field of equality, various actions on gender equality have been carried out prior to the diagnosis and implementation of the Equality Plan:

- **2010. Conciliation policy:** Compatibility is encouraged of the time dedicated to personal and work life, looking for a healthy balance for all staff: Time flexibility and time choice when requesting a reduction by legal guardianship.
- **2010. Member of CERCA** (Research Centers of Catalonia). Commitment to align policies to request the "Human Resources Strategy for Researchers" accreditation.
- **2011. Implementation of the internal policy of attracting international talent** following European Directives.
- **2011. Transparency** in the advertising of places and the hiring of research staff, and selection based on the merits and scientific and technological qualification of the candidates regardless of their gender.
- **2014. Management commitment to join** Institution attached to the code of good practices of recruitment of research staff (**CODE OF CONDUCT FOR RECRUITMENT OF RESEARCHERS**)
- **2014. Policy of equal pay** between women and men.
- **2015. Management Commitment**, which promotes and supports the Gender Equality Opportunity policy.
- **2015. Positive policy of access to the Institution, with a female representation of 34%.**

Also at this time a specific budget is dedicated to develop equality policies and establish improvement actions with a grant from the Ministry of Health, Social Services and Equality of € 6,500.

IREC has an administrative structure formed by highly qualified personnel in different fields with ample capacity and interest to participate in the development of the Equality Plan, with extensive experience in project management both nationally and internationally. Likewise, IREC specializes in research staff, with career paths in research centers of excellence from countries around the world, who can contribute their experience as well as a perspective of invaluable interest for the project. It has the external support of the Grup-Pitagora equality consultancy firm.

The entity makes available to the project the necessary percentage of the workday of the people who participate in the process of elaboration and development of the Plan based on their professional profiles and job position.

The perception of the workforce is very positive (92%) in terms of the philosophy of the center regarding equality and non-discrimination based on gender, cultural diversity, etc.

However, despite the efforts made, it is necessary to adopt measures so that IREC shows the real commitment to equality and non-discrimination.

Participation and involvement of staff.

It is assessed if the equal opportunity policy, its objectives, principles and values have been communicated to all the people in the organization and if all the staff is correctly informed of the actions carried out in this area.

The level of commitment is estimated at this time as a means and the issue of equality is approached from the sensitization of each department.

Note that IREC does not have Legal Representation of Workers, although it applies its Internal Regulations that regulate the relationship between the IREC Foundation and its staff.

The Equality Committee is joint as it is composed of two women and two men.

On the occasion of the implementation of the Equality Plan, information has been released and participation has been promoted through:

- All IREC staff have been invited to participate in both the identification of needs and perceptions regarding equality in a manner anonymous in a questionnaire as in the contribution of suggestions of the proposed actions.

However, to ensure the effectiveness of the Equality Committee, an improvement action would be to deepen the Equality Committee training on the importance of the issue, detection methodologies, improvement actions etc.

There have been no campaigns and internal awareness talks to raise awareness in equal opportunities and diversity management as a fundamental corporate value. 72.22% of the workforce declares not knowing the implications of the implementation of an Equality Plan.

Non-discriminatory use of language and corporate communication.

This field studies and evaluates the institution's internal and external communication regarding equal opportunities, as well as the use of non-discriminatory language in written documentation and oral communication.

In IREC there are different channels that facilitate internal communication such as the Intranet, email, direct communication in meetings, etc. However, no specific action or campaign has been carried out so far in terms of equality of workforce.

No specific action has been promoted since IREC as conferences or events that have as one of their objectives to promote the presence of women researchers as speakers or examples of achievements in the world of research.

After the analyzes made to various internal and external documentation, the appearance of sexist language is observed in writings such as the corporate website or internal regulations. That is why the review of the main documentation and its correction is proposed as a positive action.

There is no protocol or manual available to the staff regarding non-sexist language with homogeneous performance criteria for all departments and impact monitoring.

The opinion of the staff shows a high level of satisfaction (97.22%) in the use of non-sexist language in the center.

In two departments closely linked to internal and external communications such as the Communication Area and the Economic and Systems Area, it would be advisable to train your staff in the use of non-sexist language to avoid its appearance in the documents they routinely manage.

Equal participation in workplaces

The indicators included in this area are intended, on the one hand, to analyze the extent to which women and men participate equally in all IREC jobs and levels, considering that the balance is reached when the two sexes have a representation between 40 and 60 percent of the total working people. On the other hand, it is analyzed whether the processes that the organization applies when filling a job guarantee equal opportunities between women and men.

In IREC, the workforce is mostly male (62.18%), because in the world of research, and more specifically, in terms of energy, the male presence is greater, we must take into account that the most demanded training profile in IREC, it corresponds to technological careers, where already of, there are more men than women.

Women appear in most of the institution's categories, except at the senior management level and in the R3 research staff category. For the rest of the categories, although in variable proportions compared to the total percentage of the workforce, there is a feminine presence. They are also part of the staff, professionals of different nationalities occupying positions, of research staff.

The number of women researchers R1 and R2 is lower than the number of male researchers who occupy the same positions (according to the proportion by sex), so as an improvement action it is proposed, depending on the circumstances, to increase the number of women in these two categories, and how to incorporate women, as far as possible, to the R3 category.

Also to increase male representativeness, it is proposed to incorporate men to the position of *Laboratory Technician* (there is little male presence).

The proportion of Group Leaders and Chiefs. It is 10% compared to 3% of women, which shows differences in this position.

As an aspect of special relevance, it should be noted that IREC is in the process of obtaining the "HR EXCELLENCE" logo that includes principles such as: *Non-discrimination: employers and / or funders will not discriminate against researchers based on gender, age, ethnicity, nationality or social origin, religion or belief, sexual orientation, language, disability, political opinion and socio-economic status or Recruitment: employers and / or funders must ensure the existence of clearly specified standards for Admission of researchers, especially at the beginning of their careers. Access to disadvantaged groups or researchers or professors should also be facilitated by returning to the research career. Employers and / or funders should adhere to the principles set forth in the Code of Conduct for the recruitment of researchers, when hiring or hosting researchers.*

According to the data collected, men in 2015 have been incorporated in greater numbers (22) than women (12), however, the use of sexist language has not been detected in calls and job offers and there is a specific protocol in HR for personnel selection that specifies how to perform it in a neutral and objective manner (Talent Collection Plan).

