

IMDEA Networks Gender Equality Plan (GEP)

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1. INTRODUCTION

IMDEA Networks Institute is a research organization on data networks whose multinational team is engaged in cutting-edge fundamental science and technology. As an English-speaking institute located in Madrid, Spain, IMDEA Networks offers a unique opportunity for pioneering scientists to develop their research vision. IMDEA Networks has established itself internationally at the forefront in the development of future network principles and technologies. Our team of highly reputed researchers is designing and creating today the networks of tomorrow.

The IMDEA Networks Institute is part of IMDEA, the Madrid Institutes for Advanced Studies, a network of international research centres in the Madrid region for research of excellence in areas of high economic impact.

The IMDEA Networks Institute is a non-profit Foundation and RFO (Research Funding Organization). With a staff of 81 people as of December 31st H¹. 2021, located in Madrid– its single work centre.

On November 30th, 2021, with the dissemination of the **letter of commitment to gender equality between males and females**, IMDEA Networks has communicated to his staff the starting of the elaboration of its Gender Equality Plan, together with the Legal Representation of the employees - two of the largest unions in the sector: CCOO (47%) y UGT (34%).

This document is an excerpt from the IMDEA NETWORKS Gender Equality Plan, which has been legitimized by the Gender Equality Plan Negotiating Committee, with a parity composition (50% representing the institution and 50% the employees being represented by the two most important Spanish trade unions).

Its formal registration has been completed on July 22nd, 2022, at the Register of Collective Agreements, Collective Labour Agreements and Gender Equality Plans of the General Directorate of Labour of the Ministry of Economy, Finance and Employment of the Community of Madrid.

2. SCOPE OF THE GENDER EQUALITY PLAN

The Gender Equality Plan and its measures, which are described below, apply to all IMDEA Networks employees, as well as, where appropriate, to people assigned by temporary employment agencies during the periods of service provision in the company, if such service was contracted.

The scope of the Gender Equality Plan is at a regional level, in accordance with the allocation of all employees to the single work centre of the institution located in Madrid.

The validity period for the Gender Equality Plan is 4 years.

Once this period has ended, it is agreed that it will remain in force until the preparation and negotiation of the following plan, and if the legal or conventional regulations do not oblige its revision, its maximum duration not exceeding the period of 4 years as provided for by the applicable regulations.

3. GENDER EQUALITY PLAN OBJECTIVES

1. **Improve the workforce gender balance in departments and/or masculinized positions**, increasing whenever possible during the validity of the Gender Equality Plan, the presence of females. Fundamentally based on the measures of the **fields of action: selection, hiring and promotion**.
2. **Training in equal opportunities for males and females in the workplace**. Measures to be implemented in **the training, communication, and work-life balance fields of action**.
3. **Improve the protection and labour rights of employees, especially concerning sexual and gender-based harassment**. Through measures to be implemented in the **harassment and occupational risk prevention fields of action**.
4. **Improve internal and external communication with the use of gender-sensitive language**. Through the implementation of measures in the **communication field of action**.
5. **Improve work-life balance and care & family life**. Through the implementation of measures in the **of work-life balance and gender equality fields of action**.
6. **Monitor the salary gap based on the variation of the workforce by categories and positions**. Measures to be implemented in **the wage gap intervention field of action**.

4. GENDER EQUALITY MEASURES

The table below shows the measures to be implemented, the associated filed of action and their contribution to the objective/objectives of the equality gender plan. The data sheets of each of the measures are included on the following pages.

TABLE OF FIELDS OF ACTION, OBJECTIVES AND MEASURES OF THE GENDER EQUALITY PLAN

Field of action	objectives	Measures of the IMDEA Networks Gender Equality Plan
UNDER-REPRESENTATION / SELECTION / PROMOTION / HIRING	O-1	M 1. Apply gender balance criteria in selection, hiring and/or promotion practices
		M 2. Encourage the active participation of female research talent
TRAINING	O-2	M 3. Raise awareness and train staff on gender equality
		M 4. Provide training on “selection processes free from gender bias”
HARASSMENT PREVENTION	O-3	M 5. Implement the protocol to prevent sexual harassment and harassment based on sex
GENDER-BASED VIOLENCE	O-3	M 6. Provide support measures to gender-based violence victims
A GENDER APPROACH TO OCCUPATIONAL RISK PREVENTION	O-3	M 7. Implement occupational risk prevention measures disaggregated by sex
COMMUNICATION WORK-LIFE BALANCE AND GENDER EQUALITY	O-2 O-4	M 8. Implement a communication channel for the dissemination of gender equality information
		M 9. Share internally the Gender Equality Plan objectives and measures
		M 10. Promote the use of gender-sensitive language in communications
		M 11. Promote female research talent
CONCILIACIÓN E IGUALDAD	O-5	M 12. GEP measures collection and monitoring of data and indicators
		M 13. Improve other rights and measures related to work-life balance provided for by gender equality law
WAGE GAP	O-6	M 14. Monitor the gender pay gap

