



Gender Equality Plan

Idener Research and Development A.I.E.

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Introduction

Idener is a company focused on research in the multidisciplinary field of Computational Sciences and its application to optimise systems and processes in key areas: Industrial Technologies; TIC; Biotechnology; Safe, clean, and efficient energy; and Efficiency of resources and raw materials. This approach results in the high added value that sharpens the competitive advantage of complex systems by providing improvements in performance and profitability.

The natural evolution of the welfare state is to give a space for the equal representation of all genders. In Europe and, in particular, in Spain, relevant progress has been made in the legal and regulatory context following the transformation of reality.

The European Strategy for Gender Equality responds to the commitment of the Von der Leyen Commission to achieve a Union of Equality. Thus, it is expressed in its Gender Equality Strategy 2020-2025. This official communication from the European Commission highlights the progress made in recent years. It highlights the intention to continue building robust legislation that supports this evolution (European Commission, 2020). The European Institute for Gender Equality (EIGE) is one of the largest portals where Gender Mainstreaming is given a voice, which supports policymakers by providing guidelines, information and knowledge such as the Gender Equality in Academia and Research (GEAR) tool used to inspire the path Idener's should follow (European Institute for Gender Equality, 2016)

Article 45 of Organic Law 3/2007, of March 22, establishes that companies must respect equal treatment and opportunities in the workplace for effective equality between women and men. For this purpose, they must adopt measures to avoid any labour discrimination between genders. These measures must be negotiated and agreed upon in the manner determined in the labour legislation (Gobierno de España, 2007).

Even though Idener has not exceeded the number of employees for the compulsory production of a Gender Equality Plan yet, this plan has been drawn up with the primary objective to demonstrate in good faith the involvement of our entity in promoting equal opportunities for all its employees regardless of gender.

Formulating a Gender Equality plan represents a way of seeing the company's reality ultimately since it recognises its diversity fully. The policies presented here lend themselves to representing the corporate spirit and culture where all people are treated equally and respected in their variety and valued for their talent and skills.

Promoting an Equality plan in the business world establishes an orderly guide of measures to be adopted with the primary purpose of promoting the incorporation, promotion, and normalisation of all employees in the workplace regardless of their gender, establishing a basis of equality of treatment and opportunities between men and women. In conclusion, an equality plan is a tool for pursuing Idener's objective within the gender perspective.

Motivation

The main objective of developing an Equality Plan lies in integrating and incorporating improvements in our business culture that direct us towards equality between women and men who compose Idener.

Even though at Idener, we have always considered ourselves promoters of the principle of equal opportunities and meritocracy, after analysing rigorously and objectively, we can affirm that despite our efforts and values in terms of non-discrimination, we have detected some areas of improvement.

Methodology

Idener constituted an Equality Commission, which started the work by leading an objective diagnosis on the criteria behind the opportunities of a basis for developing this equality plan. The representative members in the Equality Commission are people with high responsibilities within Idener because they have enough power to access sensitive data and promote the proposed changes. Currently, the need calls for representative figures that closely works with the employees and know their demands and personal matters.

The initial diagnosis was made through global data of the company's workforce considering many criteria: remuneration levels, standards for access to the company, promotion, training, occupational health, work-life balance, etc. This data provided a photograph of the situation of equality between genders.

Given the diagnosis made, the equality committee has set objectives for improvement, expressly influencing those fields in which the diagnosis of the situation has shown opportunities for improvement.

To achieve these objectives, a series of actions have been established to correct and improve the aspects identified and thus bring us closer to effective equality between men and women.

For this plan's design, six work areas have been established on which action must be taken.

- Access to employment
- Hiring
- Promotion and training
- Occupational health
- Organization of working time
- Prevention of sexual harassment and harassment based on gender
- Mainstreaming: language and communication, occupational health and safety.

The constituted body will verify the implementation of everything established in this plan through periodic meetings, always ensuring that the proposed objectives are achieved. In short, this plan represents an effective work tool agreed upon by everyone in the company.