Notwithstanding the foregoing, it is considered as a measure of improvement, to train all the people who participate in the selection processes and committees (not only in the area of HR) in aspects that favor equality of selection and avoid discrimination by stereotypes or prejudices related to gender issues or any other aspect such as age, nationality, family situation, disability etc.

Since IREC is an institution that has several collaboration agreements that allow researchers to exchange and develop common projects, another improvement action would focus on establishing alliances in favor of equality with entities with which it collaborates in the Recruitment of new staff and require external selection companies a clear commitment to equal opportunities.

In relation to participation in training actions, the data show equal opportunities in access to it, with training being carried out both specific to the world of research and transversal in the field of Occupational Risk Prevention, and others.

So far, training modules on equality and diversity management have not been carried out or included for the management positions and managers of areas and teams.

Disaggregated data by reason of sex are not available for those research personnel attending conferences, conferences, symposia, etc. and that involve a displacement at national or international level, to know if this circumstance may be affecting the development and training of researchers because they cannot attend for example due to family responsibilities.

The number of people who may exist in the institution and who belong to groups with difficulties (disability, gender-based violence, etc.) is known, although there are no specific procedures or assistance for personnel in these situations.

Presence of women in positions of responsibility.

This area analyzes the position that women occupy in the organization and distribution of staff at different levels of responsibility. It is about assessing whether the information of the staff is systematically disaggregated by sex and hierarchical level. And also to verify that women are represented at all professional levels and categories of the organization.

As we mentioned, in IREC, the presence of women in positions of responsibility and team management is a tendency in favor of men. The General Directorate is occupied by one man and **the Management Committee is composed of five men.**

There is no discrimination in internal promotion processes, there is a Scientific Career Plan for research staff. However, there is no specific section that includes equal opportunities in this area, which would imply the revision of the promotion criteria, eliminating any requirement that may directly or indirectly have discriminatory consequences.

36.11% of the workforce considers that there are no limitations on access or promotion compared to 27.78% who perceive otherwise and 36.11% who declare that they DO NOT KNOW.

Increasing the presence of women managers is one of the suggestions prioritized by the survey of staff.

To favor the development of the professional career in women, no specific training in Management Skills has been carried out that favors their promotion and promotion to positions of responsibility.

Another action measure would be the implementation of a potential detection system for women who may hold positions of greater responsibility in the future.

Reconciliation of work, family and personal life.

In the Diagnosis made to the IREC, we find one of the main barriers or obstacles to the professional development of women, especially those that belong to the scientific area, since in many cases they can see limited their possibilities of promotion, training etc. being unable to devote more time than established in their schedules to research topics and publications, which may mean not taking advantage of their talent due to the need for more measures and therefore limitations compared to their peers.

Various measures such as days off for personal matters or flexibility in the time of entry and exit, are measures that would be interesting to establish to favor the professional career of the researchers

A representative percentage of the workforce (50%) affirms that conciliation is favored in the institution.

Prevention of Health and Occupational Risks.

The objective in this area is to assess the degree to which the organization has incorporated the gender perspective in the surveillance and promotion of the health of its staff.

IREC complies with all legal requirements at the level of risk prevention and occupational health.

The training of all personnel in this area is mandatory. Highlight care for prenatal health and motherhood in risk prevention.

From the point of view of a gender perspective analysis, no specific studies have been carried out nor has a occupational health and safety plan taken into account the specificity of women and men in the definition, prevention and evaluation of occupational hazards.

The organization also has a protocol and circuit for prevention, detection, action and resolution of situations of sexual and sexual harassment, although there has been no day of awareness and information to the staff on this subject or any study has been conducted to detect possible situations of harassment, both psychological and sexual. 58% would not know how to act if such a situation occurred.

In relation to the knowledge of specific measures for pregnancy situations, only 8% of the people surveyed affirm their existence.

Equality

Remuneration in IREC is public, with salary tables appearing in its Internal Regulations.

Since men hold positions of greater responsibility, the data shows that in proportion to their presence in the workforce, they receive the highest remuneration. However, for the categories of Research Personnel R1 and R2 the average remuneration is higher for women.

It is considered as necessary to track the remuneration equality in every way, update the data and generate an internal campaign to promote the perception of equality since 53% of the workforce does not know whether the remuneration is equal or not.

Equal working conditions.

This area refers to the working conditions of the staff and tries to detect if there is discrimination based on sex in the type of contract and working hours of the staff. It is also checked if there is discrimination in the allocation of schedules, and if the criteria used are neutral and do not produce a negative effect on any of the groups of the organization.

The number of hours of habitual work (thirty-nine hours) shows similar percentages between men and women, so there are no differences.

The times of entry and exit are the same for all the personnel according to the area in which they work.

Data disaggregated by sex on seniority, professional categories and types of contracts are available. The distribution by seniority in the workforce does not show especially significant differences and the same conclusion is established in the type of contracts. In part-time hiring, three women appear.

The full-time temporary hiring is equal and with a greater number than other types of contracts since the research area suffers many rotations due to the IREC's own character and mission, the investigation. The hiring time is given by the characteristics and duration of the projects developed by the researcher.

There are no disaggregated data on trips and overnight stays outside of its staff than for assistance to other institutions, conferences, symposia, etc. they can be a limitation on the part of the staff, men or women for family responsibilities and that can affect the development of their professional career.

The day reductions are requested by women (6 for childcare, 2 for breastfeeding permission) and other permits (for serious illness or death) were requested by 4 women and one man. A man was granted a leave of absence.

The casualties of 2015 have been used mostly by women so it would be convenient to analyze in more detail and look for the causes.

X person / s with a degree of disability greater than 33% are part of the workforce.

Although the existence of people who may be in a situation or risk of social exclusion is known, there is no help or support for them.

