

Human Resources System Management

December 16, 2024



III EQUAL OPPORTUNITY PLAN (2025-2028)

Approved by the Negotiating Committee for the 1 January 2025 to 31 December 2026 *

Bellaterra, December 16, 2024





^{*} The actions derived from the previous diagnosis and foreseen for 2027 and 2028 are only indicative, as the implementation of other regulations may require a revision, which will be the subject of a new negotiation. Quality System Procedure. **CENTER FOR DEMOGRAPHIC STUDIES**



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November 15, 2024



1. Purpose

The realization of the Equal Opportunities Plan by the CENTRE D'ESTUDIS DEMOGRÀFICS (CED -CERCA) has the purpose of expressing the interest of the organization to articulate actions that allow guaranteeing equal opportunities among all the people who are part of the CED, in a real and effective way, and above all the integration of equality in the management system of the Centre, in addition to the fulfillment of the current legislation on equality, established from the entry into force of the LOIEMH in 2007.

2. Objectives

Through the implementation of the Equality Plan, the CENTRE D'ESTUDIS DEMOGRÀFICS wants to investigate in depth what is the real internal situation in terms of equal opportunities from a gender perspective and to devote efforts to define, structure and implement actions in this direction.

The main objective that the CENTRE D'ESTUDIS DEMOGRÀFICS hopes to achieve with the implementation of the plan is to promote a corporate culture based on equal opportunities, eliminating all forms of discrimination and improving the work environment, in order to increase the motivation and commitment of its staff; In order to achieve this, CED-CERCA is determined to carry out those positive actions that contribute to create the right conditions for equality to be real and effective.

The specific objectives of this III Equality Plan are:

- To have a gender diagnosis that provides information on the objective situation of the company.
- Establish indicators with a gender perspective to measure the evolution of the situation of equal opportunities in the different areas of intervention.
- o Guarantee an environment free of sexism and all types of discrimination.
- o Raise awareness of the people who are part of the workforce.
- Pay attention to situations of special protection, related to gender violence and sexual and gender-based violence and gender identity.
- Promote the periodic evaluation of the effectiveness of the principle of equality in their respective fields of action.
- Establish indicators with a gender perspective to measure the evolution of the situation of equal opportunities in the areas of intervention.
- Establish permanent information channels on the integration of equal opportunities in the organization.



- To guarantee, on the part of the Centre, that both internal communication and corporate communication and advertising use a non-discriminatory language.
- To promote, on the part of the Centre, the diffusion and participation and involvement of the staff in relation to equal opportunities.
- Establish mechanisms to monitor the measures already implemented and the new ones to be implemented, in order to be able to analyse their impact.
- Pay special attention to situations of special protection, related to gender violence and sexual and gender-based violence and gender identity.

3. Positive actions in the area of equality .

Article 8 of Royal Decree 901/2020, of October 13, which regulates equality plans and their registry, contains not only the minimum content of the plans, but also all the information to be compiled on the proposed improvement actions:

- Description, execution period and prioritization of the measure, as well as the design of indicators to determine its evolution.
- Identification of the means and resources, both material and human, necessary for the implementation, follow-up and evaluation of each of the measures and objectives.
- Calendar of actions of the measures of the Equality Plan.
- Monitoring, evaluation and periodic review system.

We present below the improvement actions that the Negotiating Committee, composed of the CED manager and two representatives of the CCOO union, has selected as suitable:

NUM.	DESCRIPTION OF THE IMPROVEMENT	MONTH/YEAR
NUMBER	ACTION	IMPLEMENTATION
1	Communication of the implementation of the	January 2025
	III Equality Plan to the entire workforce.	
2	Add a section to the Welcome Manual that	February 2025
	refers to the company's commitment to equal	
	opportunities, the Action Plan and the people	
	who form part of the Monitoring Committee.	
3	To permanently integrate training in equal	2025-2028
	opportunities between men and women in the	
	workplace as part of the Annual Plan aimed at	
	the entire workforce.	



