

Equality Plan

Vall d'Hebron Research Institute
(VHIR)

4th Edition

1/11/2025 – 31/10/2029



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1. Management Commitment



Commitment of the Management

Vall d'Hebron Institute of Research (hereinafter, VHIR) has always been committed to the principle of equality. That is why we declare our ongoing commitment to the development of policies, practices and initiatives that integrate equal opportunities between women and men, as well as diversity and inclusion.

Gender equality is one of the strategic principles and, therefore, we will continue to work for non-discrimination, as well as to promote and promote the necessary measures to make equal opportunities effective.

With this, as a Management we are committed to ensuring the following principles:

1. Incorporate the principle of equal opportunities at all organizational levels of the institution.
2. To promote an egalitarian culture and gender equity among all the people who make up the organization.
3. To promote diversity and inclusion in the organisational structure of the institution as a whole.
4. To guarantee equal opportunities in access to work and training, as well as in the professional development of all the people who are part of it.
5. To promote an organisation of working time that favours the reconciliation of personal, family and work life.
6. Guarantee healthy, satisfactory and equitable working conditions for all the organization's staff.
7. Prevent and act in situations of harassment in the workplace.
8. Guarantee egalitarian, inclusive and non-sexist corporate communication.

In Barcelona, on 1 November 2025

Dra. Begoña Benito
Director

Montserrat Giménez
General Manager



2. Introduction

Vall d'Hebron's Research Institute (now known as VHIR) is an institution of the public sector that promotes and develops the **research**, the **innovation** and the **biomedicine teaching** of the **Vall d'Hebron -University Hospital**, the largest hospital of the Catalan public health system (ICS¹). Since 1994 it has been striving to identify and apply new solutions for the problems of society's health, reaching **leadership** and **excellence** in **clinical biomedic research** at national and international level.

VHIR, as an institution linked to the Hospital's activity, is also part of the public sector. The Patronage is the main body of the government and administration of the Foundation. It represents, manages and takes on all of the faculties and necessary functions for the achievement of the foundational goals.

At VHIR's patronage there's representation of the following institutions, through their members:

- **Department of Health** of the Generalitat of Catalonia.
- **Department of Research and Universities** of the Generalitat of Catalonia. VHIR is a CERCA centre, of the CERCA Institution, an entity that depends on this department.
- **Vall d'Hebron University Hospital**.
- **Autonomous University of Barcelona** (UAB), of which we are an affiliated University Research Institute.
- **Vall d'Hebron Institute of Oncology** (VHIO). This, together with VHIR, is part of the Accredited Institute of the Vall d'Hebron Campus, an entity that includes the research institutes of the Vall d'Hebron that have been accredited by the Carlos Health Institute (ISCIII) as Health Research Institutes.
- The **Catalan Health Institute** (ICS).

The VHIR Strategic Plan 2021-2025 defines the general lines of action in both research and knowledge transfer to address the new challenges and needs of the coming years. This Strategic Plan is aligned with the research and innovation policies of the Patronage, as well as with the regional, national and European policies. The final objective of the Strategic Plan is to balance public service with innovation and research, within the global framework of the Sustainable Development Goals (SDGs 2030). In this sense, the United Nations has called for the need to systematically incorporate gender in the implementation of its 2030 Agenda for sustainable development, and to develop goal number 5, explicitly dedicated to achieving gender equality. Therefore, the promotion of gender equality in

¹ Catalan Health Institute

research and innovation is a commitment included in the scientific policy of the European Union with the aim of achieving gender balance in research teams and in decision-making, and of integrating gender analysis into research and innovation content.

The European Commission already has a solid regulatory framework in place (Gender Strategy 2020-2025), with directives of general application to the labour market, including research. However, due to the particularities of the sector, specific measures are required to eliminate inequalities and overcome the structural obstacles that still persist. The European Commission addresses these barriers through its main funding instrument *Horizon Europe*, within the *European Research Area* (ERA) formed by member States, associated countries and organisations interested in research.

Through *Horizon Europe* (2021-2027) the European Commission reaffirms its commitment to gender equality in research and innovation, making it a cross-cutting priority and introducing reinforced provisions. It addresses gender equality at three main levels:

- Having a Gender Equality Plan is an eligibility criterion for certain funding categories.
- Integrating the gender dimension into the content of research and innovation is a default requirement and is assessed according to the criteria of excellence.
- The aim is to increase gender balance throughout the programme, reaching 50 % of women in the boards, expert groups and evaluation committees related to Horizon Europe, and to establish gender balance among research teams as a ranking criterion for proposals with the same score.

Since 2022, having a Gender Equality Plan has been an eligibility criterion for participating in Horizon Europe funding calls. In addition, it is specified that the four mandatory requirements that an Equality Plan must meet are the following:

1. The Equality Plan must be a public document: The Equality Plan must be a formal document signed by management and become known within the institution. It must demonstrate a commitment to gender equality, establish clear objectives and detailed actions to achieve them.

2. Have specific resources: The resources for the design, implementation and monitoring of Equality Plans must include both people specialized in the matter, such as equality agents or gender equality teams, as well as working time and specific dedication for their development.

3. Include a system for data collection and monitoring: Equality Plans should be based on empirical data disaggregated by sex or gender and collected for all professional groups and

subgroups. This data should serve as the basis for objectives, indicators and continuous assessment of progress through annual reports.

4. Include actions related to training and awareness-raising: Actions must address gender equality and unconscious gender biases, and may include the development of gender skills, the creation of working groups dedicated to specific topics, and awareness-raising through workshops and communication activities.

In addition to these mandatory requirements related to the development process, it is recommended that the Equality Plan contain the following 5 thematic areas:

1. Reconciliation of family and professional life and organisational culture
2. Gender balance in leadership and decision-making
3. Gender equality in recruitment and career progression
4. Integration of the gender dimension in research content
5. Measures against gender-based violence, including sexual harassment

At regional level, the specific structures of the Generalitat de Catalunya in the field of science policy and the structures responsible for local equality policies have been working in recent years to ensure the incorporation of the intersectional gender perspective in all policies linked to Science and to eradicate inequalities still present in the scientific environment. To address these challenges, the Gender Equality Strategy in Science (EIGEC) has been developed, which complies with the second transitional provision of Law 9/2022, of the 21st of December, on science. Coordinated by the Interuniversity Council of Catalonia, the **EIGEC** has been promoted by the departments of Research and Universities and Equality and Feminism, has been conceptualized by a group of experts and has had the participation of agents from the Catalan research system.