Mobility

The location of the Barcelona research center in Sant Adrià de Besos can be considered ideal for its accessibility, since the area has public transport. The same goes for the center of Tarragona.

9. Template perceptions.

The data extracted from the template, show us in general some conclusions or notable milestones:

Knowledge of the implications of an equality plan.

When asked about whether they know the implications of implementing an equality plan, only 28% of the people surveyed said yes to 72% who answered negatively. These data indicate the need to increase information / training to the staff on equality and the use of various communication channels.

The staff's perception of the need to implement an equality plan shows that more than half of the people surveyed (58%) consider yes, while 3% say no and 39% do not know. These data may vary if the information to the staff is increased given the high percentage of undecided people in this regard.

Note that 22% of people marked as a priority suggestion to help develop the plan, the need for training in the field of equality and the launch of awareness campaigns.

The corporate philosophy of IREC and equal opportunities and non-discrimination.

The perception of the workforce in this aspect is positive since more than 65% of the workforce considers that the institution ensures gender equality. While a non-negligible 33% consider no.

3 people contribute as a suggestion to work with disadvantaged groups. 58% say they know if they work in the center with people in situations of disability or risk and social exclusion.

The use of non-sexist language and iconography.

High level of satisfaction in the workforce in this regard since a notable 97% believe that there is no discrimination in the use of language and images used by the center.

The scope of family, personal and work conciliation.

On this aspect, a percentage of the workforce of 50% answers affirmatively. These data indicate that for this area it would be necessary to improve the communication to the workforce as well as the reinforcement of the measures in this regard.

The protocol of sexual and sexual harassment.

In this area we detect an improvement area given that the data collected indicates that, even having the center of a Protocol of Sexual Harassment and by reason of Sex, 58% would not know what to do in case of suffering or detecting a situation of this type.

These data show us the need to initiate internal communication campaigns in order to increase the level of knowledge of the existence of this circuit of detection, denunciation and sanction of situations of sexual harassment and awareness of harassment for the entire workforce.

The application of specific measures for pregnant women.

Asked the template about the existence in the IREC of specific measures for women in a situation of pregnancy, a prominent 67% answer that they do not know and only 8% answer yes, data that lead to reflection since we are in a center dedicated to scientific experimentation and where risk prevention, especially in times of pregnancy and lactation is considered key aspect.

In addition, 47% of the workforce put first as an important measure to guarantee equality, implement measures to prevent occupational health in relation to maternity in the position.

Promotion policies and internal promotion.

In the first question, where it is asked if there is the same opportunity to promote men and women, 36% say yes, 28% do not and 36% do not know.

In this regard, it would be advisable to publicize and disseminate the promotion criteria to the staff to enhance the feeling of fairness and transparency.

Representativity of women in management positions.

This aspect is the one that has received the highest number of elections to develop the plan, a total of 49 people (38 women) have indicated as a priority to increase the representativeness of women in management positions.

The salary policies.

Before the question about the equal pay of the workforce between men and women, 39% consider yes, 8% do not and 53% answer that they do not know. These data indicate the need to improve the information available to the staff to favor the perception in this area of equality.

It should be noted that the most important measure to guarantee gender equality has been to guarantee equality in economic remuneration. 57% have marked "equal pay" as suggestions to be developed in the Plan of the center.

10. Strengths and areas for improvement.

Equal organizational management

Strengths

- Increase in the last year of the female workforce.
- Template with people of foreign origin.
- Existence of a Talent Retention Plan that guarantees equity in the selection processes.
- Management Commitment to implement the Equality Plan.
- First phase to achieve the seal of quality in the management of human resources within the framework of *the European Strategy for researchers (Human research strategy for researchers, HRS4R)*.
- Satisfaction of the workforce by a corporate philosophy that ensures non-discrimination based on sex.

Improvement areas.

- Increase commitment to equality. Incorporate specific information on equal opportunities on the corporate website and the Intranet (improvement actions, results, news, agenda, etc.).
- Sensitize the template. Develop internal awareness campaigns to raise awareness in equal opportunities and diversity management as a fundamental corporate value.
- Increase the visibility of women in their role as researchers. Explicitly highlight the role and presence of women in IREC communication actions such as public presentations, conferences, talks, etc. so that the development of scientific activities by women is observed as normal.
- Increase commitment to equality. Explicitly incorporate the term "equality" in the corporate values of IREC.
- Increase commitment to equality. Publicize or make visible in the job offers, the IREC commitment to equality.

Participation and involvement of staff

Strengths

- Variety of channels that favor internal communication.
- Constitution of the Committee of Equality of equal character by sex (two women and two men).
- **Implementation of a specific campaign for dissemination and communication of the Plan through emails, meetings and participation in a specific equality survey aimed at all staff (87%).**

Improvement areas.

- Talks to raise awareness of the workforce regarding equality and action measures.
- Equality training of the Equality Committee on the importance of the issue, detection methodologies, improvement actions etc. as a new formative action.
- Need to establish new channels (Intranet, suggestion box, etc.) that facilitate the participation and information of the staff regarding equal opportunities.
- Incorporate into work environment surveys etc. questions about the perception of equality in the organization.

Non-discriminatory use in language and corporate communication

Strengths

- **Information to the entire staff of the design and implementation of an Equality Plan of its own.**
- Existence of a Department of Communication.
- Variety of channels that favor internal communication.
- Images and photographs that include women and men.

Improvement areas.

- There is no internal protocol on the use of non-sexist language. Implement and disseminate to the entire staff a Manual of Use of Non-Sexist Language.

- Existence of sexist language in internal and external documentation. Review of communications (Reception Manual, Regulations, Performance Protocols, Meeting Minutes, WEB, job offers etc.) for the correction of any aspect related to sexist language.
- Need and specific training to the Department of Communication and Administration in the use of non-sexist language.
- There have been no external / internal acts on the role of women in the world of science. Promote and publicize the development of days of exchange of "good practices" with other organizations in the field of equality and the role of women in the world of research.
- Absence of actions that make women scientists visible. Publicize with intensity the achievements and awards achieved by women scientists who have links with IREC. Carry out campaigns to value the contributions of women in the organization to scientific progress.