	Tariaire in second state with an efficient for	
4	Training in managerial skills specifically for	2025 Biannual
	women.	0005 0000
5	Obtain disaggregated data by sex: level of	2025-2028
	studies, promotions, how many people take	
	part in conciliation or co-responsibility actions,	
	perception of equality (survey).	
6	Collect, make visible and give value to all the	June 2025
	actions of co-responsibility and conciliation. In	
	particular, priority will be given to the	
	adaptation of the working day, as opposed to	
	the reduction of working hours, in order to	
	promote responsibility and reduce, if	
	necessary, the wage gap.	
7	Review of internal and external	September 2025
	documentation on the use of inclusive	
	language	
8	Prevent and inform personnel about health	October 2025
	prevention measures from a gender	
	perspective (psychosocial control, maternity	
	prevention).	
9	In the case of detecting a wage gap in the	May 2026
	terms and criteria of RD 6/2019 higher than	
	25%, the company undertakes to activate	
	corrective measures (Remuneration	
	Register).	
10	To remind of the existence of the Protocol for	2024-2028 Annual
	the prevention of any type of harassment.	
11	Include in the mandatory training a module on	2025 Biannual
	Prevention of sexual and gender-based	
	harassment. Publicize and publicize the rights	
	of women who suffer from gender-based	
	violence	
12	To ask suppliers and customers if they have	2025-2028
	the Equality Plan, in order to transform society	
	and contribute to a social change	
13	To draft instructions aimed at preserving	Novembre 2025
	gender balance for presentations at seminars	
	and other professional meetings.	



14 Periodically analyze the status of the results of 2025 Biannual the calls for research projects according to gender, and provide additional support measures, if necessary.

3. Follow-up indicators

Action 1

	Are	ea of action					
	Organizational culture and management						
Date of	Start		End of				
implementation	January 2025		January 2025				
	Justification of the	prioritization of the	measure				
The dissemination c		in order to achieve re the CED.	eal equality between men and women at				
		bjectives					
	Communicate the existe	ence of the Gender E	Equality Plan.				
	Measure	ment description					
Commun	ication of the implementation		Plan to the entire workforce.				
		get persons					
	Tota	al workforce.					
Planned resources	Materials	Humans	Economics				
	Office material, internet	Persons	Office material costs, printing costs and				
	connection, meeting room,	responsible for	costs of time invested by the people in				
	projector, books and	the action to be	charge.				
	manuals, software.	implemented.					
	Dissemina	ation mechanisms	·				
		Meetings					
		Intranet					
		Website					
		otice board					
-	Monitoring and	d evaluation indica	tors				
Quantitative ○ Number of	people, broken down by gender	r. who are aware of t	the Equality Plan.				
	communications	,					
	consultations on the Equality Pl	an					
Qualitative o Have meet	ings been held to disseminate t	he Equality Plan to a	Ill research groups and services?				
	nels have been used to dissemi						
	Respon	sible personnel					
			tee				
Management and Equality Committee							



		Area of action				
Organizational culture and management						
Date of	Start		End of			
implementation	February 2025	5	February 2025			
	Justification of th	e prioritization of the	neasure			
The reference in the V	Velcome Plan to the compa	iny's commitment to equ	al opportunities is an essential positive			
action in or	der to establish stable gen	der equality at the CED,	regardless of staff turnover.			
		Objectives				
Elimina	te any behavior that could l	ead to gender discrimina	ation within the company.			
	Measu	rement description				
Add a section to the	• Welcome Manual that re	fers to the company's	commitment to equal opportunities,			
the Ac	ction Plan and the people	who form part of the M	Ionitoring Committee.			
	т	arget persons				
	Т	otal workforce.				
Planned resources	Materials	Humans	Economics			
	Office material, internet	Persons responsible for	or Office material costs, printing costs			
	connection, meeting	the action to b	e and time spent by the people in			
	room, projector, books	implemented.	charge.			
	and manuals, software.					
	Dissem	ination mechanisms				
		Meetings				
		Intranet				
		Website				
	W	elcome Manual				
	Monitoring a	and evaluation indicate	ors			
Quantitative o Number of pe	eople who have been given	the Welcome Manual.				
Qualitative						
			prated into the Welcome Manual?			
	been informed of the comp	-				
 Channels for 	disseminating the compan	y's commitment to equa	lity.			
	Resp	onsible personnel				
	Managemer	it, and Equality Committ	ee			
*======================================	ed according to the project					



