



# III Equality, Diversity and Inclusion Plan

## Centre for Genomic Regulation



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**Centre for Genomic Regulation**

# **Equality, Diversity and Inclusion Plan**



### Management Commitment

The Centre for Genomic Regulation declares its commitment to establishing and developing policies that integrate equality of treatment and opportunities between women and men, without direct or indirect discrimination on the grounds of sex, as well as to promoting and encouraging measures to achieve real equality within our organisation, establishing equality of opportunity between women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition of this principle set out by Organic Law 3/2007 of 22 March, for the effective equality of women and men.

In each and every Human Resources policy and practice, such as recruitment, training, promotion, remuneration, work-life balance, occupational risks and health, we adopt the principle of equal opportunities between women and men, promoting a balanced representation of both sexes within our organisation and equal access and treatment in relation to the aforementioned policies and practices. Furthermore, with regard to sexual harassment and harassment on the grounds of sex, we commit to promoting the working conditions necessary to prevent both situations, establishing procedures for their prevention and responding to complaints or grievances.

Regarding internal communication, staff will be informed of the actions and measures implemented in relation to the principle of equality, and the use of non-sexist language in internal communications will be encouraged. At the level of external communication, an image will be projected in accordance with the principle of equal opportunities between men and women.

The principles stated will be put into practice through the implementation of an Equality Plan, which will guarantee and materialise our organisation's commitment to equality of opportunity between men and women and prevent any form of discrimination on the grounds of sex through the Equality Plan for Men and Women.

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## CONSTITUTION OF THE NEGOCIATION COMMITTEE

In Barcelona, on July 6, 2023, the following parties are gathered:

**On behalf of the company:**

- Montse Ruano Farre, Head of the People Department
- Nuria Ortiz Capilla, Recruitment and Development Specialist, People Department

**On behalf of the employees:**

- Roser Zaurin Quer, representative of the Works Council
- Juan Carlos Gómez Escobar, representative of the Works Council

The purpose of this meeting is to constitute the Negotiation Committee for the Equality Plan of the FUNDACIÓN CENTRE DE REGULACIÓ GENÒMICA (G62426937), in compliance with Articles 45 and 46 of Organic Law 3/2007, of March 22, for effective equality between women and men and its implementing regulations.

Both parties mutually recognize each other's capacity and sufficient legitimacy as valid interlocutors to negotiate the diagnosis and Equality Plan and AGREE to constitute the Negotiation Committee for the Equality Plan and to establish its operating rules.

**Signatures:**

Montserrat Ruano Farré

Roser Zaurin Quer

Nuria Ortiz Capilla

Juan Carlos Gómez Escobar

# 1. Equal Opportunities Plan

## 1.1. Purpose

The CRG's Equal Opportunities Plan has a twofold objective: firstly, to fulfil the applicable legislation in matters of equality as of the effective date of the LOIEMH [Organic Law for the effective equality of women and men] in 2007, and secondly to state the organisation's interest in deploying actions that will make it possible to guarantee real and effective equal gender opportunities and particularly the integration of equality into the entity's management system.

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## 1.2. Objectives

Through its Equality Plan, the CRG sets out to conduct an in-depth internal investigation into equal gender opportunities and to assign assets to define, structure and execute actions targeting this goal.

The main objective sought by the CRG through the implementation of the Plan is to promote a corporate culture based on equal gender opportunities, doing away with any type of discrimination and improving the work climate and to ultimately increase the workforce's motivation and commitment; to this end, the entity is determined to promote positive actions that will contribute to creating suitable conditions to ensure that equality is real and effective.

The specific objectives of this Equality Plan are:

- To guarantee the principle of equal opportunities as a maxim of quality in management as part of the organisation's corporate social responsibility.
- To have a gender-specific diagnostic that provides information about the CRG's objective situation and to establish indicators to measure its evolution.
- To guarantee a working environment free of sexism and of any type of discrimination.
- To create awareness among the workforce.
- To ensure that both internal and corporate communication and advertising use non-discriminatory language.
- To pay particular attention to situations requiring protection from sexist violence and harassment based on sex or gender identity.
- To implement improvement actions targeting LGBTQIA+ people, with particular attention to trans women.
- To establish mechanisms to monitor measures already in place and any new ones to be implemented in order to be able to analyse their impact.

## 1.3. Positive actions in equality matters

Article 8 of Royal Decree 901/2020 of 13 October regulating equality plans and their registration does not only contain the minimal content of such plans, but also all the information that must be compiled about any improvement actions proposed:

- A description, term of execution and prioritisation of the measure, as well as the design of indicators to ascertain its evolution.
- The identification of the means and resources, material and human, required for the implementation, follow-up and evaluation of each one of the measures and objectives.
- A schedule of actions for the Equality Plan measures.
- A periodic follow-up, evaluation and review system.

The improvement actions selected as ideal by the Negotiation Committee are presented below:

| NO. OF THE IMPROVEMENT ACTION | DESCRIPTION OF THE IMPROVEMENT ACTION   | MONTH/YEAR OF IMPLEMENTATION |
|-------------------------------|---|------------------------------|
| 1                             | Inform the workforce about the approval of the New Equal Opportunities Plan based on non-gender discrimination and the creation of the Follow-Up Committee. | September 2025               |
| 2                             | Develop an internal communication campaign about the new Equality Plan with the main conclusions and improvement actions.                                   | September 2025               |
| 3                             | Create a suggestions box where the staff can propose initiatives to be implemented or aspects where there is room for improvement.                          | September 2025               |
| 4                             | Design external and internal awareness-raising campaigns about the figure of women in science   | November 2025                |

|           |   |  |
|-----------|---|--|
| <b>5</b>  | Monitor gender indicators in scientific publications, recruitment and applications for funding.   | For the duration of the Plan           |
| <b>6</b>  | Provide annual training in gender Equal Opportunities to all employees and maintain quarterly training for new employees.   | For the duration of the Plan           |
| <b>7</b>  | Offer training in leadership and management skills to women at the CRG to boost their promotion to positions of greater responsibility.                                 | October 2025                           |
| <b>8</b>  | Disseminate and report on work-life balance and joint responsibility policies.  | Annually, for the duration of the Plan |
| <b>9</b>  | Offer support grants to mothers working in science.   | For the duration of the Plan           |
| <b>10</b> | If gender wage gaps above 25% are detected, implement positive actions geared towards reducing or eradicating such gaps. Inform the workforce about the measures taken. | September 2025                         |
| <b>11</b> | Monitor the evolution of gender wage gaps throughout the term of the Equality Plan through the annual wage records.   | Annually, for the duration of the Plan |
| <b>12</b> | Review, update and disseminate the language used in the centre's policies relating to inclusion.  | January 2027                           |
| <b>13</b> | Disseminate the Harassment Protocol and maintain the training for the entire workforce in this area.  | Annually, for the duration of the Plan |
| <b>14</b> | Work jointly with the EU-LIFE Gender Working Group to establish practices that  | For the duration of the Plan           |