MEASUREMENT SHEET	
Field of action	UNDERREPRESENTATION / SELECTION / PROMOTION / HIRING
Measure # 1	APPLY GENDER BALANCE CRITERIA IN SELECTION, HIRING AND/OR PROMOTION PRACTICES
Issues addressed	<ul style="list-style-type: none"> - Ensure that the procedure applied for the selection of candidates to cover vacancies does not generate indirect gender discrimination. - Try to take into account the balance of the workforce by gender with respect to the most masculinized or feminized departments and positions in selection and promotion practices, provided that candidates of both genders present themselves for the process.
Detailed description of the measure	<p>Update the selection and/or contracting procedure, including instruction to guarantee that:</p> <ul style="list-style-type: none"> - Given the equal merits of the candidates, they will be in the final phase of the selection, regardless of their gender. <ul style="list-style-type: none"> - considering whether the vacancy offered belongs to a masculinized or feminized position or area - The supervision of HR Administration to avoid unconscious biases that may give rise to gender discrimination in managers decision-making.
Persons concerned	<ul style="list-style-type: none"> - All the employees of IMDEA Networks - Future employees of IMDEA Networks
Implementation schedule	1st H 2023 / 1st H 2024 / 1st H 2025
Responsible	- FACULTY / EXECUTIVE BOARD / HR
Associated Resources	<ul style="list-style-type: none"> - ARP (Job opportunities web site) - Hiring procedures
Indicators for progress evaluation	<ul style="list-style-type: none"> - Verification of the procedure update - Number of processes in which the preference clause has been applied / Total number of selection processes developed - No. of applications submitted - No. of incorporations/year segmented by gender, departments, and positions - No. of promotions / years segmented by gender, departments, and positions

MEASUREMENT SHEET	
Field of action	UNDERREPRESENTATION / SELECTION / PROMOTION / HIRING
Measure # 2	FOSTER THE ACTIVE PARTICIPATION OF FEMALE RESEARCH TALENT IN THE GOVERNING BODIES OF IMDEA NETWORKS.
Issues addressed	<ul style="list-style-type: none"> - Encourage women participation in the Scientific and Faculty Council: look for possible female candidates so that the composition reflects the composition of the current staff of the Institute.
Detailed description of the measure	<ul style="list-style-type: none"> - When the need arises to modify the composition of these bodies (Scientific Council and Faculty), do an active search so that the composition of these bodies is as balanced as possible.
Persons concerned	<ul style="list-style-type: none"> - Former workers of IMDEA Networks - Former candidates for IMDEA Networks job offers
Implementation schedule	<ul style="list-style-type: none"> - 2nd H 2024
Responsible	<ul style="list-style-type: none"> - FACULTY / EXECUTIVE BOARD / HR
Associated Resources	<ul style="list-style-type: none"> - Networks (LinkedIn, Google) - Research staff
Indicators for progress evaluation	<ul style="list-style-type: none"> - Number of profiles detected, segmented by gender and governing bodies

MEASUREMENT SHEET	
Field of action	TRAINING
Measure # 3	RAISE AWARENESS AND TRAINING THE STAFF ON GENDER EQUALITY
Issues addressed	- Provide male and female employees with information and knowledge on gender equality so that they are sensitive to the importance of proper management in the workplace.
Detailed description of the measure	<ul style="list-style-type: none"> - Identification of training needs and addressees. - Definition of possible contents and providers. - Definition of training delivery modality (e.g., online, face-to-face...). - Scheduling and delivery of sessions.
Persons concerned	- All the employees of IMDEA Networks
Implementation schedule	- 2nd H 2022 / 2nd H 2023 / 2nd H 2024 / 2nd H 2025
Responsible	- HR / EXECUTIVE BOARD
Associated Resources	- Add training actions in the future Annual Training Plan (to be developed) for planning and allocation of resources: welcome courses
Indicators for progress evaluation	<ul style="list-style-type: none"> - Number of courses or content on gender equality issues delivered - Number and percentage of attendees, disaggregated by sex, by training content - Total number of training hours and participants, disaggregated by gender