		Area of actio	n			
Organizational culture and management						
Date of	Start			End of		
implementation	January de 202	25		December 2028		
	Justification of th	e prioritizati	on of the me	asure		
Training in equal oppo				or the entire workforce is essential to		
5 11 11	achieve real equality be		•			
	. ,	Objectives				
Provide training in gen	nder equality to the entire st		raise awarer	ess and detect possible situations of		
	discrimi	nation within	he staff.			
	Мосси	romant daar	rintian			
To permanently inte		rement desc	•	n and women in the workplace as		
To permanently inte	part of the Annual P					
	•	arget persor				
		otal workforc				
			-			
Planned resources	Materials	Hum		Economics		
	Office material, internet	Persons res		Office material costs, printing costs		
	connection, meeting	the action		and time spent by the people in		
	room, projector, books and manuals, software.	implemente	1.	charge.		
		ination mech	anieme			
	Dissein	Meetings	iaiiisiiis			
		Intranet				
		Website				
	Ann	ouncement b	oard			
		nd evaluatio				
		der, who have	e received tra	ining in equal opportunities from a		
gender persp	nd participation in training t	w managame	nt and staff			
				ning on equal opportunities between		
 Level of satisfaction of the people who have participated in the training on equal opportunities between women and men, broken down by gender. 						
	rry out the training action.					
Qualitative	,					
	of the selected training prog	ram.				
	Resp	onsible pers	onnel			
	Managemer	nt and Equalit	y Committee			



Area of action					
	Dov	oloomont Trai	ning		
	Devi	elopment. Trai	ning		
Date of implementation	Start			End of	
mpionentation	March 2025			July 2025	
	Justification of th	e prioritizatio	n of the me	asure	
Specific training	for women is essential to a	chieve real eq	ality betwee	en men and women at the CED.	
		Objectives			
Providing training ir				and improve possible situations of	
		discrimination			
		irement desc	•		
	Training in manage	· ·	-	women.	
		arget person			
	Т	otal workforce			
Planned resources	Materials	Hum	ans	Economics	
	Office material, internet	Persons res	onsible for	Office material costs, printing costs	
	connection, meeting	the action	to be	and costs of time invested by the	
	room, projector, books	implemented		people in charge.	
	and manuals, software.				
	Dissem	ination mech	anisms		
		Meetings			
		Intranet			
		Website			
		ouncement bo			
• • • •	Follow-up a	ind evaluation	n indicators		
Quantitative o Number of w	omen who have completed	the training.			
 Assistance and participation of women in training by management and staff. 					
 Level of satisfaction of the women who have participated in the training. 					
 Budget to car 	rry out the training action.				
Qualitative					
 Description of the selected training program. 					
	Resp	onsible perso	onnel		
	Managemer	nt and Equality	Committee		



Area of action							
	Organizational culture and management						
Date of	Date of Start End of						
implementation	2025		2028				
	Justification of th	ne prioritization of the me	asure				
To be able to make de	ecisions with updated inform	ation, as well as to know th	ne perception of gender equality in the				
		CED.					
		Objectives					
Obtaining data a	· · ·		ns corrects possible situations of				
		discrimination.					
Obtain dia ammanda		rement description					
Obtain disaggregate	-		any people take part in conciliation				
		ions, perception of equa larget persons	iity (survey).				
		Total workforce.					
Planned resources	Materials	Humans	Economics				
	Office material, internet	Persons responsible for	Office material costs, printing costs				
	connection, meeting	the action to be	and costs of time invested by the				
	room, projector, books	implemented.	people in charge.				
	and manuals, software.	ination mechanisms					
	Dissell	Meetings					
		Intranet					
		Website					
	Anr	nouncement board					
	Follow-up a	and evaluation indicators					
Quantitative	-						
	alysis with data disaggregat		evel of studies).				
	new data disaggregated by s	Sex.					
5	arry out the actions.						
Qualitative o Has a staffs	survey been conducted?						
	esponses to the staff survey	/.					
o Analysis of	he survey.						
	Resp	oonsible personnel					
	-	nt and Equality Committee					
		· •					