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help to create awareness of, identify and do away with workplace harassment.

|           |  |   |
|-----------|--|---|
| <b>15</b> | Collaborate with working groups and organisations outside the CRG in matters of equality, diversity and inclusion.   | For the duration of the Plan                  |
| <b>16</b> | Produce and disseminate a guide for assisting woman in situations of sexist violence.  | January 2028                                  |
| <b>17</b> | Produce an LGBTQIA+ Equality Plan that includes a Protocol for the prevention of and action against harassment in situations of discrimination on account of LGBTQIA+ - phobia as per the applicable regulations in this matter. | Fourth quarter of 2025                        |
| <b>18</b> | Conduct a survey among the workforce on the perception of gender equal opportunities at the CRG.   | September 2028                                |
| <b>19</b> | Advocate balanced gender inclusion in recruitment processes  | For the duration of the Plan                  |
| <b>20</b> | Develop the digital disconnection guide.   | January 2027                                  |
| <b>21</b> | Travel assistance for looking after children and dependent relatives (Travel Grant)  | For the duration of the Plan (3 times a year) |

| <b>ACTION 1</b>  |   |  |  |
|--|---|--|--|
| <b>Area of action</b>  |   |  |  |
| Organisational culture and management  |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  |  | <b>Finish</b>  |
|  | September 2025  |  | December 2025  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Creating awareness of the Equality Plan is indispensable if real and effective equality is to be attained at the CRG.  |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To create awareness of the Equality Plan and its contents.   |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Inform the workforce about the approval of the new Equality, Diversity and Inclusion Plan and the creation of the Follow-Up Committee.   |   |  |  |
| <b>Targets</b>   |   |  |  |
| The entire workforce   |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Meetings, email, intranet.   |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ Number of persons, broken down by gender, who are aware of the existence of the Equality Plan.</li> <li>○ Number of communications</li> <li>○ Number of enquiries about the Equality Plan.</li> </ul> |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Has the existence of the Equality Plan been reported to the entire workforce?</li> <li>○ What channels have been used to publicise it?</li> </ul>   |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| People Department, Management and the Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|  | X   |  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 2</b>  |   |  |  |
|--|---|--|--|
| <b>Area of action</b>  |   |  |  |
| Organisational culture and management  |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>                                |  |
|  | September 2025  | December 2025                                |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Facilitating understanding of the Equality Plan is indispensable if real and effective gender equality is to be achieved at the CRG.   |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To create awareness of the content of the Equality Plan.   |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Develop an internal communication campaign about the new Equality Plan with the main conclusions and improvement actions.  |   |  |  |
| <b>Targets</b>   |   |  |  |
| The entire workforce   |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Meetings, email and intranet   |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ Number of persons, broken down by gender, who are aware of the existence of the Equality Plan.</li> <li>○ Number of communications</li> <li>○ Number of enquiries about the Equality Plan.</li> </ul> |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Has the summary of the Equality Plan been communicated?</li> <li>○ What channels have been used to publicise it?</li> </ul>   |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| People Department, Communication and the Negotiation and Follow-up Committee   |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|  | X   | X  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 3</b>  |   |  |  |
|--|---|--|--|
| <b>Area of action</b>  |   |  |  |
| Organisational culture and management  |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>                                |  |
|  | September 2025  | June 2029                                    |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Fostering workers' participation enables us to ascertain their improvement-related needs and also helps to boost the entire Department's involvement in the application of real and effective equality at the CRG. |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To promote the participation of the entire workforce in detecting improvement needs and new proposals in this regard.  |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Create a suggestions box where the staff can propose initiatives to be implemented or aspects where there is room for improvement.   |   |  |  |
| <b>Targets</b>   |   |  |  |
| Workforce  |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Email  |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>Number of queries or suggestions made through the box.</li> </ul>   |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>What suggestions have been made?</li> <li>What suggestions have been carried out?</li> <li>Have new needs been detected in the workforce? What are they?</li> </ul>         |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| People Department, Negotiation and Follow-Up Committee and GEDI (gender, equality, diversity and inclusion) Committee  |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|  | X   |  | X  |

\*The follow-ups will be applied depending on the project.