Equal participation in workplaces

Strengths

- Presence of women in almost all IREC categories.
- Non-discriminatory selection processes based on gender, nationality, etc.
- Since 2014, Institution attached to *Code of Good Practice recruitment Researchers (CODE OF CONDUCT FOR RECRUITMENT OF RESEARCHERS)*.
- Equal training for men and women.

Improvement areas.

- There is no formal procedure on personnel selections from a gender perspective or other factors such as nationality, culture, age etc. Design of a Selection Protocol for the IREC in which good practices are specified at the level of recruitment and selection to guarantee the absence of any type of discrimination.
- Review of job offers calls non-sexist language in the name of the job.

- Train all people who are part of processes and committees or selection processes in aspects and techniques that favor equality of selection and avoid discrimination based on stereotypes or prejudices related to gender, nationality, age, etc.
- Need to establish alliances in favor of equality with entities with which it collaborates in the recruitment of new staff. Require from the external selection companies the commitment to equality in their processes.
- There are no data disaggregated by sex to know the participation and attendance rate of men and women of the workforce at congresses, symposiums, seminars, courses that involve travel and overnight stays outside the center.
- Those responsible have not received any leadership training that reflects the gender perspective and diversity management. Train all responsible staff or work team leaders in equality material.
- Increase female representativeness in the positions of: researcher, especially in the R3 category.
- Increase male representativeness by incorporating men to the position of Laboratory Technician.

Presence of women in positions of responsibility

Strengths

- Presence of women with the category of Chiefs.

Improvement areas.

- Review of the promotion criteria, eliminating any requirement that may directly or indirectly have discriminatory consequences. Establish a formal procedure and promotion criteria with objective elements and training of personnel that are part of the promotion processes.
- There are no actions that help women promote and promote higher positions. Provide specific training in Management Skills for women so that it can present itself as a merit and break "the glass ceiling".
- Preparation of studies and procedures for the detection of women with potential to promote.

Reconciliation of personal and work life

Strengths.

- Compliance with legal regulations.
- Implementation of a specific measure to promote work, personal and family reconciliation on vacations.

- Flexible schedule.
- In the facilities where the center is located, there is a lactation room.

Improvement areas.

- Improve existing flexibility with new measures.
- Inform the staff of all the rights they have from the point of view of conciliation.
- Encourage the use of videoconferences that avoid travel and trips with greater technological resources for the positions that allow
- it. Aids or services are not available for the care of dependent persons (elderly, family members with disabilities ...), for example by informing about nearby day centers to the work center by reserving places or subsidized in part or all of the cost
- Reduction of two hours per day for pregnant women in the last month of pregnancy, without salary reduction.
- Need to increase communication channels: establish a permanent system for collecting suggestions by the staff to improve reconciliation.

Health and occupational risk prevention.

Strengths

- IREC complies with all legal requirements at the level of risk prevention and occupational health.
- Existence of measures for women in pregnancy.
- Protocol for the prevention and reporting of situations of moral, sexual or sexual harassment.

Improvement areas.

- No specific studies have been conducted, nor has a occupational health and safety plan that takes into account the specificity of women and men in the definition, prevention and evaluation of occupational hazards.
- No studies have been conducted to detect possible situations of workplace harassment.
- They have not sensitized the workforce regarding workplace harassment. A high percentage does not know what to do in the case of such a situation.

Equal Retributive

Strengths

- Remuneration parity in the group of researchers.

Improvement areas.

- Lack of retributive equity in certain positions (laboratory technicians, administrative staff)
- Need to monitor the remuneration based on sex to correct possible deviations.
- Communication actions to promote the perception of equal pay.

Equal working conditions.

Strengths

- Day of 39 hours for the entire workforce except for specific requests for reduction.
- Peer distribution in temporary hiring.
- Compliance with the LISMI Law.

Improvement areas.

- Need for greater support for personnel at risk or social exclusion, expatriates, gender violence, etc. Implementation of a system of coverage and assistance to women in situations of this type.
- Incorporate men with hiring in practices.
- Increase the number of women to seek parity in indefinite labor recruitment

Mobility.

Strengths

- Centers located in Sant Adrià de Bessos (Barcelona) and Tarragona, in areas with all kinds of transport public and with parking in the building itself. Access to people with reduced mobility.

Improvement areas.

- Analysis of impediments to mobility and travel to other centers due to family responsibilities.

Equal Opportunities and Diversity Management

Plan 11. Equal Opportunities and Diversity Management Plan

Regulation

Article 14 of the Spanish Constitution proclaims the right to equality and non-discrimination based on sex. For its part, Article 9.2 enshrines the obligation of the public authorities to promote the conditions so that the equality of the individual and the groups in which it is integrated is real and effective.

Equality between women and men is a universal legal principle recognized in various international texts on human rights, including the Convention on the Elimination of All Forms of Discrimination against Women, approved by the United Nations General Assembly in December 1979 and ratified by Spain in 1983. In this same area, it is appropriate to evoke the advances introduced by world monographic conferences, such as that of Nairobi in 1985 and Beijing in 1995.

Equality is also a fundamental principle in the European Union. Since the entry into force of the Treaty of Amsterdam on May 1, 1999, equality between women and men and the elimination of inequalities between them are an objective that must be integrated into all the policies and actions of the Union and its members

The incorporation of women into work has motivated one of the deepest social changes of recent decades. This fact makes it necessary to configure a system that contemplates the new social relations that have emerged and a new way of cooperation and commitment between women and men that allows a balanced distribution of responsibilities in professional and private life.

Organic Law 3/2007, of March 22, for the effective Equality of women and men, establishes the regulatory framework to end gender inequalities in all areas of life, prevent discriminatory behavior and achieve real equality between men and women. It is a law of horizontal application to all public policies whether national, regional or local. Thus, in its article 1 it cites that the public authorities will adopt specific measures in favor of women to fight against situations of factual inequality with respect to men, in order to enforce the constitutional right of equality.

Purpose, objectives and positive actions.