	4	Area of action					
	Working ti	me and co-responsibility.					
Date of	Start		End of				
implementation	June 2025		June 2025				
	June 2027 Justification of th	e prioritization of the me	June 2027 asure				
The adaptation of wo			e is essential to achieve real equality				
			ptation of the working day in the face				
		tions in working hours.					
		Objectives					
Disseminate and estat	olish measures to promote t	-	ersonal and family life, as well as co-				
responsibility among	he entire workforce. Priority	y will be given to the adapt	ation of the working day, as opposed				
to reductions in the	working day, in order to pr	omote responsibility and re	duce the salary gap, if applicable.				
		rement description					
	-		d co-responsibility. Explicitly that				
	-		to the reduction of working hours,				
in or	der to promote responsib	ility and reduce the wage	e gap if necessary.				
	Т	arget persons					
	Το	tality of the staff.					
Planned resources	Materials	Humans	Economics				
	Office material, internet	Persons responsible for	Office material costs, printing costs				
	connection, meeting	the action to be	and costs of time invested by the				
	room, projector, books	implemented.	people in charge.				
	and manuals, software.						
	Dissem	ination mechanisms					
		Meetings					
		Intranet					
		Notice board					
	Follow-up a	and evaluation indicators					
Quantitative							
 Number of communications and diffusion media. 							
	 Number of new measures proposed by the staff and their approval. 						
o Number of n	ew measures proposed by	the staff and their approval					
	ew measures proposed by	the staff and their approval					
Qualitative							
Qualitative o Have the new	v measures been implemer	nted?					
Qualitative o Have the new o Have the app	w measures been implemen proved measures been com	nted?					
Qualitative o Have the new o Have the app	v measures been implemer	nted?					
Qualitative o Have the new o Have the app	w measures been implemen proved measures been com y improvements in the perfo	nted?					
Qualitative o Have the new o Have the app	v measures been implemen proved measures been com y improvements in the perfo Resp	nted? municated to the staff? prmance of the staff?					



		Area of action				
	Non-se	exist communication				
Date of	Start		End of			
implementation	September 202	25	September 2025			
	Justification of th	e prioritization of the n	neasure			
The use of inclusive lar	nguage is essential to achie	ve real equality between	men and women in CED.			
		Objectives				
Promote the	e use of non-sexist languag	e and its application in a	I company communications.			
		rement description				
Review	of internal and external do		e of inclusive language.			
		arget persons				
	lo	tality of the staff.				
Planned resources	Materials	Humans	Economics			
	Office material, internet	Persons responsible fo	r Office material costs, printing costs			
	connection, meeting	the action to be	e and time spent by the people in			
	room, projector, books	implemented.	charge.			
	and manuals, software.					
	Dissem	ination mechanisms				
		Meetings				
		Intranet				
		Notice board				
0	Monitoring a	and evaluation indicato	rs			
Quantitative						
 Number of documents and communications with corrections. 						
Qualitative						
• Has the use of inclusive language been applied in new documents and also in new communications ?						
	Resp	onsible personnel				
	Managemer	nt and Equality Committe	e			