Therefore, it is clear that VHIR's commitment to equality and the gender perspective is approached from a strategic point of view and is worked on transversally by the different Directorates and Institutions within the Campus.

3. Regulatory Framework

Article 14 of the Spanish Constitution proclaims the right to equality and non-discrimination on the grounds of sex. Additionally, the article 9.2 enshrines the obligation of public authorities to promote the conditions so that the equality of the individual and the groups in which they are integrated is real and effective.

Equality between women and men is a universal legal principle recognised in several international texts on human rights, among which the Convention on the elimination of all forms of discrimination against women stands out, approved by the United Nations General Assembly in December 1979 and ratified by Spain in 1983. In this same area, it is appropriate to recall the advances introduced by monographic world conferences, such as Nairobi in 1985 and Beijing in 1995.

Equality is also a fundamental principle of the European Union. Since the entry into force of the Treaty of Amsterdam on the 1st of May 1999, equality between women and men and the elimination of inequalities between them have been an objective that must be integrated into all policies and actions of the EU and its members.

The incorporation of women into the workforce has led to one of the most profound social changes in recent decades. This fact requires the configuration of a system that contemplates the new social relationships that have emerged and a new model of cooperation and commitment between women and men that allows for a balanced distribution of responsibilities in professional and private life.

The Organic Law 3/2007, of the 22nd of March, for the effective equality of women and men, establishes the regulatory framework to end existing gender inequalities in all areas of life, prevent discriminatory behaviour and achieve real equality between men and women. It is a law of horizontal application to all public policies, whether national, regional or local. Thus, article 1 states that public authorities will take specific measures in favour of women to fight against clear situations of de facto inequality with respect to men, in order to make the constitutional right to equality effective.

Some of the most relevant regulatory provisions on equality within the company are included in annex number 6 of this document.²

² Compilation of regulations of the Institute of the Woman and for the Equality of Opportunities.
<http://www.igualdadenlaempresa.es/recursos/normativa/home.htm>

4. Methodology and Phases

The project is developed in the following phases and methodology:

Phase 1: Commitment, planning, communication, diagnosis.

- Commitment of the management of Vall d'Hebron Institut de Recerca (VHIR) to the design and implementation of the Equality Plan.
- Appointment of the people responsible for carrying out the plan.
- Preparation of a diagnosis, with the collection of quantitative and qualitative information and the analysis from a gender perspective of this information. The quantitative information corresponds to the collection and analysis of statistical data from the workforce that make it possible to have a fixed image of the company in relation to the situation of women and men at the time the diagnosis is prepared. An analysis of the qualitative information (regulations, internal protocols, procedures, policies, practices, etc.) is also carried out, which explains, confirms and contrasts the data, in addition to deepening the general knowledge of the organisation.
- Design of a communication and announcement plan for the entire workforce.

Phase 2: Elaboration of the Equality Plan.

- Definition of objectives and milestones to be achieved. Time planning.
- Positive actions to achieve the objectives.
- Quantified indicators for the evaluation of the process. Expected results.
- Monitoring and evaluation.

Phase 3: Implementation and development of the specific positive actions defined in the Equality Plan.

Phase 4: Monitoring of the process by the Negotiating Committee, aimed at ensuring compliance with the defined actions, and guaranteeing both compliance and the establishment of measures when the objectives have not been achieved or when new needs arise, with respect to which new actions will need to be articulated.

5. Establishment of the Negotiating Committee

To carry out the different phases of the creation and implementation of the plan, the **VHIR** has established the Negotiating Committee. This Committee is responsible for the design, implementation and monitoring of the **Equality Plan** in the entity. These people have the time and availability for their adequate participation and dedication to the assigned tasks.

The Negotiating Committee will ensure:

- Gender equity, understood as the achievement of equal opportunities between women and men, while maintaining the recognition of their differences.
- Equal opportunities, understood as the identical option to the same opportunities and analogous professional resources by both genders.
- Non-discrimination, direct or indirect, of the workforce based on their gender, as well as the elimination of barriers, visible or not, that imply differences between women and men or for any other personal reason.
- The promotion and wide circulation within the company of the values and practices on which equality is based, as well as the promotion of balanced representation of both sexes in all bodies and positions of responsibility of the company.
- The monitoring and updating of the 1st Equality Plan, while elaborating proposals for future actions.

This committee has been delegated the necessary decision-making authority regarding equality, which allows for progress in implementation at a good pace of intervention. The members of the committee participate in those activities and act as spokespeople for the rest of the staff.

They provide all the relevant information and suggestions for the development of the First Equal Opportunities Plan for Women and Men and ensure the circulation of the results among the entire workforce, while also being responsible for providing answers to questions that may be raised by the rest of the staff, in order to achieve the objectives of transparency, promotion and participation in the activities promoted within this framework.

The members of the Negotiating Committee are the following:



Montserrat Molano i Flores	Company committee
Sunny Malhotra / Guillem Pons	Company committee
Miguel Segura i Guinart	Company committee
Míriam Álvarez Rollán	HR
Olalla Bagüés Bedoya	HR
Milda Galkute	HR

The Negotiating Commission will be able to:

- Negotiate and prepare the diagnosis, as well as negotiate the measures that will integrate the Equality Plan.
- Participate in the preparation of the report on the results of the diagnosis.
- Identify the critical measures, according to the diagnosis, their scope of application, the material and human resources necessary for their implementation, as well as the people or bodies responsible, including a schedule of actions.
- Promote the implementation of the Equality Plan in the company.
- Participate in the definition of the measurement indicators and the necessary information collection tools to monitor and evaluate the degree of compliance with the measures implemented in the Equality Plan.
- All other functions that may be attributed to it by the regulations and the collective agreement of application, or that are agreed upon by the same committee, including the submission of the Equality Plan that has been approved to the competent labour authority, for the purposes of its registration, deposit and publication.
- In addition, it will be the responsibility of the Negotiating Committee to promote the first actions of information and awareness among the workforce. The Negotiating Committee of the Plan is equipped with internal operating regulations.