The realization of the Equal Opportunity Plan by the IREC has as its purpose, in addition to compliance with the current legislation on equality, established as of the entry into force of LOIEMH in the year 2007, the interest of the organization for articulate actions that guarantee the equality of opportunities between men and women and the management of diversity in a real and effective way and, above all, the integration of equality in the management system of the institution itself.

Objectives

Through the implementation of the Equality Plan, IREC intends to investigate in depth what the real internal situation is in terms of Gender Equality and Diversity Opportunities and dedicate efforts to define, structure and implement actions in the field of equality, with the general objectives de:

- Promote the effective promotion of equality between women and men and any other aspect of human diversity, balancing the assessment of achievements.

- Promote mainstreaming with other organizations in the field of science, to expand the research and innovation model through the integration of the gender dimension in the content of research and innovation.
- Offer women equal opportunities for representation to promote structural and cultural change in scientific institutions and in society in general.
- Disseminate and give visibility to the talent that women are contributing to the scientific field in general, and in the area of sustainable energy in particular.
- Achieve real equality where there are no barriers for aspects such as nationality, culture, ethnicity, disability, sexual orientation, etc.

Thus, it is the IREC's desire to work on an Equality Plan that empowers, structures and lays the foundations for the implementation of actions in the field of equality in accordance with the regulations in force in this area as well as the recommendations regarding the different entities and relevant organizations in the field.

The IREC Equality Plan plans to achieve the following specific objectives:

- Have a diagnosis of the scope of gender and diversity that provides us with information on the objective situation of IREC.
- Incorporate equality as a value that permeates our corporate philosophy.
- Ensure an environment free of sexism and all types of discrimination.
- Provide new resources from the area of occupational health.
- Promote the reconciliation of personal, family and work life.
- Establish permanent information channels on the integration of equal opportunities and diversity management in the organization.
- Work on communication policy in order to enhance an image of non-masculinized science.

- Ensure equal opportunities in the promotion, training and development of the scientific and professional career of women.
- Ensure satisfactory working conditions for all IREC staff and prevent harassment in the workplace.
- Verify the use of non-sexist language in all our internal and external communications.

Positive actions regarding equality and diversity management.

A total of 9 measures are proposed:

TRAINING AND AWARENESS- PARTICIPATION AND IMPLICATION OF STAFF		
ACTION TO DEVELOPED	Action 1: Training in the field of Equal Opportunities for all members of the Committee.	
AREA OF IMPROVED DETECTED	Train all personnel in equal opportunities, expanding knowledge about the implementation of an equality plan, and improvement actions.	
OBJECTIVES	Expand knowledge and sensitize staff in this area.	
ACTIONS	Assistance to a specific training in equality with an expert to share knowledge about gender equality.	
TARGET PEOPLE	All staff.	
RESPONSIBLE FOR EXECUTION	Person	Department
	Francesc	Human Resources.
TIMING EXECUTION	June 2016	
TASKS	<ul style="list-style-type: none"> • Budget to carry out the training action. • Training room • Computer and audiovisual equipment. • Training dossier 	
INDICATORS	<ul style="list-style-type: none"> • Assistance and participation in the Workshop. • Level of satisfaction of the training received. • Documentation delivered. • Number of hours of training received. 	

USE OF NON-SIX LANGUAGE - COMMUNICATION- EQUAL PARTICIPATION - TRAININGBE		
ACTIONS TODEVELOPED		Action 2: Creation of a Style Manual of non-sexist or discriminatory language. Action 3. Review of calls for job offers to identify possible uses of masculinized language.
AREA OF DETECTED	IMPROVED	Detection in some of the internal and external IREC documentation of sexist language.
TARGET PEOPLE		Action 2: All IREC staff Action 3: Candidacies in general.
RESPONSIBLE	Person	Department
EXECUTION	Action 2: FORRaquel Fonanta	Administration.
	Action 3: Francesc Torregrosa	Human Resources.
TIMING EXECUTION		Action 2: May 2016. Action 3: April-July 2016.
TASKS TO BE DONE		Action 2: <ul style="list-style-type: none">Meeting and planning tasks.Collect information about non-sexist language, examples of inclusive language and manuals already published.Design and write the ManualSubmit a draft meeting with the Equality Commission to approve the content.Make a copy of the manual available to all staff and, in particular, to the divisions responsible for drafting corporate documents. Action 3: <ul style="list-style-type: none">Review and correction of all offers currently published.Prepare a file that shows in writing the need to control this aspect in any offer and channel in which it is published.
INDICATORS		Action 2: <ul style="list-style-type: none">Preparation of the Style Manual for the use of non-sexist language.Number of internal access channels to it.Collection of suggestions about the Manual. Action 3: <ul style="list-style-type: none">Review of the language of job offers during the period from September 2016 to September 2017.Number of offers published / reviewed.Report that includes the revisions and conclusions.

CORPORATE POLICY- INTERNAL COMMUNICATION- TRAINING AND AWARENESS- PARTICIPATION AND IMPLICATION OF STAFF.		
ACTIONS TO BE DEVELOPED	<p>Action 4: Incorporate a specific section on the IREC intranet on the Equality of Opportunities and Diversity Management Plan (what is it, who makes up the Committee, links on equality, Discrimination Detection Action Protocol, suggestions , etc.).</p> <p>Action 5: Increase the commitment to equality. Explicitly incorporate the word "equality" in the corporate values of IREC.</p> <p>Action 6: Incorporate in the corporate surveys questions about the perception of equality in the organization</p>	
AREA OF IMPROVED DETECTED	<p>Inform and sensitize the staff regarding equal opportunities and diversity management.</p> <p>Make explicit the commitment to implement as equal corporate value equal opportunities due to gender and diversity.</p> <p>Need to develop mechanisms that detect and correct potentially discriminatory situations.</p>	
OBJECTIVES	<p>Action 4: Inform and make available permanently and updated all those elements that are linked to equality.</p> <p>Action 5: Incorporate the term "equality" into corporate values. Establish the principle of equal opportunities between women and men as a transversal value in the organization.</p> <p>Action 6: Know the perception of the staff periodically about equality and its application in the center through internal surveys.</p>	
TARGET PEOPLE	<p>Action 4: All IREC staff.</p> <p>Action 5: All IREC staff.</p> <p>Action 6: All IREC staff.</p>	
RESPONSIBLE FOR EXECUTION	Person	Department
	<p>Action 4: Elizabeth Chulilla</p> <p>Action 5: Elizabeth Chulilla</p> <p>Action 6: Francesc Torregrosa</p>	<p>Communication</p> <p>Communication.</p> <p>Human Resources</p>
TIMING EXECUTION	<p>Action 4: June 2018.</p> <p>Action 5: May 2017.</p> <p>Action 6: December 2018.</p>	
TASKS TO BE PERFORMED	<p>Action 4:</p> <ul style="list-style-type: none"> • Availability of space specifically dedicated to equality. • Selection and incorporation of the contents collected therein. <p>Action 5:</p> <ul style="list-style-type: none"> • Inclusion of equality between men and women and diversity management as an explicit 	