MEASUREMENT SHEET	
Field of action	TRAINING
Measure # 4	- PROVIDE TRAINING ON “SELECTION PROCESSES FREE FROM GENDER BIAS”
Issues addressed	<ul style="list-style-type: none"> - People involved in decision-making in the selection / promotion / hiring procedures are aware of the effect of unconscious biases and gender biases. - Provide them with tools to increase their objectivity and avoid unconscious gender discrimination.
Detailed description of the measure	<ul style="list-style-type: none"> - Identification of training needs and addressees - Definition of possible contents and providers. - Definition of training delivery modality (eg online, face-to-face...). - Scheduling and delivery of sessions.
Persons concerned	- People participating in decision-making in selection / hiring / promotion procedures
Implementation schedule	- 2nd H 2023 / 2nd H 2025
Responsible	- HR / EXECUTIVE BOARD
Associated Resources	- Identification of training actions, planning and allocation of resources
Indicators for progress evaluation	<ul style="list-style-type: none"> - Number of courses or content delivered - Number and percentage of attendees, disaggregated by sex, by training content - Total number of training hours and participants, disaggregated by gender

MEASUREMENT SHEET	
Field of action	HARASSMENT PREVENTION
Measure # 5	IMPLEMENT THE PROTOCOL AGAINST SEXUAL HARASSMENT AND SEX-BASED HARASSMENT
Issues addressed	<ul style="list-style-type: none"> - Implement the specific protocol for the prevention and action in the event of sexual or gender-based harassment - Inform the staff of its availability and the corresponding procedure.
Detailed description of the measure	<ul style="list-style-type: none"> - Develop the specific protocol developed to prevent sexual or gender-based harassment - Establish reporting channels and related action measures - Implement and communicate to the staff the availability of the new protocol and the corresponding procedure.
Persons concerned	<ul style="list-style-type: none"> - All the employees of IMDEA Networks
Implementation schedule	<ul style="list-style-type: none"> - 1st H 2022
Responsible	<ul style="list-style-type: none"> - HR
Associated Resources	<ul style="list-style-type: none"> - Available guides and protocols templates (eg. Equality Ministry, Women's Institute, unions, etc.) - Occupational Risks Prevention Company advice
Indicators for progress evaluation	<ul style="list-style-type: none"> - Communication to the staff made (YES / NO) - Protocol application indicators (e.g., number of complaints filed, number of open proceedings, number of measures implemented).

MEASUREMENT SHEET	
Field of action	GENDER VIOLENCE
Measure # 6	PROVIDE SUPPORT MEASURES TO GENDER-BASED VIOLENCE VICTIMS
Issues addressed	<ul style="list-style-type: none"> - Provide support measures and information to male and female employees, in the case they communicate and certify to the company that they are the object of gender-based violence.
Detailed description of the measure	<ul style="list-style-type: none"> - Determine the set of measures that the company must articulate through the analysis and study of the applicable regulations (e.g., collective agreement, gender equality regulations, Workers' Statute, etc.). - Communicate the availability of such measures. - Ensure the confidentiality and protection of the worker in case of application.
Persons concerned	<ul style="list-style-type: none"> - All the employees of IMDEA Networks
Implementation schedule	<ul style="list-style-type: none"> - 2nd H 2024
Responsible	<ul style="list-style-type: none"> - HR
Associated Resources	<ul style="list-style-type: none"> - Applicable regulations - Information and advice channels
Indicators for progress evaluation	<ul style="list-style-type: none"> - Verify the readiness and communication of such measures (YES/NO) - Number of requests for measures due to gender-based violence / year disaggregated by gender - Number of measures applied (e.g., flexible schedules, permits to attend hearings, etc.) / year disaggregated by gender