| ACTION 4   |   |  |  |
|--|---|--|--|
| Area of action   |   |  |  |
| Organisational culture and management  |   |  |  |
| Implementation date  | Start   | Finish                                       |  |
|  | November 2025   | Conclusion of the Plan                       |  |
| Rationale for the prioritisation of the measure  |   |  |  |
| Affording visibility to the role of women in science helps to foster the incorporation of women into this area, one in which historically they have been rendered invisible.   |   |  |  |
| Objectives   |   |  |  |
| To afford visibility to women in science and acknowledge their role.   |   |  |  |
| Description of the measure   |   |  |  |
| Design external and internal awareness-raising campaigns about the figure of women in science.   |   |  |  |
| The specific actions are detailed:   |   |  |  |
| <u>External campaigns:</u>   |   |  |  |
| <ul style="list-style-type: none"> <li>• CRG social media and website of the Gender Equality, Diversity and Inclusion Committee.</li> <li>• Update on the social media, new articles about women in science, talks, etc.</li> <li>• Actions in schools, secondary schools and universities.</li> </ul>           |   |  |  |
| <u>Internal Campaigns:</u>   |   |  |  |
| <ul style="list-style-type: none"> <li>• Proceedings of <i>Women and Girls in Science</i>.</li> <li>• <i>My Life in Science Series Day</i>.</li> </ul>   |   |  |  |
| Guest speakers at the CRG/PRBB seminars  |   |  |  |
| <ul style="list-style-type: none"> <li>• Guarantee a percentage of not less than 33% between speakers of the under-represented gender and advocate for 50% when possible.</li> </ul>   |   |  |  |
| Targets  |   |  |  |
| Workforce and external organisations   |   |  |  |
| Resources envisioned   | Material  | Human  | Financial  |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| Dissemination mechanisms   |   |  |  |
| Website and intranet   |   |  |  |
| Follow-up and evaluation indicators  |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ How many dissemination activities about women in science have been conducted?</li> <li>○ CRG social media + GEDI Committee website: Number of shares/likes/etc.</li> <li>○ #100tiffique International Day of Women and Girls in Science: Attendance at talks</li> </ul> |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ What awareness-raising actions have been performed?</li> <li>○ Compile a guideline with criteria about inviting speakers to PRBB/CRG seminars.</li> </ul>   |   |  |  |
| Department in charge   |   |  |  |
| Communication Department and GEDI Committee  |   |  |  |
| *Follow-up date  | Start   | Intermediate                                 | Finish   |
|  | X   |  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 5</b>  |   |  |  |
|--|---|--|--|
| <b>Area of action</b>  |   |  |  |
| Organisational culture and management  |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>  |  |
|  | Annually, for the duration of the Plan  |  |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Knowing gender indicators in scientific publications, recruitment processes and applications for grants helps to apply the gender perspective to these areas.  |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To ascertain the evolution of gender indicators in scientific publications, recruitment processes, and funding applications.   |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Measure gender indicators in scientific publications, recruitment processes and funding applications. Specific objective:  |   |  |  |
| <ul style="list-style-type: none"> <li>- To define the relevant biometric indicators to monitor gender in scientific publications.</li> <li>- To analyse the publications with the indicators identified in the preceding section.</li> </ul>  |   |  |  |
| <b>Targets</b>   |   |  |  |
| Workforce  |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>   | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action.<br>1 resource - approximately 40 hours. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Email, meetings and intranet   |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>o Number of scientific publications monitored.</li> <li>o Percentage of women in the publications.</li> <li>o Evolution of gender indicators in quantitative terms for the duration of the Plan.</li> <li>o Number of publications by the first and last author by gender and professional category/programme, including other indicators identified in the first specific objective.</li> <li>o Recruitment process KPIs. Grant application KPIs.</li> </ul> |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>o What monitoring method has been used?</li> <li>o How do the gender indicators evolve in the scientific publications?</li> <li>o Identification of possible barriers or biases that affect gender equality in research outcomes.</li> <li>o What conclusions can be drawn?</li> </ul>  |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| Strategy and Funding Department in collaboration with the Negotiation and Follow-up Committee  |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>  | <b>Finish</b>  |
|  | X   |  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 6</b>  |   |  |  |
|--|---|--|--|
| <b>Area of action</b>  |   |  |  |
| Training   |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>  |  |
|  | Annually, for the duration of the Plan  |  |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Training of the entire workforce is indispensable for creating awareness in the Department and to promote a positive working environment free of discriminatory situations.  |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To promote awareness in gender equality matters throughout the workforce.  |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| To provide training in gender Equal Opportunities for the entire workforce and maintain quarterly training for new recruits.<br>Training will be given in different formats to different groups with a view to addressing unconscious biases and to increase awareness in equality and diversity matters.  |   |  |  |
| <ul style="list-style-type: none"> <li>- Junior Principal Investigator: through the leadership course given by Hfp Consulting that will address unconscious biases.</li> <li>- Principal Investigator, Units, Admin Managers: by means of a workshop at the annual Retreat.</li> <li>- Selection panels for video-based recruitment of Principal Investigators.</li> <li>- An online training material study will be conducted and will be included in the CRG's Moodle platform.</li> </ul> |   |  |  |
| <b>Targets</b>   |   |  |  |
| The entire workforce   |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>   | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. 80 hours – 4 courses. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Email and intranet   |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>o Number of persons, broken down by gender, that have attended the training.</li> <li>o Assistance at and participation in the training by both management and workforce.</li> <li>o Evaluation of the training, broken down by gender.</li> <li>o Budget for conducting the training action.</li> </ul>  |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>o Description of the training action chosen.</li> <li>o Has the training programme been agreed to with the workforce?</li> <li>o Has the gender perspective been applied to all the stages of the training plan?</li> <li>o Improvement proposals for the actions carried out.</li> </ul>   |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| People, Training and Academy Department (TAO) and the Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>  | <b>Finish</b>  |
|  |   |  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 7</b>  |   |  |  |
|--|---|--|--|
| <b>Area of action</b>  |   |  |  |
| Promotion processes  |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>                                |  |
|  | January 2026  | June 2029                                    |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Boosting the promotion of women at the CRG will help to reduce the vertical segregation that has been identified.  |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To boost the promotion of women at the CRG.  |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Offer training in leadership and management skills to women at the CRG to boost their promotion to positions of greater responsibility.  |   |  |  |
| <b>Targets</b>   |   |  |  |
| Women who are part of the CRG and seek promotion.  |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Email, intranet and meetings   |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ How many women have attended the leadership and management skills training?</li> <li>○ Assistance at and participation in the training by both management and workforce.</li> <li>○ Evaluation of the training.</li> <li>○ Budget for conducting the training action.</li> </ul>        |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Description of the training action chosen.</li> <li>○ Has the training programme been agreed to with the workforce?</li> <li>○ Has the gender perspective been applied to all the stages of the training plan?</li> <li>○ Improvement proposals for the actions carried out.</li> </ul> |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| People, Training and Academy Department (TAO) and Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|  | X   |  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 8</b>  |   |  |  |
|--|---|--|--|
| <b>Area of action</b>  |   |  |  |
| Joint responsibility   |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>                                |  |
|  | Annually, for the duration of the Plan  |  |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Promoting joint responsibility is indispensable if real and effective gender equality is to be attained at the CRG.  |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To promote the use of work-life balance and joint responsibility measures by men.  |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Disseminate and report on work-life balance and joint responsibility policies.   |   |  |  |
| <b>Targets</b>   |   |  |  |
| The entire workforce   |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Email, intranet and meetings   |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ Number of work-life balance measures granted, broken down by gender.</li> <li>○ Evolution of work-life balance measures granted to men.</li> </ul>          |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Work-life balance and joint responsibility measures dissemination channels.</li> <li>○ Have new measures been implemented? If so, describe them.</li> </ul> |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| People Department, Communication, Management and Negotiation and Follow-up Committee   |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|  | X   |  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 9</b>  |   |   |  |
|--|---|---|--|
| <b>Area of action</b>  |   |   |  |
| Joint responsibility   |   |   |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>   |  |
|  | For the duration of the Plan  |   |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |   |  |
| Facilitating work-life balance measures for women helps to achieve real and effective equality at the CRG.   |   |   |  |
| <b>Objectives</b>  |   |   |  |
| To facilitate work-life balance measures for women at the CRG. To provide support to women in science who need to balance their responsibilities as mothers and their research responsibilities to reach a position of leadership. |   |   |  |
| <b>Description of the measure</b>  |   |   |  |
| Offer support grants to mothers working in science. Every year, a call for two grants for women in science with a one-year tenure period will be organised for the purpose of promoting work-life balance.                         |   |   |  |
| <b>Targets</b>   |   |   |  |
| Women in science who are part of the CRG   |   |   |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>  | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action.<br>80 hours – 5 resources. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |   |  |
| Email, intranet and meetings   |   |   |  |
| <b>Follow-up and evaluation indicators</b>   |   |   |  |
| <b>Quantitative</b>  |   |   |  |
| <ul style="list-style-type: none"> <li>○ How many support grants have been offered to mothers in science?</li> <li>○ How many applications have been submitted?</li> </ul>   |   |   |  |
| <b>Qualitative</b>   |   |   |  |
| <ul style="list-style-type: none"> <li>○ Evaluation of the participants.</li> </ul>  |   |   |  |
| <b>Department in charge</b>  |   |   |  |
| People Department, Communication, and Negotiation and Follow-up Committee  |   |   |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>   | <b>Finish</b>  |
|  | X   |   | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 10</b>  |   |  |  |
|---|---|--|--|
| <b>Area of action</b>   |   |  |  |
| Wage audit  |   |  |  |
| <b>Implementation date</b>  | <b>Start</b>  | <b>Finish</b>                                |  |
|   | September 2025  | Conclusion of the Plan                       |  |
| <b>Rationale for the prioritisation of the measure</b>  |   |  |  |
| Reducing gender wage gaps and guaranteeing an equality-based policy is indispensable if real and effective gender equality is to be attained at the CRG.  |   |  |  |
| <b>Objectives</b>   |   |  |  |
| To reduce the gender wage gaps identified in the wage audit.  |   |  |  |
| <b>Description of the measure</b>   |   |  |  |
| If gender wage gaps above 25% are detected, implement positive actions geared towards reducing or eradicating such gaps. Inform the workforce about the measures taken.   |   |  |  |
| <b>Targets</b>  |   |  |  |
| The entire workforce  |   |  |  |
| <b>Resources envisioned</b>   | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|   | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>   |   |  |  |
| Email   |   |  |  |
| <b>Follow-up and evaluation indicators</b>  |   |  |  |
| <b>Quantitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Calculation of gender wage gaps.</li> </ul>  |   |  |  |
| <b>Qualitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ Have gender wage gaps above 25% been identified?</li> <li>○ If so, how can they be accounted for?</li> <li>○ What actions have been applied to reduce them?</li> </ul> |   |  |  |
| <b>Department in charge</b>   |   |  |  |
| People Department, Management, and Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>  | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|   | X   |  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 11</b>  |   |  |  |
|---|---|--|--|
| <b>Area of action</b>   |   |  |  |
| Wage audit  |   |  |  |
| <b>Implementation date</b>  | <b>Start</b>  | <b>Finish</b>                                |  |
|   | Annually, for the duration of the Plan  |  |  |
| <b>Rationale for the prioritisation of the measure</b>  |   |  |  |
| Reducing gender wage gaps and guaranteeing an equality-based policy is indispensable if real and effective gender equality is to be attained at the CRG.  |   |  |  |
| <b>Objectives</b>   |   |  |  |
| To identify existing gender wage gaps at the CRG and how they have evolved in the course of the Equality Plan.  |   |  |  |
| <b>Description of the measure</b>   |   |  |  |
| Monitor the evolution of wage gaps throughout the term of the Equality Plan by means of the annual wage records.  |   |  |  |
| <b>Targets</b>  |   |  |  |
| People Department   |   |  |  |
| <b>Resources envisioned</b>   | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|   | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>   |   |  |  |
| Email   |   |  |  |
| <b>Follow-up and evaluation indicators</b>  |   |  |  |
| <b>Quantitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Calculation of gender wage gaps.</li> </ul>  |   |  |  |
| <b>Qualitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ Have gender wage gaps above 25% been identified?</li> <li>○ If so, how can they be accounted for?</li> <li>○ What actions have been applied to reduce them?</li> </ul> |   |  |  |
| <b>Department in charge</b>   |   |  |  |
| People Department, Management, and Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>  | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|   | X   | X  | X  |