In Annex V of the present Equality Plan, the Operating Regulations are developed with the modification procedure, including the procedure for resolving possible discrepancies.

6. Personal, Territorial and Temporal Scope

The plan is aimed at all the staff of the VHIR. That is, in its **personal scope**, it includes all the people who are part of the organisation, regardless of their professional category or type of contract.

In accordance with the provisions of article 9.1 of RD 901/2020, the maximum validity of equality plans must be 4 years. The validity of the **4th VHIR Equality Plan** will extend from the **1st of November 2025 to the 31st of October 2029**.

The work centre is located in Catalonia, so **the territorial scope is the Catalan Autonomous Community**.

7. Diagnosis Conclusions

The diagnosis carried out by the VHIR on its current situation prior to the development of the plan, following current regulations, has reached the following conclusions for each of the different areas analysed:

In the field of **the selection and hiring process**, transparency and inclusion in the processes, the commitment to equality and diversity, and the adhesion to the European *Human Resources Strategy for Researchers (HRS4R) seal* as an example and guarantee of good practices stand out. The measures proposed in the plan are aimed at strengthening and expanding the training in equality of all the people involved in the selection processes.

The **professional classification** area shows a good basis in terms of female presence in decision-making and leadership spaces, with a gender-equal Management Committee and women occupying positions of responsibility. The measures proposed in the plan are aimed at promoting the elimination of vertical and horizontal segregation detected in some professional groups, especially in research personnel.

Regarding the **staff training** area, there is a clear procedure and a wide and varied training offer is provided, with financial support to facilitate access. In addition, equality training is regularly offered to the entire workforce and the majority perceives equity in training opportunities. The plan's measures are aimed at reinforcing training in key areas, specifically for positions of responsibility and leadership.

In the area of **professional promotion**, the HR Department's efforts to define a clear procedure for professional careers are noteworthy. Currently, the career framework for the three staff groups has been defined, and the measures in the plan are aimed at its implementation. It is also worth noting that the proportion of women promoted is higher than their representation in the workforce.

In terms of **working conditions**, it is observed that more than 70 % of the workforce has an indefinite contract, and although temporary contracts represent 28.55 %, more than half are pre-doctoral and post-doctoral, positions that naturally imply temporary employment. It is recommended to continue and deepen the analysis of separations that is carried out annually to find the causes of departure and be able to apply improvements.

Regarding the area of **salary and remuneration audit**, the VHIR collective agreement indicates the remuneration levels by professional groups and subgroups, and there is a flexible remuneration system that allows remuneration to be adapted to personal and family needs. The average salary values are maintained below the European, Spanish and Catalan averages, and a remuneration register is drawn up with the analysed data and the initiatives to correct possible salary gaps on an annual basis.

Regarding the **co-responsible exercise of the rights of personal, family and work life**, the VHIR has several measures to facilitate the balance between work, personal and family time. The measures in the plan are aimed at better identifying the needs of staff in this area to ensure that they respond to the reality of people and diverse family situations.

Regarding **female underrepresentation**, the female collective is present in all groups and levels of the entity, with good representation in research groups and governing bodies, where there is parity or a female majority. The plan's measures are mainly aimed at reducing female underrepresentation specifically in some of the senior subgroups of the research collective and Management and Administration staff.

Regarding the **prevention of sexual and gender-based harassment and women at risk of exclusion**, the VHIR has a protocol that complies with current regulations and has been adequately circulated. The agreement also includes labour rights for victims of gender-based violence. The measures in the plan are aimed at ensuring knowledge among people in leadership roles, improving the identification of vulnerable groups and making the resources available to the workforce more visible.

In relation to the area of **communication, image and use of language**, the VHIR uses inclusive language in internal and external communications and makes the role of women in science visible in different initiatives. The measures of the plan are aimed at guaranteeing continuous training in inclusive language and reviewing external communication to eliminate possible non-inclusive uses.

In the field of **occupational risks and health**, the VHIR has adequate and regulatory-updated action circuits. The plan's measures are mainly aimed at improving participation in the psychosocial risk survey to analyse data broken down by sex.

Finally, VHIR integrates the **gender perspective into research** through the Platform and the Responsible Research and Innovation office (RRI), promoting equal opportunities and diversity in research teams. The plan's measures aim to continue supporting the research community, offering specific training and collecting gender indicators in order to improve the inclusivity and quality of research.

Equality Plan

8.1. Purpose

The purpose of the implementation of the Equality Plan by the VHIR, in addition to compliance with current legislation on equality, is to highlight the institution's interest in articulating actions that allow for the guarantee and integration of equal opportunities between men and women in a real and effective way.

8.2. Objectives

Through the implementation of the Equality Plan, the VHIR aims to investigate in depth the real internal situation in terms of Equal Gender Opportunities and dedicate efforts to defining, structuring and implementing actions in this direction.

The main objective that VHIR hopes to achieve with the implementation of the Plan is to promote a corporate culture based on equal opportunities for women and men by eliminating any kind of discrimination, improving the work climate and increasing the motivation and commitment of the workforce; to achieve this, carrying out those positive actions that contribute to creating the appropriate conditions so that equality is real and effective.

The specific objectives of this Equality Plan are:

- Have a gender diagnosis that provides information on the objective situation of the company, allowing an improvement plan to be drawn up.
- Establish indicators with a gender perspective to measure the evolution of the equal opportunities' situation in the areas of intervention.
- Guarantee an environment free from sexism and all types of discrimination.
- Raise awareness among the people who are part of the workforce.
- Introduce the Principle of Equal Opportunities as a maximum quality in the management of the institution.