	<p>objective in the Personnel Policy document.</p> <ul style="list-style-type: none"> • Incorporate in corporate values. Definition. • Internal communication actions. <p>Action 6:</p> <ul style="list-style-type: none"> • Check the battery of common questions in the different internal surveys. • Include specific issues related to equal opportunities.
INDICATORS	<p>Action 4:</p> <ul style="list-style-type: none"> • Incorporation of the section in the intranet. • Number of documents / information collected. • Updates <p>Action 5:</p> <ul style="list-style-type: none"> • Define the term "equality." • Incorporate it into corporate values. • Number of references to equal opportunities in IREC documents and processes. • Dissemination mechanisms for its internalization. <p>Action 6:</p> <ul style="list-style-type: none"> • Number of surveys in which questions about the perception of equality are incorporated. • Number of questions regarding the field of equality. • Number of complaints received / resolved.

PROTOCOL OF SEXUAL HARASSMENT AND FOR REASON OF SEX - COMMUNICATION AND AWARENESSTO BE	
ACTIONSDEVELOPED	Action 7: Carry out awareness campaigns to the workforce in this area.
AREA OF IMPROVED DETECTED	Need to update the protocol and sensitize the staff of the center on the concepts of sexual harassment and because of sex.
OBJECTIVES	Action 7: Raise awareness through a communication campaign to IREC staff on the meaning of the word harassment and the procedures for identification, complaint and resolution of situations of this type.

TARGET PEOPLE	Action 7: All IREC staff.	
RESPONSIBLE FOR EXECUTION	Person	Department
	Action 7: Raquel Fontana	General Services.
TIMING EXECUTION	Action 7: June 2017.	
TASKS TO BE DONE	Action 7: <ul style="list-style-type: none"> • Communication to the staff of the Protocol. • Number of people sensitized to sexual harassment and / or sex reasons. • Inclusion of this area in the Training of the staff. 	
INDICATORS	Action 7: <ul style="list-style-type: none"> • Number of channels used to sensitize the workforce regarding sexual harassment and sex. • Number of people receiving awareness in this area. 	

SALARY POLICY		
ACTIONS TO DEVELOPED	Action 8: Review of salary remuneration based on sex to correct possible differences.	
AREA OF IMPROVED DETECTED	No analyzes have been made from a gender perspective of salary compensation.	
OBJECTIVES	Detect the existence of possible remuneration inequalities between men and women and personnel of other nationalities	
TARGET PEOPLE	All IREC staff.	
RESPONSIBLE FOR THE EXECUTION	Person	Department
	Jaume Marfà Francesc Torregrosa	Economic and Systems Department Human Resources
TIMING EXECUTION	October 2017.	
TASKS TO BE CARRIED Out	<ul style="list-style-type: none"> • Meeting and planning tasks. • Remuneration analysis from a gender perspective. • Correction of deviated remuneration. 	

	<ul style="list-style-type: none"> Submit a draft meeting with the Equality and Management Commission for approval.
INDICATORS	Number of revisions and adjustments of salary remuneration by sex.

EQUAL PARTICIPATION IN THE JOBS.		
ACTIONS TO BE DEVELOPED	Action 9. Review of the Personnel Selection Protocol to guarantee the lack of any type of discrimination.	
AREA OF IMPROVED DETECTED	Remove gender stereotypes present in the scientific field and that may affect personnel selection processes.	
OBJECTIVES	<ul style="list-style-type: none"> Ensure equal opportunities and non-discrimination from a gender and diversity perspective in the related selection processes. Review the Selection procedure to ensure that good practices are specified at the selection and recruitment level to ensure its neutral character. 	
TARGET PEOPLE	<ul style="list-style-type: none"> Department of Human Resources Personnel responsible for the selection of personnel 	
RESPONSIBLE FOR EXECUTION	Person	Department
	Francesc Torregrosa	Human Resources
TIMING EXECUTION	March 2018.	
TASKS TO BE DONE	<ul style="list-style-type: none"> Meeting and planning tasks Search for legal information, action models and procedures. Analyze the protocol and the procedural documents with a gender perspective from a gender perspective. Submit a draft to the Directorate for approval. Communication to all personnel involved in the process of selecting people. Monitoring of the processes that are carried out from their application, auditing the results. 	
INDICATORS	<ul style="list-style-type: none"> Design and implementation of the formal selection procedure reviewed from a gender and diversity perspective. Number of selection and contracting processes in which this protocol has been used Number of people hired from the application of this protocol. Data disaggregated by sex, nationality, age, etc. 	

Temporalization

Action No.	Description	Date
1	Training in the field of Equal Opportunities for all staff.	June 2016.

2	Creation of a non-sexist or discriminatory language style manual.	May 2016.
3	Review of job vacancies to correct generic male language.	April-July 2016.
4	Incorporate a specific section on the IREC intranet on the Equality of Opportunities and Diversity Management Plan (what is it, who makes up the Committee, links on equality, Discrimination Detection Action Protocol, suggestions , ...).	June 2018.
5	Increase the commitment to equality. Explicitly incorporate the word "equality" in the corporate values of IREC.	May 2017.
6	Incorporate questions about the perception of equality in the organization into corporate surveys.	December 2018.
7	Carry out awareness campaigns to the staff in this area.	June 2017.
8	Review of salary remuneration based on sex to correct possible differences.	October 2017.
9	Revision of the "Talent recruitment policy" Personnel Selection Protocol to guarantee the lack of any type of discrimination	March 2018.

