

IMDEA Networks Institute Equality Plan

IMDEA Networks has established itself internationally at the forefront of developing the network principles and technologies of the future, offering a unique opportunity to pioneering scientists who aspire to develop their vision.

The Equality Plan is subject to the integration of the principle of equal treatment and opportunities following the guidelines of applicable legislation, as set forth in Spanish Organic Law 3/2007, for the effective equality of women and men, and in the subsequent regulation that develops it, Royal Decree 901/2020, of October 13, which regulates equality plans and their registration and amends Royal Decree 713/2010, of May 28, on the registration and deposit of collective bargaining agreements and collective bargaining agreements.

This Equality Plan favors the consolidation of a work environment tolerant of diversity and free of discrimination based on sex, in line with the demands of society, thus contributing to making equality real and effective.


The purpose of the action plan is to ensure the:

- Dedication of resources and gender expertise to implement the Plan
- Collection and monitoring of sex/gender disaggregated data on staff and annual indicator-based reporting
- Sensitization/training on gender equality and unconscious gender bias for staff and decision makers.

IMDEA Networks has decided to voluntarily assume the commitment to proactively monitor the pay gap during the life of the Equality Plan, with the aim of reducing it to its minimum expression.

For the implementation and follow-up of the effectiveness of the measures and compliance with the objectives of the Equality Plan, there is an Equality Plan Evaluation and Follow-up Commission, with representatives of the most important unions in the sector, as well as representatives of the employees. It will be the monitoring and control body responsible for following up the implementation of the Equality Plan.

In Madrid, on March 30, 2022.

A blue ink signature of Juan Ramon Girona Galiana, written over the IMDEA Networks logo.The IMDEA Networks logo, featuring the word "institute" above "imdea" and "networks" below it, with a red square and three white stars to the left of "imdea".

Juan Ramon Girona Galiana
General Manager
IMDEA Networks FOUNDATION