\*The follow-ups will be applied depending on the project.

**ACTION 12**

| <b>Area of action</b>  |   |  |  |
|--|---|--|--|
| Communication and language   |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>  |  |
|  | January 2027  | June 2027  |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Using inclusive language is indispensable if real and effective gender equality is to be attained at the CRG.  |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To eliminate non-inclusive language and replace it with language that is inclusive for everyone.   |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Review and update the language used in the centre's policies with regard to gender and inclusion and disseminate these policies. Promote the inclusive language policy already in place through a communication campaign applied to all CRG departments. |   |  |  |
| <b>Targets</b>   |   |  |  |
| People who use internal documents.   |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>   | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action.<br>70 hours – 7 resources | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Email and intranet   |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ How many documents have been reviewed?</li> <li>○ List of documentation reviewed and review dates.</li> </ul>   |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Have non-inclusive language formulas been identified?</li> <li>○ Have they been replaced with inclusive formulas?</li> <li>○ Provide examples.</li> </ul>   |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| Heads of administration, People Department, Department of Communication, Management and Negotiation and Follow-up Committee  |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>  | <b>Finish</b>  |
|  | X   | X  | X  |

\*The follow-ups will be applied depending on the project.

**ACTION 13**

| <b>Area of action</b>   |   |  |  |
|---|---|--|--|
| Prevention of harassment  |   |  |  |
| <b>Implementation date</b>  | <b>Start</b>  | <b>Finish</b>                                |  |
|   | Annually, for the duration of the Plan  |  |  |
| <b>Rationale for the prioritisation of the measure</b>  |   |  |  |
| Informing about harassment and disseminating the procedure to be followed by a person who is either subjected to or witnesses a situation of harassment is indispensable in preventing and responding to such types of behaviour in the working environment.  |   |  |  |
| <b>Objectives</b>   |   |  |  |
| To prevent workplace harassment situations and disseminate the action protocol to be followed if such a situation is detected.  |   |  |  |
| <b>Description of the measure</b>   |   |  |  |
| Disseminate the Harassment Protocol and maintain the training for the entire workforce in this area.<br>With a view to providing information and promoting awareness of the protocol and its contents among the workforce, workers will be informed when the protocol is updated, as well as any preventive actions that are conducted. Mandatory twice-yearly information session for all CRG employees dealing with inappropriate behaviour and harassment. |   |  |  |
| <b>Targets</b>  |   |  |  |
| The entire workforce  |   |  |  |
| <b>Resources envisioned</b>   | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|   | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>   |   |  |  |
| Email, meetings and intranet  |   |  |  |
| <b>Follow-up and evaluation indicators</b>  |   |  |  |
| <b>Quantitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Number of persons, broken down by gender, who are aware of the existence of the Protocol.</li> <li>○ Number of persons, broken down by gender, that have attended the training.</li> <li>○ Assistance at and participation in the training by both management and workforce.</li> <li>○ Evaluation of the training, broken down by gender. Budget for conducting the training action.</li> </ul>                     |   |  |  |
| <b>Qualitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ Dissemination actions and channels. Preventive measures disseminated.</li> <li>○ Explanatory sessions/informative meetings held (Minutes of the meetings).</li> <li>○ Description of the training action chosen. Proposals for the improvement of the actions conducted.</li> </ul>  |   |  |  |
| <b>Department in charge</b>   |   |  |  |
| People Department, Management, and Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>  | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|   | X   |  | X  |

\*The follow-ups will be applied depending on the project.