MEASUREMENT SHEET	
Field of action	OCCUPATIONAL RISK PREVENTION WITH A GENDER PERSPECTIVE
Measure # 7	IMPLEMENT OCCUPATIONAL RISK PREVENTION MEASURES DISAGGREGATED BY SEX
Issues addressed	- Identify and minimize occupational risks considering possible differences that may occur in the workplace depending on the sex of the worker
Detailed description of the measure	<ul style="list-style-type: none"> - Incorporate a gender approach into the annual occupational risk assessment - Identify specific needs based on occupational risks by sex (e.g., risk due to pregnancy, lactation, others) - Implement appropriate measures based on the risks detected
Persons concerned	- All the employees of IMDEA Networks
Implementation schedule	- 2nd H 2023
Responsible	- FACILITIES
Associated Resources	<ul style="list-style-type: none"> - Occupational Risks Prevention Company - Any needed to job adaptation and/or measures implementation in general
Indicators for progress evaluation	<ul style="list-style-type: none"> - Number of measures implemented / year - Number of female employees who use the measures / year

MEASUREMENT SHEET	
Field of action	COMMUNICATION
Measure # 8	IMPLEMENT A COMMUNICATION CHANNEEL FOR THE DISSEMINATION OF GENDER EQUALITY INFORMATION
Issues addressed	- Establish a communication tool between the employees and the organization to share relevant information on labour and gender equality issues.
Detailed description of the measure	<ul style="list-style-type: none"> - Identify relevant information in the field of gender equality, which could be relevant to employees - Identify the most suitable channel/communication tools - Implement the communication channel/tool and set messages frequency - Consider using the channel to communicate other issues of interest to workers (e.g., issues and administrative procedures related to mobility)
Persons concerned	- All the employees of IMDEA Networks
Implementation schedule	- 2nd H 2022
Responsible	- HR / Operations
Associated Resources	<ul style="list-style-type: none"> - Staff responsible for generating content according to the frequency established - Channel implementation
Indicators for progress evaluation	<ul style="list-style-type: none"> - Number of pieces of information shared / year - If supported by telematic tools, use monitoring indicators: number of mails, newsletters or bulletins sent; number of queries received (if the channel is bidirectional) etc.

MEASUREMENT SHEET	
Field of action	COMMUNICATION
Measure # 9	SHARE INTERNALLY THE GENDER EQUALITY PLAN OBJECTIVES AND MEASURES
Issues addressed	<ul style="list-style-type: none"> - Share the Gender Equality Plan process and results achieved - Share that it has been drafted together with the worker representatives (Gender Equality Plan Bargaining Committee) - Inform employees of the objectives and measures of the Gender Equality Plan
Detailed description of the measure	<ul style="list-style-type: none"> - Define and agree on communication messages - Identify the most suitable recipients and channels - Schedule communication actions - Develop communication actions
Persons concerned	<ul style="list-style-type: none"> - All the employees of IMDEA Networks
Implementation schedule	<ul style="list-style-type: none"> - 1st H 2022
Responsible	<ul style="list-style-type: none"> - HR / Operations / Executive Board - Monitoring and Evaluation Committee of the Gender Equality Plan
Associated Resources	<ul style="list-style-type: none"> - Communication channels and rooms
Indicators for progress evaluation	<ul style="list-style-type: none"> - Number of communications / information provided - # Of recipients - If supported by telematic tools, use monitoring indicators: number of mails, newsletters or bulletins sent; number of queries received (if the channel is bidirectional) etc.

MEASUREMENT SHEET	
Field of action	COMMUNICATION
Measure # 10	PROMOTE THE USE OF GENDER-SENSITIVE LANGUAGE IN COMMUNICATIONS
Issues addressed	<ul style="list-style-type: none"> - Generalize the use of gender-sensitive language in internal and external communications by IMDEA Networks staff
Detailed description of the measure	<ul style="list-style-type: none"> - Identify areas, activities, internal/external communication practices, etc. where a gender-sensitive language should be applied - Define the keys of the gender-sensitive language in IMDEA Networks (terms to avoid and equivalent sensitive terms) - Define a guide or protocol for the use of gender-sensitive language in internal and external communications - Review such communications to include a gender approach / gender-sensitive language - Correct images and visual communication that only represent one sex and/or that contain gender stereotypes (web page, information brochures, cards, corporate communication...). - Establish “audit” or “supervision” procedures or tools - Share the guide with employees and offer them with tips for application
Persons concerned	<ul style="list-style-type: none"> - All the employees of IMDEA Networks
Implementation schedule	<ul style="list-style-type: none"> - 2nd H 2022
Responsible	<ul style="list-style-type: none"> - HR / Operations
Associated Resources	<ul style="list-style-type: none"> - Existing guides and models of gender-sensitive language (e.g., Ministry of Equality, Women's Institute, worker representatives, etc.) - Existing best practices in the field
Indicators for progress evaluation	<ul style="list-style-type: none"> - List of materials and visual communication elements reviewed, and changes made. - Number of guide violations and/or complaints regarding gender-sensitive language (in the case a complaint channel and/or audit method is implemented)