- Establish permanent information channels on the integration of equal opportunities in the organisation.
- Guarantee, by the institution, that both internal communication and corporate communication and advertising use non-discriminatory language.
- Encourage the wide circulation, participation and involvement of the workforce in relation to equal opportunities.
- Establish mechanisms to monitor the measures implemented and the new ones to be implemented, in order to analyse their impact.
- Pay special attention to situations of special protection, referring to gender-based violence, sexual harassment and harassment based on sex and gender identity.

8.3. Positive Actions in Matters of Equality

In the 8th article of the Royal Decree 901/2020, of the 13th of October, which regulates equality plans and their registration, not only does it include the minimum content of the plans, but also all the information that must be collected on the proposed improvement actions:

- Description, execution period and prioritisation of the measure, as well as design of indicators that allow determining the evolution.
- Identification of the means and resources, both material and human, necessary for the implementation, monitoring and evaluation of each of the measures and objectives.
- Calendar of actions for the measures of the Equality Plan.
- System of monitoring, evaluation and periodic review.

The improvement actions that the Negotiating Committee has selected as suitable are presented below:

ACTION N°	DESCRIPTION OF THE ACTION	MONTH / YEAR OF IMPLEMENTATION
1	Conduct training sessions on good selection practices to ensure that the people involved in the selection processes are aware of gender equality	Annual recurring
2	Promote the underrepresented sex in the face of two candidates of similar merits and abilities	Annual recurring
3	Design a campaign of communication actions that promote knowledge of new careers and training	Annual recurring
4	Promote awareness-raising training sessions on Diversity, Equity and Inclusion (DEI) aimed at staff	Annual recurring
5	Continue to provide training in inclusive leadership: Offer management skills development programs with a gender focus, aimed at all levels of management	Annual recurring
6	Implement training on gender and intersectionality for research staff (pills, on-boarding material, etc.)	Annual recurring
7	Return to work support: Develop specific activities to facilitate the reintegration into work of people who have taken breaks in their professional careers for reasons of care or other responsibilities.	Q2 2026
8	Implement the framework of the professional careers at VHIR	Q3 2026
9	Organize an annual co-responsibility campaign/training focused on spreading concepts and raising awareness about the impact they have on society	Annual recurring
10	Develop a policy and establish good practices for digital disconnection, promoting well-being and work-life balance	Q1 2026
11	Write a guide to good practices or recommendations on gender representation in committees and decision-making bodies	Q1 2026
12	Define and establish objective criteria and conditions for the allocation of salary supplements, ensuring the correct application of the regulatory procedure	Q1 2026

13	Incorporate a chapter on basic concepts of pay equality into training courses on best practices in recruitment and hiring	Q1 2026
14	Strengthen the information and communication to the staff about the harassment protocol available at the centre through announcements and informative sessions	Annual recurring
15	Identify and make visible female and male role models who break gender stereotypes and horizontal segregation	Annual recurring
16	Review the institution's website, ensuring that inclusive language is used	Annual recurring
17	Continue training VHIR staff who generate institutional communication in inclusive communication and ensure that external supplier companies make use of inclusive language	Annual recurring
18	Provide mandatory training on gender equality for people who are part of the Health and Safety Committee	Q4 2026 (and when there are new members)
19	Provide the Intranet with resources and tools so that women at risk of social exclusion can contact reference people if they need support, as well as view existing resources for the same purpose	Q2 2026
20	Define a well-being framework that includes activities that promote a culture committed to equality and diversity	Annual recurring
21	Create a guide and implement the Gender Dimension in Research checklist to ensure that all projects funded by VHIR complete it	Q2 2027
22	Organise an event every two years about gender and medicine	Once every 2 years
23	Define the monitoring system and evaluation of the implementation of the plan (impact, definition of reporting structure, meetings with the Monitoring Committee), including a report with data on staff promotions, segmented by gender	Annual recurring
24	Dedication of human and financial resources to implement the actions of the Plan	Annual recurring

25	Communicate the Equality Plan to all VHIR staff through the centre's usual communication channels	Annual recurring
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1st ACTION

SCOPE	Selection and hiring process		
OBJECTIVE	Ensure real equality of opportunities in the personnel selection and hiring process.		
MEASURE	Conduct training sessions on good selection practices to ensure that the people involved in the selection pro-cesses are aware of gender equality.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - People involved in the selection processes		Internal and/or external staff costs	Q2
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Percentage of people involved in the selection processes and who have completed the training. - Training evaluation.		All people involved in the selection processes have received training on good practices.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

2nd ACTION

SCOPE	Selection and hiring process		
OBJECTIVE	Promote real equality of opportunity in the personnel selection and hiring process.		
MEASURE	Promote the underrepresented sex in the face of two candidates of similar merits and abilities.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - People involved in the selection processes		Internal and/or external staff costs	Q4
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
Measure the percentage of applications received from each gender in relation to the total number of applications.		Improvements have been achieved to approach parity in the cases of departments with underrepresented sex.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

3rd ACTION

SCOPE	Professional classification		
OBJECTIVE	Promote a balanced composition of the workforce.		
MEASURE	Design a campaign of communication actions that promote knowledge of new careers and training.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Communication - Target group: - VHIR staff		Internal and/or external staff costs	Q3
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- The communication campaign has been carried out. - Communication channels used.		- Knowledge of new careers has increased. - Interest in acquiring new skills and seeking professional development opportunities has been fostered.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

4th ACTION

SCOPE	Training		
OBJECTIVE	Ensure that all people have equal access to the internal or continuous training that is programmed, offered and/or taught at the institution.		
MEASURE	Promote awareness-raising training sessions on Diversity, Equity and Inclusion (DEI) aimed at staff.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs External training course/moodle cost	Q2
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Training sessions have been carried out. - Number of people who have attended the training disaggregated by gender. - Evaluation of the training.		- Reduction of prejudices and stereotypes among staff, creating a more respectful work environment. - Increase in people trained compared to previous trainings.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan. To all new incorporations.	