Methodology and monitoring and evaluation indicators

To carry out the monitoring and evaluation of the positive actions implemented through the Equality Plan, we will use the follow-up sheet that we include below:

This tool consists of three parts:

The first part will collect the basic data, the name of the Action, the objective to which it responds, the date on which the information is collected, the person responsible and the period of follow-up to which it belongs. That part will be the one that allows us to later order the files with different criteria according to the type of report that we want to prepare: by dates, by areas, actions, by responsible person, etc.

In a second part, we will collect from each Action, its degree of implementation, that is, the moment in which it is for the selected monitoring period, the people who have participated, by sex and the actions carried out to develop it. This part provides us with information about the process, the degree of participation and / or involvement of the workforce or specific persons according to the Action in question.

Thirdly, we will measure the immediate results through the indicators associated with each of the actions, indicating regarding the previous value of the indicator, if there has been progress, if the same value remains, or if on the contrary a setback has been detected in the same. This form allows to collect information from both qualitative and quantitative indicators.

FOLLOW-UP SHEET	
AREA:	
Date of completion:	
Follow-up period: Semester 1st_ / 2nd_ / 3rd_ / 4th _	
Responsible person:	
Action No.:	
Objective to which you respond:	
Level of execution	<input type="checkbox"/> Not started <input type="checkbox"/> Under <input type="checkbox"/> Medium <input type="checkbox"/> High <input type="checkbox"/> Completed
Actions taken in Period	1. 2.
Participants	____ Men ____ Women
Indicator 1:	anterior Previous value <input type="checkbox"/> Current value
Indicator 2:	<input type="checkbox"/> Previous value <input type="checkbox"/> Current value
Indicator 3:	<input type="checkbox"/> Previous value <input type="checkbox"/> Current value
Budget / resources	Executed: _____ <input type="checkbox"/> insufficient <input type="checkbox"/> Adequate <input type="checkbox"/> Excessive
Observations	Obstacles : Needs generated / derived: Proposal for correction / adjustment
Delivery date:	Responsible signature:
- / - / -	

Once the improvement actions implemented are evaluated, we will proceed to evaluate the impact that the Equality Plan has had for this purpose we can perform .

- Meetings with various interlocutors: management, center staff...
- Conducting questionnaires and surveys of the mentioned groups.
- Analysis of the implementation of the Equality Plan.
- Indicators that we have reflected in the defined actions.

After the evaluation of the Equality Plan implemented, other actions can be incorporated to correct and improve the results obtained through the realization of an IMPROVEMENT PLAN, it can be structured in the following elements.

1. Identification of problems

List the problems detected during the implementation of the Equality Plan, as well as other needs related to equal opportunities that have appeared as a result of the continuous changes in organizations.

2. Definition of objectives

Define the objectives (at the operational level) that we set out to correct the problems that have arisen or the new needs that have arisen.

3. Definition of improvement

actions Define actions to comply with the specified objectives specifying:

- Description.
- Human resources needed.
- Material resources.
- Execution time.
- Weather.

4. Implementation of improvement actions

Carry out the implementation of the defined improvement actions

5. Follow-up and evaluation of the actions

Follow up on the actions and evaluate the degree of achievement of the objectives.

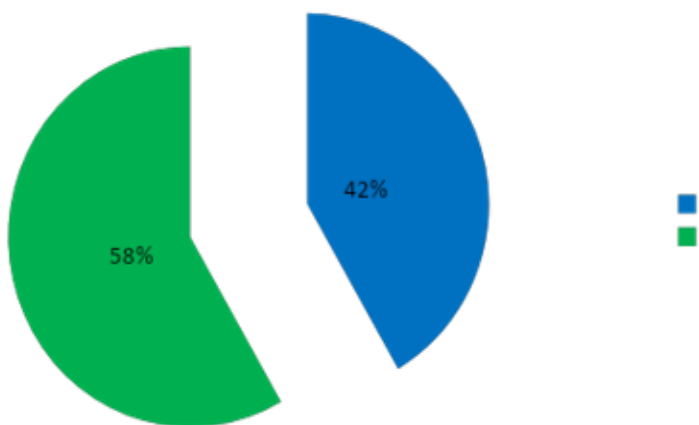
ANNEX

SURVEY DELIVERED TO THE TEMPLATE

Anonymous survey passed to the IREC staff during the design period of the Equality of Opportunities and Diversity Management Plan in January. It was presented *online*

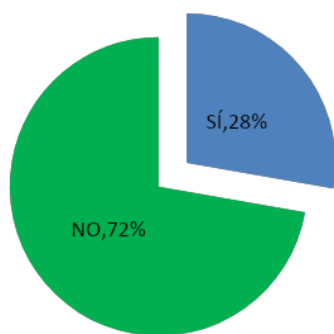
Profile of the participants by sex:

A total of 36 people participated, representing a sample of 30.25% of the workforce. In the distribution by **gender**, 58% have been women (21) and the remaining, 42%, men (15).

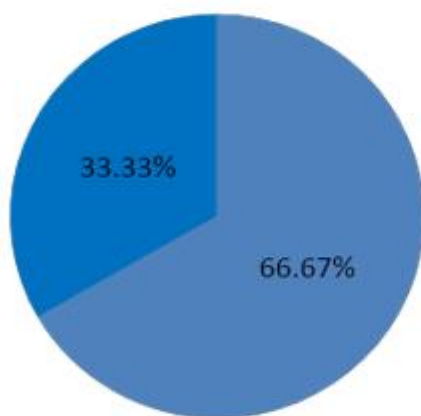


blue:men, green:women

RESPONSES OF THE TEMPLATE.