**ACTION 14**

| <b>Area of action</b>  |   |  |  |
|--|---|--|--|
| Prevention of harassment   |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>                                |  |
|  | For the duration of the Plan  |  |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Working to eradicate workplace harassment is indispensable if equality is to be achieved at the CRG.   |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To prevent workplace harassment situations at the CRG.   |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Work jointly with the EU-LIFE Gender Working Group to establish practices that help to create awareness of, identify and do away with workplace harassment.<br>Protocols, guidelines and definitions related to harassment will be shared between the EU-LIFE centres. Meetings will be held every two weeks with the participants to monitor the different actions. |   |  |  |
| <b>Targets</b>   |   |  |  |
| Members of the working group   |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Meetings and email   |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ How many meetings have been held with the working group?</li> </ul>   |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Records of the meetings held.</li> <li>○ Conclusions of the collaboration meetings.</li> <li>○ Aspects addressed at these meetings and improvement proposals.</li> </ul>  |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| People Department and Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|  | X   | X  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 15</b>   |   |  |  |
|--|---|--|--|
| <b>Area of action</b>  |   |  |  |
| Organisational culture and management  |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>  |  |
|  | For the duration of the Plan  |  |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Working in equality, diversity and inclusion is indispensable in continuing to make improvements in these areas and in fostering an inclusive and discrimination-free working environment.   |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To foster shared work on equality, diversity and inclusion. To exchange knowledge and good practices with relevant external organisations (CERCA Centres, PRBB, EU-LIFE, BIST, etc.) with a view to promoting equality, diversity and inclusion.   |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Collaborate with working groups and organisations outside the CRG in matters of equality, diversity and inclusion.<br>This action involves the following activities:   |   |  |  |
| <ul style="list-style-type: none"> <li>- Exchange of protocols, policies, good practices, guidelines, etc.</li> <li>- Dissemination by means of attendance at conferences or congresses, seminars, workshops or talks.</li> <li>- Consulting for external entities who are beginning to implement actions in equality, diversity and inclusion.</li> </ul> |   |  |  |
| <b>Targets</b>   |   |  |  |
| Members of the working groups  |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>   | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action.<br>560 hours - 3.5 resources. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Meetings, email and intranet   |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ How many meetings have been held with the working group?</li> </ul>   |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Records of the meetings held.</li> <li>○ Conclusions of the collaboration meetings.</li> <li>○ Aspects addressed at these meetings and improvement proposals.</li> </ul>  |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| People Department, Strategy and Funding, Negotiation and Follow-Up Committee   |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>  | <b>Finish</b>  |
|  | X   | X  | X  |

\*The follow-ups will be applied depending on the project.

**ACTION 16****Area of action**

Particularly vulnerable people

| <b>Implementation date</b> | <b>Start</b> | <b>Finish</b> |
|----------------------------|--------------|---------------|
|                            | January 2028 | June 2028     |

**Rationale for the prioritisation of the measure**

Eradicating and/or preventing any type of violence against women at the CRG is indispensable if real and effective equality between women and men is to be achieved.

**Objectives**

To prevent situations of violence against women and to take suitable action in such cases.

**Description of the measure**

Produce and disseminate a guide for assisting woman in gender violence situations. A campaign intended to create or increase awareness about gender violence will be implemented. Information about assistance and the monitoring of gender violence victims will be provided through the Servei d'Atenció, Recuperació i Refugi [Assistance, Recovery and Reception Service] (SARA). Gender violence victims will be offered support and flexible working hours.

**Targets**

Victims of sexist violence and the entire community with regard to awareness-raising.

| <b>Resources envisioned</b> | <b>Material</b>   | <b>Human</b>   | <b>Financial</b>   |
|-----------------------------|---|--|--|
|                             | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action.<br>25 hours – 2 resources | Expenses incurred through the materials used and the time invested by the people involved. |

**Dissemination mechanisms**

Meetings, email and intranet

**Follow-up and evaluation indicators****Quantitative**

- Number of people to whom the measures have been applied.
- Number of people who have enquired about the dissemination campaign.
- Communications sent about the campaign.
- Number of disseminations of the protocol.
- Number of persons, broken down by gender, that have attended the training.
- Assistance at and participation in the training by both management and workforce.
- Evaluation of the training, broken down by gender.
- Budget for conducting the training action.

**Qualitative**

- What dissemination media have been used?
- Improvement proposals for the actions carried out.