5th ACTION

SCOPE	Training		
OBJECTIVE	Ensure that all people have equal access to the internal or continuous training that is programmed, offered and/or taught at the institution.		
MEASURE	Continue to provide training in inclusive leadership: Offer management skills development programs with a gender focus, aimed at all levels of management.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - People with team leadership responsibilities		Internal and/or external staff costs	Q2
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Training actions have been carried out to develop managerial skills with a gender focus, aimed at all levels of management. - The number of people from these groups who have been trained in inclusive leadership has increased.		Increased interest and awareness in inclusive leadership, especially in management.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

6th ACTION

SCOPE	Training		
OBJECTIVE	Promote that all people have equal access to the internal or continuous training that is programmed, offered and/or taught at the institution.		
MEASURE	Implement training on gender and intersectionality for research staff (pills, on-boarding material, etc.).		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - Internal Strategy - Target group: - Research groups		Internal and/or external staff costs	Q3
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
Percentage of research staff who complete mandatory training on gender and intersectionality compared to total research staff in the organisation.		An inclusive and diverse work environment has been fostered among research staff.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

7th ACTION

SCOPE	Career promotion		
OBJECTIVE	Promote equal opportunities for everyone by incorporating the gender perspective into promotion policies.		
MEASURE	Return to work support: Develop specific activities to facilitate the reintegration into work of people who have taken breaks in their professional careers for reasons of care or other responsibilities.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q2 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
Some of the initiatives to facilitate reintegration have been implemented.		Positive feedback from people who have had breaks in their professional careers due to caregiving or other responsibilities.	
PERIODICITY OF THE MEASURE		Non-recurring. Only once during the entire term of the plan.	

8th ACTION

SCOPE	Career promotion		
OBJECTIVE	Promote equal opportunities for everyone by incorporating the gender perspective into promotion policies.		
MEASURE	Implement the framework of the professional careers at VHIR.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q3 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
Percentage of men and women who promote internally, broken down by professional subgroup.		- Establish a structured, transparent and equitable career system for all employees. - Improve staff satisfaction and commitment to the institution.	
PERIODICITY OF THE MEASURE		Non-recurring. Only once during the entire term of the plan.	

9th ACTION

SCOPE	Co-responsible exercise of the rights of personal, family and work life		
OBJECTIVE	Move towards an organisation of working time that allows for a balance between work, family and personal life, impacting everyone in the institution.		
MEASURE	Organize an annual co-responsibility campaign / training focused on spreading concepts and raising awareness about the impact they have on society.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsibles: - HR, Communication - Target group: - VHIR staff		Internal and/or external staff costs	Q1
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Annual campaign / training has been carried out. - Percentage of people participating in the annual campaign / training.		- Greater knowledge of the concepts of work-life balance and co-responsibility and their impact on the work environment. - If they can be collected, changes in requests for leave related to the care of children and relatives. Increase in requests from the male group.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

10th ACTION

SCOPE	Co-responsible exercise of the rights of personal, family and work life		
OBJECTIVE	Move towards an organisation of working time that allows for a balance between work, family and personal life, impacting everyone in the institution.		
MEASURE	Develop a policy and establish good practices for digital disconnection, promoting well-being and work-life balance.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q1 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
A digital disconnection policy has been developed.		- Clear guidelines have been provided regarding expectations for communication outside of working hours. - All employees are aware of the implementation of these practices.	
PERIODICITY OF THE MEASURE		Non-recurring. Only once during the entire term of the plan.	

11th ACTION

SCOPE	Female underrepresentation		
OBJECTIVE	Ensure equitable representation of women at all levels and areas of the institution.		
MEASURE	Write a guide to good practices or recommendations on gender representation in committees and decision-making bodies.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q1 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- The guide to good gender practices in committees and decision-making bodies has been created. - It has been communicated to the workers.		Actions have been taken to balance the composition of committees and decision-making bodies.	
PERIODICITY OF THE MEASURE		Non-recurring. Only once during the entire term of the plan.	

12th ACTION

SCOPE	Remuneration		
OBJECTIVE	Ensure that the remuneration policy ensures equal pay without any direct or indirect discrimination, nor on grounds of gender.		
MEASURE	Define and establish objective criteria and conditions for the allocation of salary supplements, ensuring the correct application of the regulatory procedure.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q1 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
The objective criteria and conditions for the allocation of salary supplements have been defined and documented.		Have salary supplements allocated in an equitable and transparent manner, reducing the possibility of pay inequalities among staff.	
PERIODICITY OF THE MEASURE		Non-recurring. Only once during the entire term of the plan.	

13th ACTION

SCOPE	Remuneration		
OBJECTIVE	Ensure that the remuneration policy ensures equal pay without any direct or indirect discrimination, nor on grounds of gender.		
MEASURE	Incorporate a chapter on basic concepts of pay equality into training courses on best practices in recruitment and hiring.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q1 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
The chapter on equal pay has been incorporated into the training courses in selection and hiring.		Have staff trained in basic concepts of equal pay, with the ability to apply this knowledge in selection and hiring processes and prevent wage inequalities.	
PERIODICITY OF THE MEASURE		Non-recurring. Only once during the entire term of the plan.	

14th ACTION

SCOPE	Prevention of sexual and gender-based harassment		
OBJECTIVE	Ensure that the institution has an internal protocol for the prevention and action against sexual and gender-based harassment that has been made known to the entire staff.		
MEASURE	Strengthen the information and communication to the staff about the harassment protocol available at the centre through announcements and informative sessions.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q4
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Communication has been sent to the staff and informative sessions have been held. - Channels used. - Possible survey or section of a survey that asks about the knowledge of the protocol.		- The staff is aware of the existence of the protocol. - The protocol is accessible to all VHIR staff and any person who has contact with the organisation for work reasons.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

15th ACTION

SCOPE	Communication, image and use of language		
OBJECTIVE	Ensure that oral, written and/or visual communications, both internal and external, do not contain any sexist or discriminatory elements.		
MEASURE	Identify and make visible female and male role models who break gender stereotypes and horizontal segregation.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Communication - Internal Strategy - Target group: - VHIR staff		Internal and/or external staff costs	Q2
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Number of female and male role models that have been identified and documented in various research disciplines. - Activities organized to publicise role models, such as campaigns, talks, seminars, articles or profiles on social media.		- Progress has been made to mitigate horizontal segregation in research. - Inform people about gender roles in research before and after outreach activities.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