To achieve the objectives of this plan, a term of at least five years is determined from the date of signature. It is agreed that, once the current period of validity has elapsed, this agreement will be extended for one year, during which the parties undertake to negotiate the new Equality Plan.

Objectives of the plan

Long-term goals

- Fully incorporate the values of equality in the culture of the company.
- Equalise the total workforce of male and female workers in all company areas.
- Maintain the remuneration criteria based on trends towards parity.
- Prepare a psychosocial risk protocol incorporating the gender perspective.
- Create the necessary mechanisms to maintain the evaluation and monitoring process of the Equality plan.
- Implement training criteria to raise awareness among groups to properly integrate the concept of equal opportunities, especially in those with an imbalance.

Short and medium-term goals

The fundamental objective of this Equality Plan focuses on achieving full equality of opportunities between genders.

- Incorporate the values of equal opportunities between all genders in all Idener internal and external processes.
- Review the company's selection protocols and implement the gender perspective.
- Review the company's promotion protocols and criteria
- Review salary criteria to alleviate problems of salary discrimination that may exist.
- Review the occupational risk plan to introduce the specific treatment of pathologies based on the gender of the people.
- Prepare an internal communication plan to publicise the development and subsequent implementation of the Equality Plan.
- Establish a protocol for the prevention of sexual harassment.
- Prepare a non-sexist communication manual.

In general, the absence of discriminatory procedures or policies based on gender will be ensured in the selection, hiring, promotion and salary compensation.

The proposed objectives will be achieved to the extent that the workers become aware of the need to break with old sexist paradigms to break with sexist behaviours, which must be completed with continuous awareness-raising work on gender equality.

Action plan

The following concrete actions are established to guide the proposed objectives on the right track. All the efforts will be supported with an internal and external communication strategy to provide visibility to gender issues and maintain transparency in our policies.

Employment access area

Objective: To guarantee the absence of discrimination in access to employment for reasons of gender, complying with the principle of equal treatment and opportunities to facilitate and expand the presence of women in masculinised positions.

Measures	Indicators	Responsibility	Calendar
Make a job catalogue and assess it according to the functions of responsibility, people in charge, professional relationships, ability to solve problems and conflicts, etc.	Catalogue of positions and valuation carried out.	Human Resources Department.	January 2023
Prepare statistics on the presence of women and men in different areas, professional groups, and positions.	Report with results	Human Resources Department.	June 2023
Collect information on the impediments found by the company in the search for a person of a specific gender to fill vacant positions.	Report on possible impediments of a sexual nature.	Human Resources Department, together with the Equality Commission	September 2023
Train the staff responsible for the selection regarding equal opportunities and gender perspective.	Internal training certificate.	Equality Commission.	December 2023
Evaluate the selection procedure and standardise it, basing the criteria on skills and knowledge so that the applications continue to be valued only by the qualification of the candidates without taking into account aspects of personal content.	The documented procedure of the selection process.	Human Resources Department.	January 2023

Recruitment area

Objective: Reduce the gender imbalance in hiring regardless of the type of work, focusing on fixed-term contracts until the ratios of women and men are equalised.

Measures	Indicators	Responsibility	Calendar
Improve the procedure to express the worker's will when increasing the working day, creating a specific document for said request.	New model for requesting an increase in working hours.	Human Resources Department.	December 2022
Analyse the job positions covered by the type of work in a disaggregated manner referring to the working day, area, professional group and class, paying particular attention to those contracts for a defined period to avoid encouraging the overrepresentation of women in those positions.	Report with contract analysis data: <ul style="list-style-type: none"> • Number of incorporations by type of contract and gender. • Distribution of staff by type of contract and gender. • The number of conversions of permanent contracts by gender. 	Human Resources Department.	February 2023
Define continuous supervision process for fixed-term contracts to ensure equality between genders.	Documented procedure on the hiring process	Human Resources Department.	January 2024
"Carry out a study to determine the differences between the type of hiring among genders, emphasising part-time hiring in minorities.	Report on the analysis and result report together with the agreed corrective measures if necessary.	Human Resources Department.	May 2024

Training and Promotion Area

Objectives:

- Guarantee that both men and women achieve the appropriate qualification to access positions of responsibility.
- Guarantee equal treatment and opportunity in the professional development of men and women using an objective promotion procedure.