		Area of actio	n				
	Occupational health						
Date of	Start End of						
implementation	October 2025	5		October 2025			
Improving a couratio	Justification of th						
Improving occupatio		erspective will		eve real equality between men and			
	WC		_D.				
		Objectives					
To prevent health ris	k situations caused by the i		ork activity ca	n have on them due to the physical			
	working con	ditions of men	and women.				
	Мазеі	irement desc	ription				
Prevent and in			-	s from a gender perspective			
	(psychosocial c						
	To	tality of the st	aff.				
Planned resources	Materials	Hum	ans	Economics			
	Office material, internet	Persons res	ponsible for	Office material costs, printing costs			
	connection, meeting	the actior		and costs of time invested by the			
	room, projector, books	implemente	d.	people in charge.			
	and manuals, software.						
	Dissem	ination mech	anisms				
		Meetings					
		Intranet					
		Notice board					
Quantitative	Follow-up a	and evaluatio	n indicators				
	iteria adapted to the gende	er perspective	in the evalua	tion of occupational risks.			
o Number of la	bor categories affected.						
• Number of people affected broken down by sex.							
Qualitative							
 What criteria 	have been used in the eva	luation of occ	upational risk	s?			
	diffusion of these health pre						
	Resp	onsible pers	onnel				
	Managemer	nt and Equalit	y Committee				
*Follow-ups will be appl	ied according to the project	t					



	Area of action					
		Salary audit				
Date of implementation	Start		End of			
implementation	May 2026		May 2026			
	Justification of th	e prioritization of the me	asure			
Ensuring non-discrimit	nation in the salaries of me	n and women is essential t	o achieve real equality between men			
	and v	women at the CED.				
		Objectives				
Detect the existing wa		women in the different prot t are above 25%.	fessional categories and justify those			
	Measu	rement description				
In the case of detect	ing a wage gap in the terr	ns and criteria of RD 6/20	19 higher than 25%, the company			
un	dertakes to activate corre	ctive measures (Remune	ration Register).			
		arget persons				
		HR managers.				
Planned resources	Materials	Humans	Economics			
	Office material, internet	Persons responsible for	Office material costs, printing costs			
	connection, meeting	the action to be	and time spent by the people in			
	room, projector, books	implemented.	charge.			
	and manuals, software.					
	Dissem	ination mechanisms				
		Meetings				
	Eollow up	Intranet and evaluation indicators				
Quantitative	Follow-up					
 Wage scales of the different workplaces. 						
Qualitative						
• Have those b	preaches in excess of 25%	been justified?				
 List of the dif 	ferent justifications.					
	Resp	onsible personnel				
	Managemer	nt and Equality Committee				



			Area of actio	n		
Prevention of and action against sexual and/or gender-based harassment						
Date of		Start		End of		
implementatior		December 202	24		September 2028	
		Justification of th	e prioritizati	on of the me	asure	
Making known ar	d re	membering the existence o	f the Protocol	for the preve	ntion of sexual and/or gender-based	
hara	sme	ent is essential to achieve r	eal equality b	etween men	and women at the CED.	
The stress sectors to			Objectives			
l o disseminate	e and		t to the entire		on of sexual and/or gender-based	
To romi	d o		rement desc	•	of any type of hereeement	
To remin			arget persor		of any type of harassment.	
			tality of the st			
			,			
Planned resourc	es	Materials	Hum		Economics	
		Office material, internet	Persons res		Office material costs, printing costs	
		connection, meeting	the action		and costs of time invested by the	
		room, projector, books	implemente	d.	people in charge.	
		and manuals, software.	•••••	••••••		
		Dissem	ination mech	nanisms		
			Meetings Intranet			
		Monitoring	and evaluation	n indicators	s	
Quantitative		Monitoring a		minucators	•	
		eople, broken down by sex,		e protocol.		
 Number of consultations regarding the protocol. 						
Qualitative						
∘ Has the	əntir	e workforce been informed	of the exister	ice of the pla	n?	
 What dis 	sem	ination measures have bee	en used?			
o Do work	ers h	nave full access to the proto	ocol?			
		Resp	onsible pers	onnel		
		•	nt and Equalit			



