

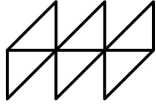
## III EQUAL OPPORTUNITY PLAN (2025-2028)

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

**Bellaterra, December 16, 2024**

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\* 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.



**CED**  
Centre d'Estudis  
Demogràfics

**P01 PROCEDURE**

**Human Resources System Management**

November 15, 2024

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## 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.

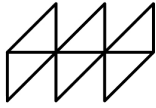
## 2. Objectives

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.
- Guarantee an environment free of sexism and all types of discrimination.
- 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.

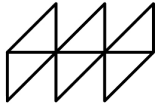
### 3. Positive actions in the area of equality .

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:

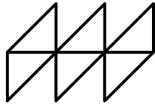
- Description, execution period and prioritization of the measure, as well as the design of indicators to determine its evolution.
- Identification of the means and resources, both material and human, necessary for the implementation, follow-up and evaluation of each of the measures and objectives.
- 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. NUMBER	DESCRIPTION OF THE IMPROVEMENT ACTION	MONTH/YEAR IMPLEMENTATION
1	Communication of the implementation of the III Equality Plan to the entire workforce.	January 2025
2	Add a section to the Welcome Manual that refers to the company's commitment to equal opportunities, the Action Plan and the people who form part of the Monitoring Committee.	February 2025
3	To permanently integrate training in equal opportunities between men and women in the workplace as part of the Annual Plan aimed at the entire workforce.	2025-2028



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



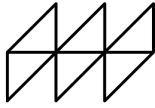
- |           |   |               |
|-----------|---|---------------|
| <b>14</b> | Periodically analyze the status of the results of the calls for research projects according to gender, and provide additional support measures, if necessary. | 2025 Biannual |
|-----------|---|---------------|

### 3. Follow-up indicators

#### Action 1

Area of action			
Organizational culture and management			
Date of implementation	Start	End of	
	January 2025	January 2025	
Justification of the prioritization of the measure			
The dissemination of the Equality Plan is essential in order to achieve real equality between men and women at the CED.			
Objectives			
Communicate the existence of the Gender Equality Plan.			
Measurement description			
Communication of the implementation of the III Equality Plan to the entire workforce.			
Target persons			
Total workforce.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and costs of time invested by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Website			
Notice board			
Monitoring and evaluation indicators			
Quantitative			
<ul style="list-style-type: none"> <li>○ Number of people, broken down by gender, who are aware of the Equality Plan.</li> <li>○ Number of communications</li> <li>○ Number of consultations on the Equality Plan</li> </ul>			
Qualitative			
<ul style="list-style-type: none"> <li>○ Have meetings been held to disseminate the Equality Plan to all research groups and services?</li> <li>○ What channels have been used to disseminate the Equality Plan?</li> </ul>			
Responsible personnel			
Management and Equality Committee			

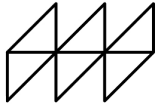
\*Follow-ups will be applied according to the project.



## Action 2

Area of action			
Organizational culture and management			
Date of implementation	Start	End of	
	February 2025	February 2025	
Justification of the prioritization of the measure			
The reference in the Welcome Plan to the company's commitment to equal opportunities is an essential positive action in order to establish stable gender equality at the CED, regardless of staff turnover.			
Objectives			
Eliminate any behavior that could lead to gender discrimination within the company.			
Measurement description			
Add a section to the Welcome Manual that refers to the company's commitment to equal opportunities, the Action Plan and the people who form part of the Monitoring Committee.			
Target persons			
Total workforce.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and time spent by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Website			
Welcome Manual			
Monitoring and evaluation indicators			
Quantitative			
<ul style="list-style-type: none"> <li>Number of people who have been given the Welcome Manual.</li> </ul>			
Qualitative			
<ul style="list-style-type: none"> <li>Has the company's commitment to gender equality been incorporated into the Welcome Manual?</li> <li>Has the staff been informed of the company's commitment to equality?</li> <li>Channels for disseminating the company's commitment to equality.</li> </ul>			
Responsible personnel			
Management, and Equality Committee			

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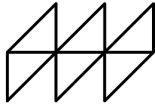