MEASUREMENT SHEET	
Field of action	COMMUNICATION
Measure # 11	PROMOTE FEMALE RESEARCH TALENT
Issues addressed	- Try to awaken the vocation in STEM careers among girls and young women, and to encourage more innovative entrepreneurship by women
Detailed description of the measure	<ul style="list-style-type: none"> - Organize visits to the centre for institutes or schools to attend, promoting and motivating the collaboration of students - Attend fairs related to scientific and educational issues - Promote interviews with research staff in related media.
Persons concerned	- Institutes and schools
Implementation schedule	- 1st H 2023 / 1st H 2024 / 1st H 2025
Responsible	- Operations
Associated Resources	<ul style="list-style-type: none"> - IMDEA Networks Centre (lab, auditorium hall ...) - Institutes and schools - Fairs
Indicators for progress evaluation	<ul style="list-style-type: none"> - Number of talks and people who have attended, disaggregated by gender. - Number of schools and institutes - Number of fairs

MEASUREMENT SHEET	
Field of action	COMMUNICATION
Measure # 12	GEP MEASURES COLLECTION AND MONITORING OF DATA AND INDICATORS
Issues addressed	- Collection and monitoring of sex/gender disaggregated data on staff and annual reports based on indicators
Detailed description of the measure	- The organization will collect sex/gender disaggregated data on staff and students and report them in annual reports. The data will be published and controlled annually.
Persons concerned	- All the employees of IMDEA Networks
Implementation schedule	- 1st H 2023 / 1st H 2024 / 1st H 2025
Responsible	- HR
Associated Resources	- Reports
Indicators for progress evaluation	- Report of the indicators that have been defined as evaluable and according to the GDPR

MEASUREMENT SHEET	
Field of action	CONCILIATION AND GENDER EQUALITY
Measure # 13	PROMOTE THE USE OF THE RIGHTS AND WORK-LIFE BALANCE MEASURES PROVIDED FOR BY GENDER EQUALITY LAW
Issues addressed	<ul style="list-style-type: none"> - Disseminate the available measures in terms of work-life balance, especially in terms of gender equality - Encourage all employees to make use of work-life balance measures as needed
Detailed description of the measure	<ul style="list-style-type: none"> - Inform employees of the measures provided for by RD -Law 6/2019, of March 1, on urgent measures to guarantee equal treatment and opportunities between males and females in employment and occupation, which facilitate the work-life balance (e.g., voluntary adaptation of the working schedule) - Strengthen the information and communication of already existing work-life balance measures to encourage use by employees.
Persons concerned	<ul style="list-style-type: none"> - All the employees of IMDEA Networks
Implementation schedule	<ul style="list-style-type: none"> - 2nd H 2024
Responsible	<ul style="list-style-type: none"> - HR
Associated Resources	<ul style="list-style-type: none"> - Prepare information documents on work-life balance and shared household work measures - Dissemination channels and application for existing measures tools
Indicators for progress evaluation	<ul style="list-style-type: none"> - Verify readiness of awareness documents on work-life balance and shared household work measures. - Number of existing and/or implemented work-life balance measures. - Number and percentage, disaggregated by sex, of people who make use of the rights and measures. - Progress made in the use of work-life balance and shared household work measures by sex.

MEASUREMENT SHEET	
Field of action	WAGE GAP
Measure # 14	MONITOR THE GENDER PAY GAP
Issues addressed	<ul style="list-style-type: none"> - Monitor actively the salary gap during the span of the Gender Equality Plan, considering available industry rates as a reference, trying to maintain the current level and / or reduce it significantly - Monitor actively the salary gap during the span of the Gender Equality Plan.
Detailed description of the measure	<ul style="list-style-type: none"> - Review periodically the pay gap audit and the analysis of the average salary gap (salary record), especially when there is a significant variation in the workforce composition, and/or in masculinized or feminized positions. - If salary reviews should be produced, consider the value of the existing salary gap at that moment (by positions, especially if they are masculinized or feminized)
Persons concerned	<ul style="list-style-type: none"> - All the employees of IMDEA Networks - Future employees of IMDEA Networks
Implementation schedule	<ul style="list-style-type: none"> - During the span of the Gender Equality Plan, at least annually (e.g., during the first half of the year, after the end of the financial year)
Responsible	<ul style="list-style-type: none"> - HR / EXECUTIVE BOARD
Associated Resources	<ul style="list-style-type: none"> - Salary tables of the collective agreement of the sector in force - The corresponding salary increase determined by the Tables of the CAM / Treasury
Indicators for progress evaluation	<ul style="list-style-type: none"> - Value of the average and/or median pay gap - Value of the pay gap by position and gender