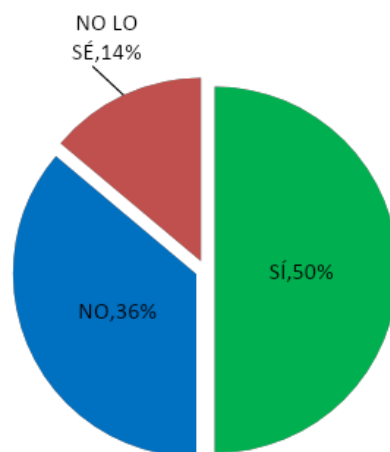
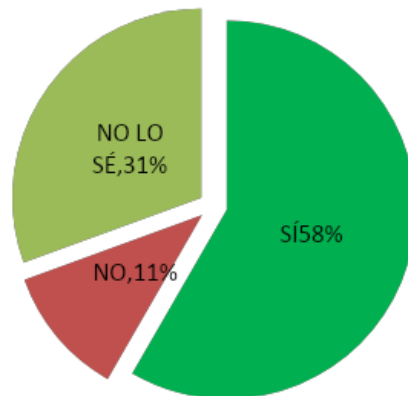


Do you consider that there are equal opportunities for men and women in your company?

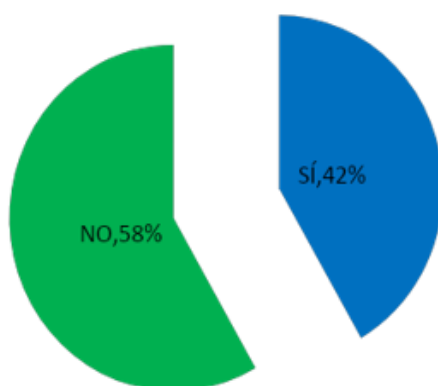


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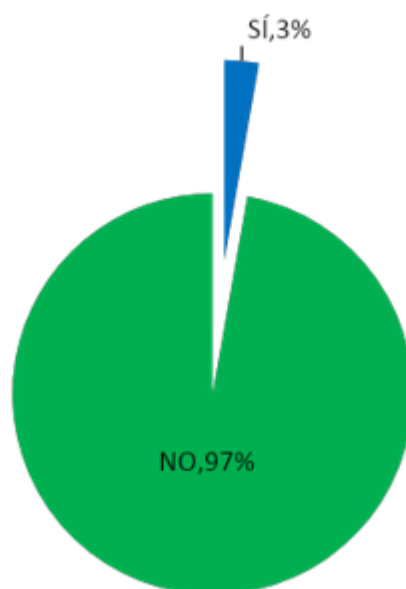


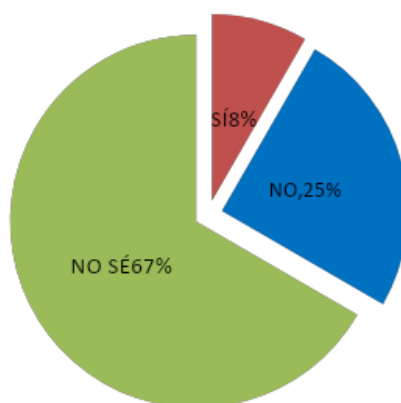


Would you know what to do or who to turn to, in case of sexual or sexual harassment, in your workplace?

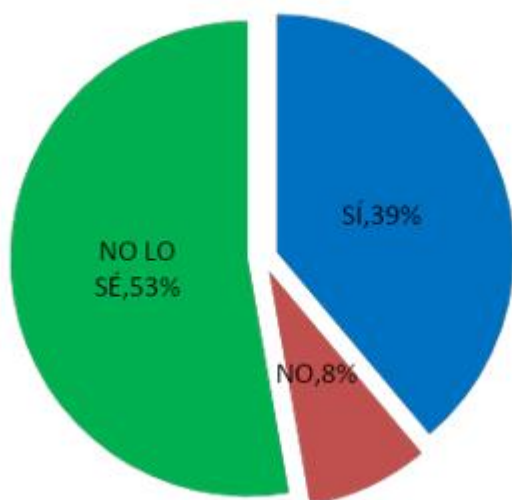


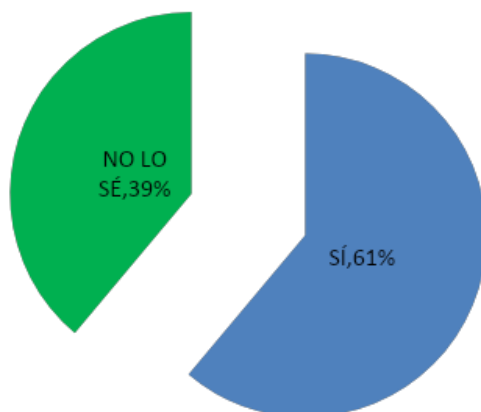
Do you consider that the language and images that your company has used, in internal and external communications, is discriminatory in relation to women?



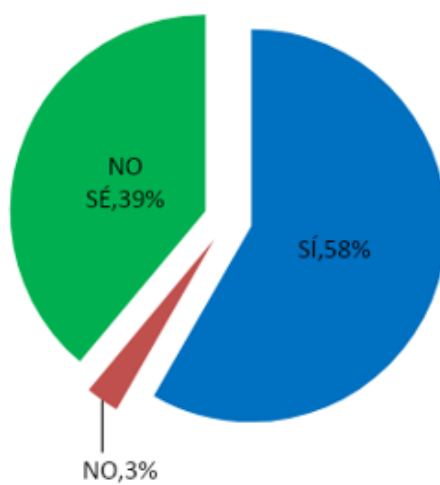


Do you think that in your company the salary is equal between men and women, depending on the job and the professional category?





Do you consider it necessary to implement an Equal Opportunities Plan in your company?



Answer	Percentage	Quantity
Training in equality.	22.22%	8
Work more with disadvantaged groups.	8.33%	3
Awareness campaigns for staff on equality issues.	22.22%	8
Equal economic compensation.	55.56%	20
Selection processes that ensure non-discrimination based on sex.	38.89%	14
Increased representativeness of women in management positions.	52.78%	19
Greater promotion possibilities for women.	25.00%	9
Occupational health prevention actions (in relation to maternity) in the workplace.	47.22%	17
More fluid communication processes.	25.00%	9
Total respondents;		36