### Action 3

Area of action			
Organizational culture and management			
Date of implementation	Start	End of	
	January de 2025	December 2028	
Justification of the prioritization of the measure			
Training in equal opportunities between men and women in the workplace for the entire workforce is essential to achieve real equality between men and women at the CED.			
Objectives			
Provide training in gender equality to the entire staff in order to raise awareness and detect possible situations of discrimination within the staff.			
Measurement description			
To permanently integrate training in equal opportunities between men and women in the workplace as part of the Annual Plan aimed at the entire workforce.			
Target persons			
Total workforce.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and time spent by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Website			
Announcement board			
Follow-up and evaluation indicators			
<b>Quantitative</b>			
<ul style="list-style-type: none"> <li>○ Number of people, broken down by gender, who have received training in equal opportunities from a gender perspective.</li> <li>○ Assistance and participation in training by management and staff.</li> <li>○ Level of satisfaction of the people who have participated in the training on equal opportunities between women and men, broken down by gender.</li> <li>○ Budget to carry out the training action.</li> </ul>			
<b>Qualitative</b>			
<ul style="list-style-type: none"> <li>○ Description of the selected training program.</li> </ul>			
Responsible personnel			
Management and Equality Committee			

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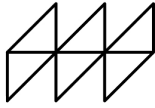




## Action 4

Area of action			
Development. Training			
Date of implementation	Start	End of	
	March 2025	July 2025	
Justification of the prioritization of the measure			
Specific training for women is essential to achieve real equality between men and women at the CED.			
Objectives			
Providing training in women-specific management skills helps to correct and improve possible situations of discrimination.			
Measurement description			
Training in managerial skills specifically for women.			
Target persons			
Total workforce.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and costs of time invested by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Website			
Announcement board			
Follow-up and evaluation indicators			
<b>Quantitative</b>			
<ul style="list-style-type: none"> <li>○ Number of women who have completed the training.</li> <li>○ Assistance and participation of women in training by management and staff.</li> <li>○ Level of satisfaction of the women who have participated in the training.</li> <li>○ Budget to carry out the training action.</li> </ul>			
<b>Qualitative</b>			
<ul style="list-style-type: none"> <li>○ Description of the selected training program.</li> </ul>			
Responsible personnel			
Management and Equality Committee			

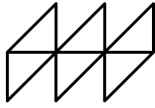
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## Action 5

Area of action			
Organizational culture and management			
Date of implementation	Start	End of	
	2025	2028	
Justification of the prioritization of the measure			
To be able to make decisions with updated information, as well as to know the perception of gender equality in the CED.			
Objectives			
Obtaining data and updating information to make gender-equal decisions corrects possible situations of discrimination.			
Measurement description			
Obtain disaggregated data by sex: level of studies, promotions, how many people take part in conciliation or co-responsibility actions, perception of equality (survey).			
Target persons			
Total workforce.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and costs of time invested by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Website			
Announcement board			
Follow-up and evaluation indicators			
<b>Quantitative</b>			
<ul style="list-style-type: none"> <li>○ Areas of analysis with data disaggregated by sex (reconciliation, level of studies).</li> <li>○ Number of new data disaggregated by sex.</li> <li>○ Budget to carry out the actions.</li> </ul>			
<b>Qualitative</b>			
<ul style="list-style-type: none"> <li>○ Has a staff survey been conducted?</li> <li>○ Number of responses to the staff survey.</li> <li>○ Analysis of the survey.</li> </ul>			
Responsible personnel			
Management and Equality Committee			

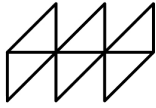
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**Action 6**

Area of action			
Working time and co-responsibility.			
Date of implementation	Start	End of	
	June 2025 June 2027	June 2025 June 2027	
Justification of the prioritization of the measure			
The adaptation of work-life balance measures to the needs of the workforce is essential to achieve real equality between men and women at the CED. It is also essential to prioritize the adaptation of the working day in the face of reductions in working hours.			
Objectives			
Disseminate and establish measures to promote the reconciliation of work, personal and family life, as well as co-responsibility among the entire workforce. Priority will be given to the adaptation of the working day, as opposed to reductions in the working day, in order to promote responsibility and reduce the salary gap, if applicable.			
Measurement description			
<b>Collect, make visible and give value to all the actions of conciliation and co-responsibility. Explicitly that 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 the wage gap if necessary.</b>			
Target persons			
Totality of the staff.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and costs of time invested by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Notice board			
Follow-up and evaluation indicators			
<b>Quantitative</b>			
<ul style="list-style-type: none"> <li>○ Number of communications and diffusion media.</li> <li>○ Number of new measures proposed by the staff and their approval.</li> </ul>			
<b>Qualitative</b>			
<ul style="list-style-type: none"> <li>○ Have the new measures been implemented?</li> <li>○ Have the approved measures been communicated to the staff?</li> <li>○ Are there any improvements in the performance of the staff?</li> </ul>			
Responsible personnel			
Management and Equality Committee			