5. IMPLEMENTATION AND MONITORING OF THE GENDER EQUALITY PLAN

For the implementation and monitoring of the effectiveness of the measures and compliance with the objectives of the Gender Equality Plan, the following tools are defined:

Committee for the GEP Evaluation and Follow-up:

It will be the surveillance and control body in charge of monitoring the implementation of the Gender Equality Plan. Of equal composition, it will be made up of members of the legal representation of the company and the employees. If possible, it will have a balanced composition of women and men. It will be responsible for supervising the implementation of the GEP measures.

Monitoring responsibility:

First, the person(s) or department(s) responsible of the implementation of any given measure of the Gender Equality Plan, will be responsible for monitoring the implementation mentioned, as stated in the corresponding measure sheet.

Additionally, the GEP Evaluation and Follow-up Committee will meet periodically to prepare a global follow-up report on the measures and progress made in implementation, to identify any deviation and propose actions for correction.

6. EVALUATION AND REVISION OF THE PLAN

The Evaluation and Follow-up Committee will carry out the evaluation of the implementation of the Gender Equality Plan.

The **intermediate evaluation has been scheduled for** the second half of 2023, and the **final evaluation**, for the second half of 2025. The latter could be performed during the first half of 2025, if needed, coinciding with the beginning of the next GEP bargain process.

Those responsible for the implementation of each measure of the Plan will report its progress on a regular basis as defined by Evaluation and Monitoring Committee for this purpose (e.g., measure report) using the communication channel and data base to be defined.

Said information will be examined by the Evaluation and Follow-up Committee during the scheduled analysis meetings and for the preparation of evaluation reports, based on the analysis and assessment of the information collected, with the aim of detecting the weaknesses and strengths found throughout the implementation process.

The evaluation reports will be prepared according to the defined periodicity, presented, and reviewed at the meetings held by the Committee for this purpose.

The Committee may make proposals to readjust or improve the actions implemented with the aim of consolidating and deepening the integration of the principle of gender equal treatment and opportunities in the organization.

7. IMPLEMENTATION SCHEDULE

The following calendar shows the **planning for the implementation of the measures of the Gender Equality Plan**, during the span of the 4 years of validity. The table shows the **planning by half-years**.

Each measure requires detailed planning that will be carried out with according to the corresponding implementation, evaluation, and monitoring sheets.

The rows in yellow show the planning of specific actions related to the implementation and global evaluation of the GEP and measures.

Measures of the Gender Equality Plan	2022		2023		2024		2025	
	1st H	2nd H	1st H	2nd H	1st H	2nd H	1st H	2nd H
Planning by years and half-years								
M 1. Apply gender balance criteria in selection, hiring and/or promotion practices			●		●		●	
M 2. Encourage the active participation of female research talent						●		
M 3. Raise awareness and train staff on gender equality		●		●		●		●
M 4. Provide training on “selection processes free from gender bias”				●				●
M 5. Implement the protocol to prevent sexual harassment and harassment based on sex	●							
M 6. Provide support measures to gender-based violence victims						●		
M 7. Implement occupational risk prevention measures disaggregated by sex				●				
M 8. Implement a communication channel for the dissemination of gender equality information		●						
M 9. Share internally the Gender Equality Plan objectives and measures	●							
M 10. Promote the use of gender-sensitive language in communications		●						
M 11. Promote female research talent			●		●		●	
M 12. GEP measures collection and monitoring of data and indicators			●		●		●	
M 13. Improve other rights and measures related to work-life balance provided for by gender equality law						●		
M 14. Monitor the gender pay gap			●		●		●	
Set-up of the Evaluation and Follow-up Committee. Rules definition.	●							
Follow-up of the implementation of the measures	●	●	●	●	●	●	●	●
Committee follow-up meetings			●		●		●	
GEP Evaluation				●				●
Preparation and bargain process the new Gender Equality Plan							●	●
Total actions per half-year	2	3	4	3	4	4	4	2