16th ACTION

SCOPE	Communication, image and use of language		
OBJECTIVE	Ensure that oral, written and/or visual communications, both internal and external, do not contain any sexist or discriminatory elements.		
MEASURE	Review the institution's website, ensuring that inclusive language is used.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q4
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Complete review of existing web content, identifying non-inclusive or sexist uses of language. - Existence and application of an inclusive language guide.		Guarantee institutional communication that is respectful, inclusive and aligned with the values of gender equality and non-discrimination.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

17th ACTION

SCOPE	Communication, image and use of language		
OBJECTIVE	Ensure that oral, written and/or visual communications, both internal and external, do not contain any sexist or discriminatory elements.		
MEASURE	Continue training VHIR staff who generate institutional communication in inclusive communication and ensure that external supplier companies make use of inclusive language.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - People who generate communication and external suppliers		Internal and/or external staff costs	Q1
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Training actions in inclusive communication. - Number of people attending the training in relation to the total workforce - Management with external supplier companies on inclusive communication.		- Inclusive language has been promoted in institutional and internal communication. - An internal audit will be carried out on the use of non-sexist communication in the monitoring report on the implementation of measures.	
PERIODICITY OF THE MEASURE		Recurring, once every two years, during the 4 years of validity of the plan.	

18th ACTION

SCOPE	Occupational health and risks		
OBJECTIVE	Ensure the application of occupational health and safety policies, considering the inequalities in working conditions between women and men, which lead to differences in exposure to occupational risks.		
MEASURE	Provide mandatory training on gender equality for people who are part of the Health and Safety Committee.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - Health and Safety Committee		Internal and/or external staff costs	Q4 2026 (and when there are new members)
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Number and percentage of Health and Safety Committee members who have completed the training. - Evaluation of the training by those who attended, through satisfaction surveys.		- Improve the committee's capacity to detect inequalities and situations of discrimination related to gender within the field of occupational health. - Increase awareness and commitment to equality within participation and prevention bodies.	
PERIODICITY OF THE MEASURE		Non-recurring. Only once during the entire term of the plan (with the exception of if there were new members).	

19th ACTION

SCOPE	Women at risk of social exclusion		
OBJECTIVE	Ensure social inclusion and avoid any relationship of unequal power that may exist between people.		
MEASURE	Provide the Intranet with resources and tools so that women at risk of social exclusion can contact reference people if they need support, as well as view existing resources for the same purpose.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q2 2026
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Availability on the Intranet of a specific space with clear, accessible and updated information on support resources for women in vulnerable situations. - Number of resources and services visible on the Intranet, including contacts of reference people and external resources.		- Facilitate access to information and support channels for women at risk of social exclusion within the organisation. - Improve detection and response to situations of vulnerability, through a well-defined support network.	
PERIODICITY OF THE MEASURE		Non-recurring. Only once during the entire term of the plan.	

20th ACTION

SCOPE	Culture of gender equality		
OBJECTIVE	Ensure organisational management that promotes diversity and equality, and also promotes their consolidation.		
MEASURE	Define a well-being framework that includes activities that promote a culture committed to equality and diversity.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q4
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- The VHIR well-being framework has been implemented. - Percentage of people who have participated in workshops or initiatives compared to the total workforce. - Satisfaction of the people participating in the activities		Tools and resources have been provided in each of the areas of framework aimed at improving the quality of working life.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

21st ACTION

SCOPE	Sex and gender perspective in research		
OBJECTIVE	Promote and incorporate the gender perspective in the content and design of research, transfer and innovation.		
MEASURE	Create a guide and implement the Gender Dimension in Research checklist to ensure that all projects funded by VHIR complete it.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - Internal Strategy - Target group: - Research groups		Internal and/or external staff costs	Q2 2027
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- The guide has been created and the checklist has been implemented. - Appropriate circulation has been carried out.		There are guarantees that all projects funded by VHIR include the gender dimension in research.	
PERIODICITY OF THE MEASURE		Non-recurring. Only once during the entire term of the plan.	

22nd ACTION

SCOPE	Sex and gender perspective in research		
OBJECTIVE	Promote and incorporate the gender perspective in the content and design of research, transfer and innovation.		
MEASURE	Organise an event every two years about gender and medicine.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - Internal Strategy - Communication - Target group: - VHIR staff		Internal and/or external staff costs	Q2 2027 & Q2 2029
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- The event has been held. - Number of people who attended. - Satisfaction rating (survey).		The event is useful and the feedback on the knowledge of the participants is positively valued.	
PERIODICITY OF THE MEASURE		Recurring, once every two years, during the 4 years of validity of the plan.	

23rd ACTION

SCOPE			
OBJECTIVE	Ensure the dedication of resources to the implementation of the Equality Plan, as well as its continuous monitoring.		
MEASURE	Define the monitoring system and evaluation of the implementation of the plan (impact, definition of reporting structure, meetings with the Monitoring Committee), including a report with data on staff promotions, segmented by gender.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR		Internal and/or external staff costs	Q1
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- The procedure has been created that allows for the extraction of monitoring indicators. - The structure of the reports has been defined. - Meetings with the Monitoring Committee. - A report has been created of internal promotion data (origin and destination) segmented by gender. - Number of actions executed.		There is an organized monitoring system that allows data and indicators to be extracted.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

24th ACTION

SCOPE			
OBJECTIVE	Ensure the dedication of resources to the implementation of the Equality Plan, as well as its continuous monitoring.		
MEASURE	Dedication of human and financial resources to implement the actions of the Plan.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - General Management - HR Management		Internal and/or external staff costs	Q1
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- There is a specific annual budget for the implementation of the actions of the equality plan. - Time dedicated by the people carrying out the development of the actions of the equality plan.		The planned actions have been carried out.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

25th ACTION

SCOPE	Communication, image and use of language		
OBJECTIVE	Ensure that oral, written and/or visual communications, both internal and external, do not contain any sexist or discriminatory elements.		
MEASURE	Communicate the Equality Plan to all VHIR staff through the centre's usual communication channels.		
AGENTS		RESOURCES AND BUDGET	CALENDAR
- Responsible: - HR - Target group: - VHIR staff		Internal and/or external staff costs	Q1
MONITORING INDICATORS			
INDICATOR		EXPECTED RESULT	
- Has the equality plan been communicated to the workforce? - Channels used. - Number of communications to publicise the plan. - Number of inquiries about the plan made by the workforce.		There is a guarantee that the VHIR people are aware of the plan and the actions taken.	
PERIODICITY OF THE MEASURE		Recurring, once a year, during the 4 years of validity of the plan.	