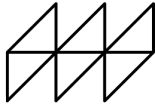
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**Action 7**

Area of action			
Non-sexist communication			
Date of implementation	Start	End of	
	September 2025	September 2025	
Justification of the prioritization of the measure			
The use of inclusive language is essential to achieve real equality between men and women in CED.			
Objectives			
Promote the use of non-sexist language and its application in all company communications.			
Measurement description			
Review of internal and external documentation on the use of inclusive language.			
Target persons			
Totality of the staff.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and time spent by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Notice board			
Monitoring and evaluation indicators			
<b>Quantitative</b>			
<ul style="list-style-type: none"> <li>Number of documents and communications with corrections.</li> </ul>			
<b>Qualitative</b>			
<ul style="list-style-type: none"> <li>Has the use of inclusive language been applied in new documents and also in new <b>communications</b>?</li> </ul>			
Responsible personnel			
Management and Equality Committee			

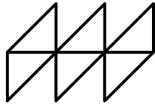
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## Action 8

Area of action			
Occupational health			
Date of implementation	Start	End of	
	October 2025	October 2025	
Justification of the prioritization of the measure			
Improving occupational health from a gender perspective will help to achieve real equality between men and women at the CED.			
Objectives			
To prevent health risk situations caused by the impact that work activity can have on them due to the physical working conditions of men and women.			
Measurement description			
Prevent and inform personnel about health prevention measures from a gender perspective (psychosocial control, maternity prevention).			
Totality of the staff.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and costs of time invested by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Notice board			
Follow-up and evaluation indicators			
<b>Quantitative</b>			
<ul style="list-style-type: none"> <li>○ Number of criteria adapted to the gender perspective in the evaluation of occupational risks.</li> <li>○ Number of labor categories affected.</li> <li>○ Number of people affected broken down by sex.</li> </ul>			
<b>Qualitative</b>			
<ul style="list-style-type: none"> <li>○ What criteria have been used in the evaluation of occupational risks?</li> <li>○ Channels of diffusion of these health prevention measures.</li> </ul>			
Responsible personnel			
Management and Equality Committee			

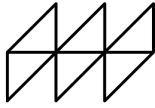
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**Action 9**

Area of action			
Salary audit			
Date of implementation	Start	End of	
	May 2026	May 2026	
Justification of the prioritization of the measure			
Ensuring non-discrimination in the salaries of men and women is essential to achieve real equality between men and women at the CED.			
Objectives			
Detect the existing wage gaps between men and women in the different professional categories and justify those that are above 25%.			
Measurement description			
In the case of detecting a wage gap in the terms and criteria of RD 6/2019 higher than 25%, the company undertakes to activate corrective measures (Remuneration Register).			
Target persons			
HR managers.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and time spent by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Follow-up and evaluation indicators			
Quantitative			
<ul style="list-style-type: none"> <li>○ Wage scales of the different workplaces.</li> </ul>			
Qualitative			
<ul style="list-style-type: none"> <li>○ Have those breaches in excess of 25% been justified?</li> <li>○ List of the different justifications.</li> </ul>			
Responsible personnel			
Management and Equality Committee			

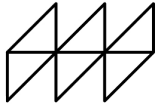
\*Follow-ups will be applied according to the project.



**Action 10**

Area of action			
Prevention of and action against sexual and/or gender-based harassment			
Date of implementation	Start	End of	
	December 2024	September 2028	
Justification of the prioritization of the measure			
Making known and remembering the existence of the Protocol for the prevention of sexual and/or gender-based harassment is essential to achieve real equality between men and women at the CED.			
Objectives			
To disseminate and remind the existence of the Protocol for the prevention of sexual and/or gender-based harassment to the entire workforce.			
Measurement description			
To remind of the existence of the Protocol for the prevention of any type of harassment.			
Target persons			
Totality of the staff.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and costs of time invested by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Monitoring and evaluation indicators			
Quantitative			
<ul style="list-style-type: none"> <li>○ Number of people, broken down by sex, who know the protocol.</li> <li>○ Number of consultations regarding the protocol.</li> </ul>			
Qualitative			
<ul style="list-style-type: none"> <li>○ Has the entire workforce been informed of the existence of the plan?</li> <li>○ What dissemination measures have been used?</li> <li>○ Do workers have full access to the protocol?</li> </ul>			
Responsible personnel			
Management and Equality Committee			

\*Follow-ups will be applied according to the project.