Measures	Indicators	Responsibility	Calendar
Establish procedures for detecting and managing training needs, considering qualification areas, specific needs, and job expectations.	Procedure to cover training needs.	Human Resources Department, together with the Equality Commission.	December 2022
Know the qualifications and training of the staff to identify their potential and offer courses that favour promotion.	Training and qualification information disaggregated by gender and position.	Human Resources Department.	March 2023
Review of promotion criteria to ensure non-discrimination based on gender.	Enumeration of promotion criteria.	Human Resources Department.	May 2023
Maintain the transparency of vacancies for promotion, making them public and accessible to the entire workforce by publishing the requirements, criteria, and skills necessary to access the position.	The number of vacancies publications.	Human Resources Department.	June 2023
Agree and implement an objective, and standardised promotion procedure where specific, objective, transparent and homogeneous criteria and evaluation principles are	Consensual procedure for promotion.	Human Resources Department.	December 2023

set for the entire workforce.			
Design specific training regarding gender perspective for the Equality Commission.	<ul style="list-style-type: none"> • Course guide. • The number of trainings. 	Human Resources Department	February 2024
Design a specific training in integrating the gender dimension addresses through the entire R&I cycle.	<ul style="list-style-type: none"> • Course guide. • The number of courses provided. 	Human Resources Department, together with the Equality Commission	July 2024
Provide specific training and awareness-raising measures on equality matters, paying particular attention to training in positions of responsibility, as well as to the personnel in charge of selection, hiring and communication	The number of people trained in inequality, disaggregated by type of position.	Human Resources Department, together with the Equality Commission.	December 2024
Design a specific training measure for equal treatment and opportunity aimed at the entire workforce.	Several people trained inequality are disaggregated by type of position.	Human Resources Department, together with the Equality Commission.	December 2024
Encourage continuous training on equality policies and sexual harassment for reasons of sex for both the equality committee and the prevention delegates.	Several people trained inequality are disaggregated by type of position.	Human Resources Department, together with the Equality Commission.	December 2024
Ensure that the information for participation in training is distributed to people with the suspension of contract for maternity or paternity or leave for the care of a minor.	<ul style="list-style-type: none"> • The number of people to whom the training measures have been communicated, disaggregated by gender. • The number of people who have participated in the 	Human Resources Department.	December 2024

	training measures disaggregated by gender.		
Correctly inform about the reasons for the refusal to promote, guiding her about positions that the person could choose according to their profile.	Number of people informed / number of people not promoted	Human Resources Department.	December 2024
Carry out annual monitoring by areas, groups and professional categories of promotions disaggregated by gender, indicating the type of working day and position of origin and destination.	Several upgrades are disaggregated by gender, area, professional classes, types of days, and source and destination places.	Human Resources Department.	December 2024
Review the previous indicators and measures based on the results and assess additional measures to reinforce equity.	Potentially there will be additional measures.	Human Resources Department, together with the Equality Committee	January 2025.

Occupational health area

Objective: Introduce the gender dimension in occupational health policy.

Measures	Indicators	Responsibility	Calendar
Prepare an action protocol for pregnant workers, recent childbirth or lactation period.	Protocol Document.	Human Resources department.	December 2022
Disseminate the pregnancy risk action protocol to the entire workforce.	Several people were informed.	Occupational Risk Prevention Delegate.	January 2023
Promote the analysis of jobs incorporating the gender	Revised Occupational	Occupational Risk Prevention Delegate.	January 2024

perspective with the Prevention Service.	Risk Assessment.		
Periodic review of the occupational risk assessment taking into account psychosocial risks.	Revised Occupational Risk Assessment.	Occupational Risk Prevention Delegate.	January 2024

Work time ordering area

Objective: Facilitate the reconciliation of the staff's family, work, and personal life, helping them achieve an adequate balance between the needs and personal development within Idener.