Schedule of Actions

			SCHEDULE OF ACTIONS																
Axis	Measure number	Recurrent	2025	2026				2027				2028				2029			
			Nov Dec 25	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Selection and hiring process	1	Yes																	
Selection and hiring process	2	Yes																	
Professional classification	3	Yes																	
Training	4	Yes																	
Training	5	Yes																	
Training	6	Yes																	
Professional promotion	7	No																	
Professional promotion	8	No																	
Co-responsible exercise of the rights of personal, family and work life	9	Yes																	
Co-responsible exercise of the rights of personal, family and work life	10	No																	
Female underrepresentation	11	No																	
Remuneration	12	No																	
Remuneration	13	No																	
Prevention of sexual and gender-based harassment	14	Yes																	
Communication, image and use of language	15	Yes																	
Communication, image and use of language	16	Yes																	
Communication, image and use of language	17	Yes																	
Occupational health and risks	18	No																	
Women at risk of social exclusion	19	No																	
Culture	20	Yes																	
Gender perspective in research	21	No																	
Gender perspective in research	22	Yes																	
Provide resources to the Equality Plan	23	Yes																	
Provide resources to the Equality Plan	24	Yes																	
Provide resources to the Equality Plan	25	Yes																	

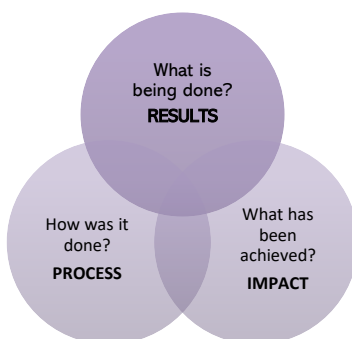
9. Monitoring, Evaluation and Follow-up of the Plan

The Royal Decree 901/2020, of 13th of October, which regulates equality plans and registration, in its 9th article indicates the importance of monitoring, evaluating and reviewing the plan. Without prejudice to the review periods that may be specifically contemplated, the Equality Plan must be reviewed, in any case, when the following circumstances occur:

- When its lack of compliance with legal and regulatory requirements is revealed.
- In the event of merger, absorption, transfer or modification of the legal status of the company.
- In the event of any incident that substantially modifies the company's workforce, its working methods, organisation or remuneration systems.
- When a judicial resolution condemns the company for direct or indirect discrimination on grounds of sex.

When necessary due to duly motivated circumstances, the review will involve updating the diagnosis, as well as the measures of the equality plan, to the extent necessary. In addition, the measures of the plan may be reviewed at any time throughout its validity in order to add, reorient, improve, correct, intensify, attenuate or, even, cease to apply any action it contains depending on the effects that are being appreciated in relation to the achievement of the objectives.

The evaluation, therefore, answers three basic questions:



Thus, for the monitoring, evaluation and review actions, a monitoring and follow-up committee of the plan must be established, with a balanced composition between women and men. The monitoring and

evaluation of the measures foreseen in the equality plan must be carried out periodically as stipulated in the action calendar.

However, at least one intermediate and one final evaluation will be carried out, as well as when agreed by the Monitoring Committee.

The Procedure will be considered to resolve possible discrepancies that may arise in the application, monitoring, evaluation or review, while the legal regulations specify it.

The Article 9.2 of the R.D. 901/2020 establishes that equality plans must be reviewed, in any case, when the following circumstances occur:

- a) When it must be done as a consequence of the results of the monitoring and evaluation provided for in sections 4 and 6.
- b) When its lack of adequacy to legal and regulatory requirements or its insufficiency is revealed as a result of the action of the Labour and Social Security Inspectorate.
- c) In cases of merger, absorption, transfer or modification of the legal status of the company.
- d) In the event of any incident that substantially modifies the company's workforce, its work methods, organisation or remuneration systems, including non-application of agreements and substantial modifications of working conditions or the situations analyzed in the situation diagnosis that served as the basis for its preparation.
- e) When a judicial resolution condemns the company for direct or indirect discrimination on grounds of sex or when it determines a lack of adequacy of the equality plan to the legal or regulatory requirements.

Likewise, section 3 of the aforementioned article 9 establishes that when due to duly justified circumstances it is necessary, the review will involve updating the diagnosis, as well as the measures of the equality plan, to the extent necessary.

Composition of the Monitoring Committee

Montserrat Molano i Flores
Sunny Malhotra / Guillem Pons
Miguel Segura i Guinart
Míriam Álvarez Rollán
Olalla Bagüés Bedoya
Milda Galkute

Company committee
Company committee
Company committee
HR
HR
HR

People and bodies involved





*RLP³

- The company's management, ultimately responsible for ensuring equal opportunities between women and men within the company and allocating the necessary resources.
- The Monitoring Committee. This committee will receive and analyse information related to the execution of actions, monitoring reports and any other information related to the execution of the plan throughout its duration.
- The legal representation of the workers, without prejudice to being part of the equality plan monitoring committee, will receive information about the content of the plan and the achievement of its objectives.
- The workforce, which can participate in completing the questionnaires that will support the preparation of the evaluation report.

Monitoring objectives and evaluation sheet

The control and monitoring of the Improvement Actions responds to the following objectives:

- Verify the achievement of the objectives established in the Equality Plan.
- Obtain information on the level of execution, the adequacy of resources used and compliance with the schedule regarding the actions.