		Area of action			
Pre	evention of and action again	nst sexual and/or gender-b	ased harassment		
Date of implementation	Start		End of		
implementation	April 2025 April 2027		April 2025 April 2027		
	(biannual)		(biannual)		
	Justification of th	e prioritization of the me	asure		
o 1	0	0	ed harassment is essential to detect		
			en and women at the CED. To raise		
awarene	ess of the rights against ge	nder violence, in order to ir	form and protect staff.		
Promoto an onvi	ronmont froe of sovual and	Objectives	t. Also free of gonder violence		
Fromote an envi	Torment hee of Sexual and	i yender-based narassmer	t. Also free of gender violence.		
	Measu	rement description			
Include in the man	datory training a module	on Prevention of sexual	and gender-based harassment.		
Publicize a	nd publicize the rights of	women who suffer from	gender-based violence.		
	Т	arget persons			
	٦	Fotal workforce			
Planned resources	Materials	Humans	Economics		
	Office material, internet	Persons responsible for	Office material costs, printing costs		
	connection, meeting	the action to be	and costs of time invested by the		
	room, projector, books	implemented.	people in charge.		
	and manuals, software.				
	Dissem	ination mechanisms			
		Meetings			
		Intranet			
		E-mail			
	Follow-up a	ind evaluation indicators			
Quantitative					
• Number of people, broken down by gender, who have attended the different training courses.					
 Number of people, broken down by gender, who have attended the different training courses. Attendance and participation in management and staff training. 					
 Assessment of training broken down by gender. 					
 Budget to carry out the training action 					
Qualitative					
 Description of the selected training program. 					
 Has the gend 	 Has the gender perspective been applied in all phases of the training plan? 				
	Resp	onsible personnel			
	Managemer	nt and Equality Committee			



Organizational culture and management End of Date of December 2024 End of December 2024 September 2028 Date of jumplementation December 2024 Justification of the prioritization of the measure To know if suppliers and clients have the Equality Plan helps and contributes to a social change, where the CED is related to. Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. Contribute to a social change more sensitive to gender equality Opportunities, involving the companies that the CED is related to. Target persons Target persons Target persons Target persons To ask suppliers and customers if the have the Equality Plan, in order to transform society and contribute to a social change Office material, interm Total workforce. Planned resources Material, interm Office material, interm to mechanisms Conscisponsible for indicators from invested by the indicator to mechanisms Office material, interm to mechanisms </th <th></th> <th></th> <th>Area of action</th> <th></th> <th></th>			Area of action		
Date of implementation Start End of December 2024 Justification of the prioritization of the measure September 2028 To know if suppliers and clients have the Equality Plan helps and contributes to a social change, where the CED wants to relate with committed companies and entities. To know if suppliers and clients have the Equality Plan helps and contributes, involving the companies that the CED is related to. Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. CED is related to. To ask suppliers and customers if they have the Equality Plan, in order to transform society and contribute to a social change Measurement description To ask suppliers and customers if they have the Equality Plan, in order to transform society and contribute to a social change Cenomics Planned resources Materials Humans Economics Office material, internet Contribute to a social change and costs of time invested by the people in charge. order, poise, and manuals, software. Intranet and costs of time invested by the people in charge. Intranet Vebsite September 2028 September 2028 Office material, internet Vebsite September 2028 September 2028 Office material, internet Intranet Sept		Organization	al culture and manage	nent	
Implementation Becember 2024 September 2028 Implementation Justification of the prioritization of the measure Contribute to a social change, where the CED wants to relate with companies and entities. Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. CED is related to. Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. Contribute to a social change more sensitive to gender equality Plan, in order to transform society and contribute to a social change. Contribute to a social change Contribute to a social change. Total workforce. Planned resources Materials Humans Economics Office material, internet connection, meeting room, projector, books and manuals, software. Office material costs, printing costs and costs of time invested by the people in charge. Internet Keetings Contribute to asupplier companies involved in Equality. Number of supplier companies involved in Equality. Output to the companies involved in Equality. Output to the companies involved in Equality. <t< th=""><th></th><th></th><th></th><th></th><th></th></t<>					
Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. Objectives Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. Objective Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. Objective Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. Objective Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. Target persons To ask suppliers and customers if they have the Equality Plan, in order to transform society and contribute to a social change Target persons Total workforce. Planned resources Materials Materials Humans Economics Office material, internet Persons responsible for connection, meeting room, projector, books and manuals, software. Dissemination mechanisms Meetings Intranet Intranet Vebsite Cannouncement board Cannouncement board Cuantitative Number of supplier companies involved in Equality. Number of users involved in Equality. Number of supplier companies involved in Equality. Number of users involved in Equality Plan for the companies we relate to? Number of users involved in Equality Plan for the companies we relate to? Number of users inv				End of	
To know if suppliers and clients have the Equality Plan helps and contributes to a social change, where the CED wants to relate with committed companies and entities. Contribute to a social change more sensitive to gender equality opportunities, involving the companies that the CED is related to. Measurement description To ask suppliers and customers if they have the Equality Plan, in order to transform society and contribute to a social change Tota kompositive to a social change Total workforce. Planned resources Materials, internet Office material, internet Connection, meeting nom, projector, books and manuals, software. Office material, internet Connection, meeting nom, projector, books and manuals, software. Meetings Intranet Vebsite Connection meeting the action to be implemented. Dissemittion mechanisms Meetings Intranet Connection in the action to be implemented. Connection in the action to be implemented. Connection in the action to be implemented. Connection meeting the action to be implemented. Connection meetings Connection m	implementation	December 202	24	September 2028	
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Responsible personnel	 Have you asked if you have an Equality Plan for the companies we relate to? 				
	• How did we know?				
Management and Equality Committee		Resp	onsible personnel		
			-	tee	