Measures	Indicators	Responsibility	Calendar
Establish an annual calendar of payment days and vacations and a quarterly review to guarantee the rest of the payroll.	Quarterly review protocol.	Human Resources Department.	March 2022
The company assumes to provide advice on inquiries regarding occupational leaves. It comprises itself to support all the necessary measures to make any essential leave compatible with the organisation of work centres.	Prepare support manuals.	Human Resources Department.	From June 2022
Include a study of the company's work environment, the workforce's conciliation needs to foresee improvements that adjust to the reality of the company	<ul style="list-style-type: none"> A study was conducted in December 2021. Proposals for improvement measures 	Human Resources Department.	June 2022
Protocolize the irregular distribution of the annual working day.	<ul style="list-style-type: none"> Analysis and diagnosis of current cases. Protocol document. 	Human Resources Department.	December 2022

Facilitate teleworking and geographic mobility to meet each individual's personal needs.	<ul style="list-style-type: none"> • Case by case analysis. • Protocol document and application models. 	Human Resources Department.	December 2022
Prepare a catalogue of conciliation measures for the company and subsequent communication to the entire workforce.	<ul style="list-style-type: none"> • Catalogue. • Several people were informed. 	Human Resources Department.	June 2023
When they are not automatic, request and access to conciliation measures consider the applicant's situation.	<ul style="list-style-type: none"> • Procedure and templates for the application. • Several applications are disaggregated by position and gender. 	Human Resources Department.	December 2023

Area of prevention of sexual harassment and harassment based on gender

Objectives:

- Guarantee the application of the protocols to avoid harassment situations, and if they occur, detect them, and give them the appropriate treatment.
- Guarantee the adequate response of the organisation if there are cases of female workers who are victims of gender violence.

Measures	Indicators	Responsibility	Calendar
Dissemination and awareness campaign regarding the Harassment Prevention Policy, which reflects the firm commitment from the Management against sexual harassment and harassment based on gender.	Media and impact.	Human Resources Department.	September 2022.
Inform the Commission about the number and type of cases that may have occurred.	Number of registered cases	Human Resources Department.	January 2023

Prepare and disseminate the action protocol against sexual harassment or for reasons of gender by internal means.	Protocol Document.	Human Resources Department.	January 2023
Inform the staff through internal communication of the legally recognised rights of women victims of gender.	Communication means.	Human Resources Department.	June 2023
Develop and basic action protocol in any case of gender-based violence in the workforce.	<ul style="list-style-type: none"> • Protocol document. • Communication means. 	Human Resources Department.	June 2023
Facilitate the adaptation of working hours, permits, time and geographic flexibility for victims of gender-based violence to make their protection more effective.	The number of times that the measure has been requested and applied.	Human Resources Department.	September 2023
Training for the entire staff to recognise situations of harassment and apply the procedures defined by the company.	Number of trainings carried out	Human Resources Department.	December 2023

Transversal Area: language and communication

Guarantee that equality between men and women is visible in internal and external relations, achieving language without sexism.

Measures	Indicators	Responsibility	Calendar
Prepare a guide to good practices for communication and the use of non-sexist language	Guidance document.	Human Resources Department.	September 2022
Review and update the company's communication support to avoid sexist language and the use of images with gender stereotypes	Media review.	Responsible for communication.	December 2022

Training for personnel involved in communication to use the non-sexist language guide	The number of people trained disaggregated by area.	Human Resources Department.	January 2023
Establish an upward communication channel to ensure active listening to opinions and suggestions.	The number of feedbacks received.	Human Resources Department.	December 2023

Monitoring and improvements

This equality plan is constituted as a living tool, establishing the obligation to review it one year after its approval, contemplating new objectives and appropriate actions for the correct evolution of Idener's results. All the purposes of this plan and its associated activities will be subject to annual monitoring by the Equality Commission.

Any revision of the Equality plan will be submitted for the Equality Commission's approval, which has the power to propose changes or improvements at any time.

References

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