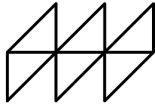


## Action 11

Area of action			
Prevention of and action against sexual and/or gender-based harassment			
Date of implementation	Start	End of	
	April 2025 April 2027 (biannual)	April 2025 April 2027 (biannual)	
Justification of the prioritization of the measure			
Training all staff on prevention and action against sexual and/or gender-based harassment is essential to detect possible situations of discrimination and to achieve real equality between men and women at the CED. To raise awareness of the rights against gender violence, in order to inform and protect staff.			
Objectives			
Promote an environment free of sexual and gender-based harassment. Also free of gender violence.			
Measurement description			
<p><b>Include in the mandatory training a module on Prevention of sexual and gender-based harassment.</b></p> <p><b>Publicize and publicize the rights of women who suffer from gender-based violence.</b></p>			
Target persons			
Total workforce			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and costs of time invested by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
E-mail			
Follow-up and evaluation indicators			
<b>Quantitative</b>			
<ul style="list-style-type: none"> <li>○ Number of people, broken down by gender, who have attended the different training courses.</li> <li>○ Attendance and participation in management and staff training.</li> <li>○ Assessment of training broken down by gender.</li> <li>○ Budget to carry out the training action</li> </ul>			
<b>Qualitative</b>			
<ul style="list-style-type: none"> <li>○ Description of the selected training program.</li> <li>○ Has the gender perspective been applied in all phases of the training plan?</li> </ul>			
Responsible personnel			
Management and Equality Committee			

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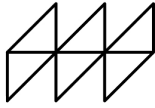




**Action 12**

Area of action			
Organizational culture and management			
Date of implementation	Start	End of	
	December 2024	September 2028	
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 wants to relate with committed companies and entities.			
Objectives			
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			
Target persons			
Total workforce.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and costs of time invested by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Website			
Announcement board			
Follow-up and evaluation indicators			
Quantitative			
<ul style="list-style-type: none"> <li>○ Number of supplier companies involved in Equality.</li> <li>○ Number of client companies involved in Equality.</li> </ul>			
Qualitative			
<ul style="list-style-type: none"> <li>○ Have you asked if you have an Equality Plan for the companies we relate to?</li> <li>○ How did we know?</li> </ul>			
Responsible personnel			
Management and Equality Committee			

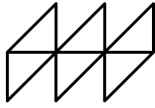
\*Follow-ups will be applied according to the project.



**Action 13**

Area of action			
Development. Selection, Recruitment and Promotion.			
Date of implementation	Start	End of	
	November 2025	April 2026	
Justification of the prioritization of the measure			
In presentations at seminars and professional meetings, it is essential to have a balance of <b>male</b> and female representation in order to achieve real equality between men and women at the CED.			
Objectives			
To obtain a balanced presence of women and men in the participation in seminars or professional meetings.			
Measurement description			
To draft instructions aimed at preserving gender balance for presentations at seminars and other professional meetings.			
Target persons			
Total workforce.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and time spent by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Website			
Announcement board			
Monitoring and evaluation indicators			
Quantitative			
<ul style="list-style-type: none"> <li>○ Number of instructions to follow a procedure that provides balance of representation.</li> </ul>			
Qualitative			
<ul style="list-style-type: none"> <li>○ Have instructions been drafted to obtain a balanced presence of women and men in professional meetings or seminars?</li> </ul>			
Responsible personnel			
Management and Equality Committee			

\*Follow-ups will be applied according to the project.



**Action 14**

Area of action			
Development. Selection, Recruitment and Promotion.			
Date of implementation	Start	End of	
	September 2025 September 2027 (Biannual)	September 2025 September 2027 (Biannual)	
Justification of the prioritization of the measure			
To achieve a balanced presence of women and men in research projects.			
Objectives			
To obtain a balanced presence of women and men in the participation in research projects.			
Measurement description			
<b>Periodically analyze the status of the results of the calls for research projects according to gender, and provide additional support measures, if necessary.</b>			
Target persons			
Total workforce.			
Planned resources	Materials	Humans	Economics
	Office material, internet connection, meeting room, projector, books and manuals, software.	Persons responsible for the action to be implemented.	Office material costs, printing costs and time spent by the people in charge.
Dissemination mechanisms			
Meetings			
Intranet			
Website			
Announcement board			
Follow-up and evaluation indicators			
Quantitative			
<ul style="list-style-type: none"> <li>○ Number of calls analysed.</li> <li>○ Quantitative results of the analysis.</li> </ul>			
Qualitative			
<ul style="list-style-type: none"> <li>○ Have the results of the calls for research <b>projects</b> been analysed?</li> </ul>			
Responsible personnel			
Management and Equality Committee			

\*Follow-ups will be applied according to the project.