**Department in charge**

People Department, Management, and Negotiation and Follow-Up Committee

| <b>*Follow-up date</b> | <b>Start</b> | <b>Intermediate</b> | <b>Finish</b> |
|------------------------|--------------|---------------------|---------------|
|                        | X            |                     | X             |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 17</b>   |   |  |  |
|--|---|--|--|
| <b>Area of action</b>  |   |  |  |
| Particularly vulnerable people   |   |  |  |
| <b>Implementation date</b>   | <b>Start</b>  | <b>Finish</b>                                |  |
|  | Fourth quarter of 2025  |  |  |
| <b>Rationale for the prioritisation of the measure</b>   |   |  |  |
| Guaranteeing the equality of all people at the CRG is indispensable in promoting a discrimination-free working environment.  |   |  |  |
| <b>Objectives</b>  |   |  |  |
| To eradicate any type of discrimination of LGBTQIA+ persons.   |   |  |  |
| <b>Description of the measure</b>  |   |  |  |
| Produce an LGBTQIA+ Equality Plan that includes a Protocol for the prevention of and action against harassment in situations of discrimination on account of LGBTQIA+ -phobia as per the applicable regulations in this matter.  |   |  |  |
| <b>Targets</b>   |   |  |  |
| The entire workforce   |   |  |  |
| <b>Resources envisioned</b>  | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|  | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>  |   |  |  |
| Email, intranet and meetings.  |   |  |  |
| <b>Follow-up and evaluation indicators</b>   |   |  |  |
| <b>Quantitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ How many people, broken down by sex, are aware of the existence of the LGBTQIA+ Plan and the relevant Protocol?</li> <li>○ How many enquiries have there been about the LGBTQIA+ Plan and the Harassment Protocol?</li> </ul> |   |  |  |
| <b>Qualitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Has the LGBTQIA+ Plan been developed?</li> <li>○ As the Harassment Protocol been developed?</li> <li>○ What dissemination mechanisms have been used?</li> </ul>   |   |  |  |
| <b>Department in charge</b>  |   |  |  |
| People Department, Management, and Negotiation and Follow-Up Committee   |   |  |  |
| <b>*Follow-up date</b>   | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|  |   |  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 18</b>  |   |  |  |
|---|---|--|--|
| <b>Area of action</b>   |   |  |  |
| Organisational culture and management   |   |  |  |
| <b>Implementation date</b>  | <b>Start</b>  |  | <b>Finish</b>  |
|   | September 2028  |  | December 2028  |
| <b>Rationale for the prioritisation of the measure</b>  |   |  |  |
| Knowing the workforce's perception is indispensable if we are to continue to work towards applying real and effective equality at the CRG.            |   |  |  |
| <b>Objectives</b>   |   |  |  |
| To gauge the workforce's level of satisfaction and improvement needs in order to be able to tackle the improvement actions of the next Equality Plan. |   |  |  |
| <b>Description of the measure</b>   |   |  |  |
| Conduct a survey among the workforce on the perception of gender equal opportunities at the CRG.  |   |  |  |
| <b>Targets</b>  |   |  |  |
| The entire workforce  |   |  |  |
| <b>Resources envisioned</b>   | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|   | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>   |   |  |  |
| Email   |   |  |  |
| <b>Follow-up and evaluation indicators</b>  |   |  |  |
| <b>Quantitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Number of persons, broken down by gender, who have answered the survey.</li> </ul>                           |   |  |  |
| <b>Qualitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ Survey preparation process.</li> <li>○ Conclusions of the survey.</li> </ul>                                 |   |  |  |
| <b>Department in charge</b>   |   |  |  |
| People Department, Communication and Negotiation and Follow-up Committee  |   |  |  |
| <b>*Follow-up date</b>  | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|   | X   |  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 19</b>  |   |  |  |
|---|---|--|--|
| <b>Area of action</b>   |   |  |  |
| Organisational culture and management   |   |  |  |
| <b>Implementation date</b>  | <b>Start</b>  | <b>Finish</b>                                |  |
|   | For the duration of the Plan  |  |  |
| <b>Rationale for the prioritisation of the measure</b>  |   |  |  |
| Ensuring discrimination-free recruitment processes is indispensable in guaranteeing the real and effective application of the Equality Plan in the entity.  |   |  |  |
| <b>Objectives</b>   |   |  |  |
| To promote a gender balance in new recruits to the CRG.   |   |  |  |
| <b>Description of the measure</b>   |   |  |  |
| Advocate a gender-inclusive balance in recruitment processes, maintaining a minimum of 33% of short-listed people of the under-represented gender, ideally reaching 50% when possible.  |   |  |  |
| <b>Targets</b>  |   |  |  |
| The entire workforce  |   |  |  |
| <b>Resources envisioned</b>   | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|   | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>   |   |  |  |
| Email and recruitment policy  |   |  |  |
| <b>Follow-up and evaluation indicators</b>  |   |  |  |
| <b>Quantitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ Percentage of women on the evaluation committees.</li> <li>○ Percentage of female candidates that reach the interview stage.</li> </ul>  |   |  |  |
| <b>Qualitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ Include the Recruitment Bias in Research Institutes video.</li> <li>○ Include the recommendation to choose people from under-represented genders or minorities in the recruitment policy.</li> </ul> |   |  |  |
| <b>Department in charge</b>   |   |  |  |
| People Department, Management, and Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>  | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|   | X   | X  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 20</b>  |   |  |  |
|---|---|--|--|
| <b>Area of action</b>   |   |  |  |
| Organisational culture and management   |   |  |  |
| <b>Implementation date</b>  | <b>Start</b>  | <b>Finish</b>                                |  |
|   | January 2027  | June 2027                                    |  |
| <b>Rationale for the prioritisation of the measure</b>  |   |  |  |
| Improving work-life balance is indispensable in guaranteeing the real and effective application of the Equality Plan in the organisation.   |   |  |  |
| <b>Objectives</b>   |   |  |  |
| To promote the digital disconnection at the CRG in order to facilitate work-life balance in departments.  |   |  |  |
| <b>Description of the measure</b>   |   |  |  |
| Develop the digital disconnection guide.  |   |  |  |
| <b>Targets</b>  |   |  |  |
| The entire workforce  |   |  |  |
| <b>Resources envisioned</b>   | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|   | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>   |   |  |  |
| Email   |   |  |  |
| <b>Follow-up and evaluation indicators</b>  |   |  |  |
| <b>Quantitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>How many practices have been included in the digital disconnection guide?</li> </ul>   |   |  |  |
| <b>Qualitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>Description of the digital disconnection practices included in the guide.</li> <li>Digital disconnection guide dissemination channels.</li> <li>Enquiries submitted to the guide.</li> </ul> |   |  |  |
| <b>Department in charge</b>   |   |  |  |
| People Department, Management, and Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>  | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|   | X   | X  | X  |

\*The follow-ups will be applied depending on the project.

| <b>ACTION 21</b>  |   |  |  |
|---|---|--|--|
| <b>Area of action</b>   |   |  |  |
| Joint responsibility  |   |  |  |
| <b>Implementation date</b>  | <b>Start</b>  | <b>Finish</b>                                |  |
|   | For the duration of the Plan (3 times a year)   |  |  |
| <b>Rationale for the prioritisation of the measure</b>  |   |  |  |
| Improving work-life balance is indispensable in guaranteeing the real and effective application of the Equality Plan in the entity.   |   |  |  |
| <b>Objectives</b>   |   |  |  |
| To facilitate the work-life balance of CRG employees.   |   |  |  |
| <b>Description of the measure</b>   |   |  |  |
| Travel assistance for looking after children and dependent relatives (Travel Grant)   |   |  |  |
| <b>Targets</b>  |   |  |  |
| The entire workforce  |   |  |  |
| <b>Resources envisioned</b>   | <b>Material</b>   | <b>Human</b>                                 | <b>Financial</b>   |
|   | Office material, Internet connection, personal computers, meeting room, projector, books and manuals. | Persons tasked with implementing the action. | Expenses incurred through the materials used and the time invested by the people involved. |
| <b>Dissemination mechanisms</b>   |   |  |  |
| Email   |   |  |  |
| <b>Follow-up and evaluation indicators</b>  |   |  |  |
| <b>Quantitative</b>   |   |  |  |
| <ul style="list-style-type: none"> <li>○ How many applications have been received for looking after children and dependent relatives?</li> <li>○ How many of these applications were granted?</li> <li>○ Evolution in the number of grants provided on a yearly basis.</li> </ul> |   |  |  |
| <b>Qualitative</b>  |   |  |  |
| <ul style="list-style-type: none"> <li>○ Criteria used to award the travel grants.</li> <li>○ Review of the corresponding criteria.</li> </ul>  |   |  |  |
| <b>Department in charge</b>   |   |  |  |
| People Department, Management, and Negotiation and Follow-Up Committee  |   |  |  |
| <b>*Follow-up date</b>  | <b>Start</b>  | <b>Intermediate</b>                          | <b>Finish</b>  |
|   | X   | X  | X  |

\*The follow-ups will be applied depending on the project.

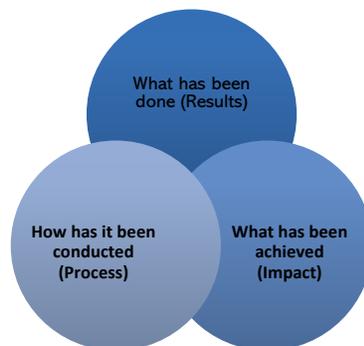
## 2. Follow-up, evaluation and review of the Plan

Article 9 of the Royal Decree 901/2020 of 13 October, which regulates Equality Plans and their registration, underscores the importance of following up, evaluating and reviewing these plans. Without prejudice to any review deadlines specifically provided for, the Equality Plan must be reviewed when the following circumstances concur:

- When it patently does not fulfil the legal and regulatory requirements.
- If the company is merged, taken over or transferred or its articles of association are changed.
- In the event of any incident that substantially changes the company workforce, its work methods, organisation or remuneration systems.
- If a court finds the organisation guilty of direct or indirect sex- or gender-based discrimination.