		Area of action			
	Development. Selec	ction, Recruitment and Pro	motion.		
Date of	Start		End of		
implementation	November 202	25	April 2026		
	Justification of th	e prioritization of the me	asure		
In presentations at ser	minars and professional m	eetings, it is essential to	have a balance of male and female		
representation in order	to achieve real equality be	ween men and women at	the CED.		
		Objectives			
To obtain a balanced p	resence of women and me		ninars or professional meetings.		
	Measu	rement description			
To draft instruction	ons aimed at preserving g	gender balance for prese	ntations at seminars and other		
	profe	essional meetings.			
	Т	arget persons			
	Т	otal workforce.			
Planned resources	Materials	Humans	Economics		
	Office material, internet	Persons responsible for	Office material costs, printing costs		
	connection, meeting	the action to be	and time spent by the people in		
	room, projector, books	implemented.	charge.		
	and manuals, software.				
	Dissem	ination mechanisms			
Meetings					
		Intranet			
		Website			
Announcement board					
Monitoring and evaluation indicators Quantitative					
 Number of instructions to follow a procedure that provides balance of representation. 					
Qualitative					
 Have instructions been drafted to obtain a balanced presence of women and men in professional meetings or seminars? 					
	Resp	onsible personnel			
	-	nt and Equality Committee			



		Area of action				
	Development. Selection, Recruitment and Promotion.					
Date of	Start		End of			
implementation	September 202		September 2025			
	September 202	27	September 2027			
	(Biannual)		(Biannual)			
		e prioritization of the m				
То	achieve a balanced preser	nce of women and men in	research projects.			
-		Objectives				
l o obtain a balanced p	resence of women and me		search projects.			
		rement description				
Periodically analyze			projects according to gender, and			
	-	support measures, if ne	cessary.			
		arget persons				
		otal worklorce.				
Planned resources	Materials	Humans	Economics			
	Office material, internet	Persons responsible for	, T 6			
	connection, meeting	the action to be	and time spent by the people in			
	room, projector, books	implemented.	charge.			
	and manuals, software.					
	Dissem	ination mechanisms				
		Meetings				
		Intranet				
		Website				
		ouncement board				
Follow-up and evaluation indicators						
Quantitative						
 Number of calls analysed. 						
• Quantitative results of the analysis.						
Qualitative						
• Have the results of the calls for research projects been analysed?						
	Resp	onsible personnel				
		nt and Equality Committee	9			