When necessary, for duly justified circumstances, the review will require an update of the diagnosis, as well as the measures contained in the Equality Plan, to the extent necessary. Furthermore, the Plan's measures may be reviewed at any time in the course of its term in order to add, change, improve, correct, intensify, attenuate or even cease to apply any action contained in it depending on the effects identified in relation to the accomplishment of the objectives.

Therefore, the evaluation is based on three basic questions:



For this reason, a **Plan Oversight and Follow-Up Committee**, with a balanced membership of women and men, must be set up to perform the follow-up, evaluation and review actions. The measures envisioned in the Equality Plan must be monitored and evaluated periodically, as established in the action schedule.

Nevertheless, an intermediate and another final evaluation at least must be conducted or if thus agreed to by the **Oversight and Follow-up Committee**.

Whenever specified by a legal regulation or by law, the Procedure for resolving any discrepancies that may arise in the application, follow-up, evaluation or review must be taken into account.

Article 9.2 of the RD 901/2020 establishes that equality plans must be reviewed, in any event, when the following circumstances concur:

- a) If it is necessary on account of the results of the follow-up and evaluation provided for in sections 4 and 6 et seq.
- b) If it transpires that they evidently it does not fulfil the legal and regulatory requirements or is insufficient as determined by the Inspectorate of Employment and Social Security.
- c) If the company is merged, taken over or transferred or its legal status changes or is changed.
- d) In the event of any incident that substantially changes the company's workforce, working methods, organisation or remuneration systems, including the failure to observe the collective bargaining agreement and any substantial modifications to working conditions, or in the situations analysed in the situation diagnostic that was used to produce the Plan.
- e) If a court decision finds the company guilty of direct or indirect gender-based discrimination or it finds that the Equality Plan does not comply with the legal or regulatory requirements.

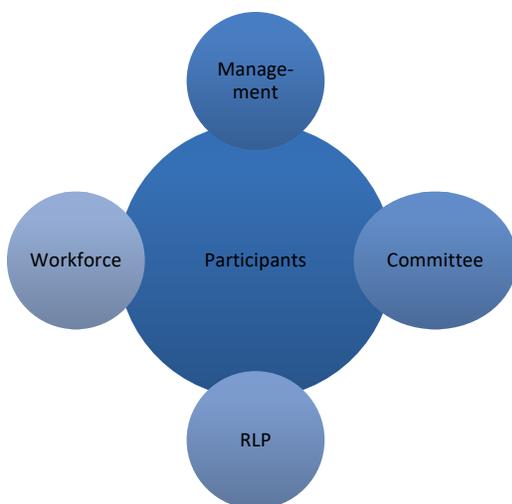
Similarly, section 3 of the aforementioned article 9 provides that if, in duly justified circumstances it is deemed necessary, the review will require the initial diagnostic and the measures in the Plan to be updated to the extent necessary.

## Composition of the Oversight and Follow-up Committee:

| Oversight and Follow-up Committee |              |                               |
|-----------------------------------|--------------|-------------------------------|
| Workers' representative           |              |                               |
| Name and surnames                 | ID Card No.: | Position or Trade Union       |
| <b>Roser Zaurin Quer</b>          |              | Head of laboratory management |
| <b>Juan Carlos Gómez Escobar</b>  |              | Accountant                    |
| Name and surnames                 |              | Position                      |
| <b>Montserrat Ruano Farré</b>     |              | Head of the People Department |
| <b>Nuria Ortiz Capilla</b>        |              | Recruiter                     |

## Persons and organs involved

The following persons or organs are involved in the evaluation:



- The CRG management, which is ultimately responsible for guaranteeing equal opportunities and for allocating the necessary resources.
- The Oversight and Follow-up Committee. This Committee will receive and analyse the information about the implementation of actions, the follow-up reports and any other information related to the execution of the Plan throughout its term.
- Without prejudice to being part of the Equality Plan Follow-Up Committee, the workers' representative(s) will receive information about the content of this Plan and the degree of accomplishment of its objectives.

- The workforce, which may participate in completing the questionnaires that will provide support for the preparation of the evaluation report.

## Follow-up objectives and evaluation data sheet

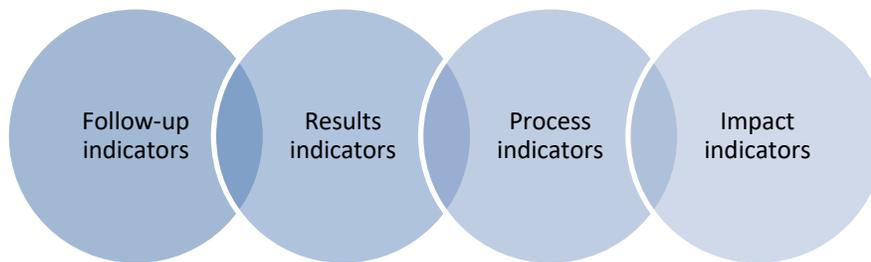
The improvement actions are monitored and followed up for the following reasons:

- To verify that the objectives established in the Equality Plan are being accomplished.
- To obtain information about the degree of implementation, the suitability of the resources used and the fulfilment of the time-line established for the actions.
- To detect possible implementation obstacles or difficulties.
- To make the necessary adjustments or take corrective measures, if necessary, in accordance with the applicable legislation and company needs.

Follow-up should not be regarded as a secondary process, but rather as part of the initial design and which must be conducted in parallel to the execution of the Plan. It is used to monitor and verify that the measures are being implemented according to the Plan's provisions, while also making it possible to detect imbalances and take corrective measures, and to establish:

- The design of a schedule to be followed for the implementation of each measure contained in the Plan, as well as the objectives and indicators.
- The specific appointment of the people tasked with implementing and following up the Plan.
- The description of the powers corresponding to the Oversight and Follow-up Committee.
- Making provision for occupational troubleshooting systems in the event of a discrepancy as to the fulfilment or non-fulfilment of the measures established in the Plan.

For this purpose, a data sheet, included below, will be used to evaluate the Plan and will facilitate the gathering of quantitative and qualitative information pertaining to the execution of each one of the measures. This data sheet will be completed by the person or the persons in charge of implementing each measure and will then be forwarded to the Oversight and Follow-up Committee. The document will identify four key indicators:



### 3. Timeline

| n° | Area                                  | Description of the action   | 2025 |    | 2026 |    |    | 2027 |    |    | 2028 |    |    | 2029 |  |
|----|---------------------------------------|---|------|----|------|----|----|------|----|----|------|----|----|------|--|
|    |                                       |   | Q3   | Q4 | Q1   | Q2 | Q3 | Q4   | Q1 | Q2 | Q3   | Q4 | Q1 | Q2   |  |
| 1  | Organisational culture and management | Inform the workforce about the approval of the new Equality, Diversity and Inclusion Plan and the creation of the Follow-Up Committee.  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 2  | Organisational culture and management | To carry out an internal communication campaign for the new EDI Plan with the main conclusions and improvement actions  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 3  | Organisational culture and management | Create a suggestions box where the staff can propose initiatives to be implemented or aspects where there is room for improvement.  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 4  | Organisational culture and management | Affording visibility to the role of women in science helps to foster the incorporation of women into this area, one in which historically they have been rendered invisible.  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 5  | Organisational culture and management | Monitor gender indicators in scientific publications, recruitment and applications for funding.   |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 6  | Training                              | Provide annual training in gender Equal Opportunities to all employees and maintain quarterly training for new employees  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 7  | Promotion processes                   | Offer training in leadership and management skills to women at the CRG to boost their promotion to positions of greater responsibility.   |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 8  | Joint responsibility                  | Disseminate and report on work-life balance and joint responsibility policies.  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 9  | Joint responsibility                  | Offer support grants to mothers working in science.   |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 10 | Wage audit                            | If gender wage gaps above 25% are detected, implement positive actions geared towards reducing or eradicating such gaps. Inform the workforce about the measures taken.   |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 11 | Wage audit                            | Monitor the evolution of wage gaps throughout the term of the Equality Plan by means of the annual wage records.  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 12 | Communication and language            | Review, update and disseminate the language used in the centre's policies relating to inclusion.  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 13 | Prevention of harassment              | Disseminate the Harassment Protocol and continue training for all staff in this area.   |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 14 | Prevention of harassment              | Work jointly with the EU-LIFE Gender Working Group to establish practices that help to create awareness of, identify and do away with workplace harassment.   |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 15 | Organisational culture and management | Collaborate with working groups and organisations outside the CRG in matters of equality, diversity and inclusion.  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 16 | Particularly vulnerable people        | Produce and disseminate a guide for assisting woman in situations of sexist violence.   |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 17 | Particularly vulnerable people        | Produce an LGTBI+ Equality Plan that includes a Protocol for the prevention of and action against harassment in situations of discrimination on account of LGTBI-phobia as per the applicable regulations in this matter. |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 18 | Organisational culture and management | Conduct a survey among the workforce on the perception of gender equal opportunities at the CRG.  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 19 | Organisational culture and management | Advocate a gender-inclusive balance in recruitment processes, maintaining a minimum of 33% of short-listed people of the under-represented gender, ideally reaching 50% when possible.                                    |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 20 | Organisational culture and management | Develop the digital disconnection guide.  |      |    |      |    |    |      |    |    |      |    |    |      |  |
| 21 | Joint responsibility                  | Travel assistance for looking after children and dependent relatives (Travel Grant)   |      |    |      |    |    |      |    |    |      |    |    |      |  |

**Annex**

# Glossary

**Positive action.** A temporary measure intended to correct, prevent or eradicate situations of inequality suffered by women with regard to men and which are normally rooted in social beliefs, customs or roles.

The Spanish Organic Law 3/2007 of 22 March, regulating the effective equality of women and men, states that:

*Article 11. Positive actions.*

*1. In order to enforce the constitutional right of equality, the public powers must take strict measures in favour of women to correct evident situations of inequality with regard to men. These measures, which must be applied as long as such situations subsist, must be reasonable and proportionate in relation to the objective pursued in each case.*

**Androcentrism.** A social model that places the masculine point of view at its centre, as a role model. Men's experience is interpreted as a universal fact, belittling and concealing women's learnings and experiences. History and everyday reality are narrated from the masculine point of view.

**Direct discrimination.** Treating a group of people unfairly for reasons expressly prohibited in the national and international legal system.

**Indirect discrimination.** Social criteria, measures, rules and actions or politically neutral policies that are unfavourable to one group in that they fail to take the initial position of inequality endured by such a group into account.

**Positive discrimination.** A form of positive action that gives preferential treatment to the disadvantaged group. It affects mainly the point of arrival; it guarantees the outcome.

**Gender stereotypes.** Gender stereotypes refer to the ideas and beliefs commonly accepted in society about how men and women should conduct themselves. They determine what is socially expected of them.

**Gender** 1. A grammatical category used to classify nouns as masculine and feminine and, in the case of adjectives and determiners, to establish grammatical agreement. 2. The concept that refers to social differences (as opposed to biological ones) between men and women, which have been learnt, change over time and present major variations between or across different cultures and within the same culture.

**Legal or formal equality.** The equal treatment of men and women by means of legislative measures that also prohibit discrimination between them. Nevertheless, social inertia continues to maintain structural barriers that hamper the accomplishment of equality.

**Actual or real equality.** It designates that social, economic and political situation in which the inequalities constructed between women and men have disappeared, with only biological and individual differences between people remaining.

**Gender equal opportunities.** The principle that refers to the need to ensure that all people have equal access to resources, making up for the different point of departure of people historically discriminated on account of their gender. It is a guarantee that people of a different gender can participate in different domains (economic, political, social participation, decision-making) and activities (education, training, employment) on equal footing.

**Language.** System of exclusively linguistic signs; code imprinted in our memory; social convention, abstraction.

**Speech.** System of signs and means of communication, which may be through pictures, gestures or language, among others.

**Sexism.** An attitude, way of thinking or belief that holds men to be superior to other people of a different gender.

**Mainstreaming.** The integration of the gender dimension in general policy-making so that the principle of equality will become the backbone of these policies. It implies that consideration must be given to matters pertaining to equal opportunities across all policies and actions and that they should not address the issue solely from the standpoint of direct and specific actions favouring people who have historically been discriminated on account of their gender.

**Patriarchal.** A patriarchal society or culture is one that acknowledges that authority and power correspond to the patriarchy and are transmitted from cis male to cis male. It has constituted a way of depicting the different social position of men and women, in demonstrating the “power” of the male sex (inheritance, parental authority...) and female subordination.

**Periphrasis.** Circumlocution; a figure of speech that uses a roundabout or unnecessarily large number of words to express an idea that could have been conveyed with fewer or a single word, albeit not in such a beautiful, emphatic or skilful way.

**Equal opportunities policies.** The instrumentalization of equal opportunities consists of the actions or interventions implemented to put this principle into practice.

**Principle of equality.** A legal principle that considers all sexes to be equal and condemns the discrimination thereof. It reminds us that we are all the same in the eyes of the law. It is synonymous with the principle of non-discrimination.

**Semantic gender bias.** This occurs when a generic noun is apparently being used but it ultimately turns out to be a masculine-specific noun. For example: "Company employees can travel with their wives". Therefore, "employees" refers to "men".

**Sexism.** It is the behaviour that impacts the role of women and their value, belittling, rejecting or disregarding them. Sexism involves assigning values, capacities and roles of a lower order to one gender as opposed to another.

**Sex.** Organic and biologically identifiable condition that distinguishes living beings as female and male.