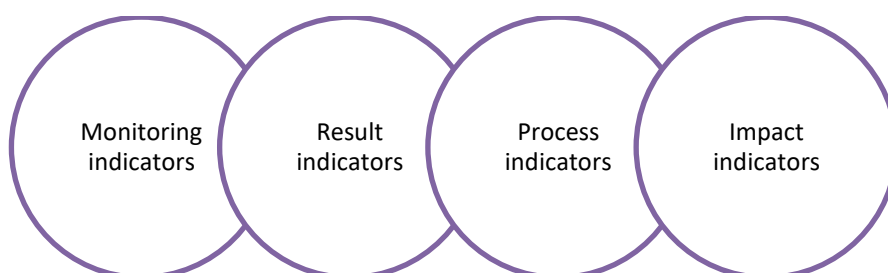
³ Legal Representayion of Workers

- Detect possible obstacles or difficulties in implementation.
- Make the relevant adjustments or adopt corrective measures if necessary, according to current legislation and the needs of the company.

Monitoring should not be understood as a secondary process, but rather as part of the initial design and should be carried out in parallel with the execution of the plan. It is used to control and verify that the execution of measures is in line with the plan's forecasts and, at the same time, serves to detect discrepancies and be able to adopt corrective measures, as well as to verify:

- The design of a calendar to be followed for the implementation of each measure in the plan, as well as the objectives and indicators.
- The specific designation of the people responsible for the implementation and monitoring of the plan.
- The description of the attributions of the Monitoring Committee.
- The provision of systems for resolving labour conflicts in the event of a discrepancy regarding compliance or in the event of non-compliance with the measures provided for in the plan.

With this, to carry out the evaluation of the plan, a form will be used, an example/model of which is shown below, which will facilitate the collection of quantitative and qualitative information regarding the execution of each of the measures. This form will be completed by the person or persons responsible for the implementation of each measure and subsequently transferred to the Monitoring Committee. The document will finally differentiate four key indicators:



Follow up on Improvement Actions

Improvement Actions Follow Up Form
Area of action

Implementation date		
Start	Completion	
Monitoring indicators		
Qualitative indicators	Initial value (% or numerical)	Valor actual (% or numerical)
Quantitative indicators		
Result indicators		
Level of execution	Pending or in progress ()	Completed ()
Indicate the reason why the measure has not been initiated or fully completed.	Lack of human resources () Lack of material resources () Lack of time () Lack of participation () Discoordination with other departments () Unawareness of development () Other reasons (specify):	
Process indicators		
Adequacy of assigned resources		
Implementation barriers		
Solutions adopted		
Impact indicators		
Reduction of inequalities		
Improvements made		
Future proposals		
Number of participants and documentation proving the execution of the measure		

Follow-up and Report Questionnaire Template

Once the implemented improvement actions have been evaluated, the impact of the Equality Plan will be evaluated through different tools, such as:

- Meetings with all the people who have participated in the Plan.
- Conducting questionnaires and surveys among the aforementioned groups.

- Analysis of the implementation of the Equality Plan in a meeting of the Monitoring Committee.

Follow-up questionnaire template

Questionnaire model for follow-up⁴

- Is the data collected clear? Are they coherent or contradictory? In what sense? Is there any missing data?
- Are the measures and their actions in line with what was planned? In general, is the plan being developed correctly?
- Have the objectives pursued for each action been achieved? Are there significant delays? Assess the general mismatches
- What incidents have been detected? How have they been resolved? Are there obstacles, work inertia or other elements that are hindering the development of the Plan? Which ones? Can they be modified or deleted?
- Have new needs been generated during implementation? Can they be addressed? Have corrective measures been adopted or new measures been incorporated to address them?
- Have the expected people been involved in the process? To the estimated degree? Has there been resistance? Of what kind? How have they been resolved?
- Have the resources been sufficient? Has the budget provided the expected coverage? Have you made any changes?
- Has the schedule been met?
- Have changes or adjustments been introduced in the development of the Plan? Which ones?
- In the internal dimension: Have imbalances between women and men been reduced in the organisation? In which areas? Are there changes regarding the perception of equality? Have there been changes in the culture of the organisation regarding equality? And in the procedures?
- In the external dimension: Have there been changes in the image of the organisation? In the relationship with the environment?

Finally, the conclusions will be raised to a follow up report, and the Monitoring Committee will be responsible for its preparation and custody. In the event of the final evaluation of the Equality Plan, the document will be more extensive, and will contain the conclusions derived from the completed Plan.

⁴ Guide for the development of equality plans in companies. Women's Institute. 2021.

Follow-up Report Template

Equality Plan Follow-Up Report		
General information: Company name: Report date: Analysis period: Body that carries it out:		
Implementation date of the Equality Plan	Start	Completion
Summary of data relating to the level of execution, compliance with planning, achievement of objectives (attach follow up sheets)		
Information about the implementation process: Adequacy of resources, barriers and solutions adopted.		
Information about the impact: Objectives achieved, changes in management and correction of inequalities.		
Conclusion and proposals		

Final Evaluation Report Template

Final evaluation report of the Equality Plan
General information: Company name: Report date:

Analysis period:		
Body that carries it out:		
Date of implementation of the Equality Plan	Start	Completion
Information on the results for each area of action:		
Area (perform the same analysis for each area/axis analysed): • Level of compliance with the objectives defined in the Equality Plan (LOW/MID/HIGH). • Level of implementation of the actions planned in the Equality Plan (LOW/MID/HIGH). • Level of obtaining expected results (LOW/MID/HIGH). • Degree of compliance with the objectives of each action according to the indicators set out in the Equality Plan (LOW/MID/HIGH). • Degree of actions for new needs detected (LOW/MID/HIGH). • Level of correction of the inequalities detected in the diagnosis (LOW/MID/HIGH). • Situation of the level of commitment of the organisation to equality (LOW/MID/HIGH).		
Information on the implementation of measures based on data from the measures follow up sheets.		
Summary of the data relating to the level of execution, compliance with the planning and achievement of objectives.		
Conclusions obtained from the exploitation of data and information from the questionnaires completed by the monitoring committee, management and staff.		
General assessment of the reference period (mentioning the most outstanding results of the execution of the plan to date and explaining the reasons why the planned measures have not been carried out, if any).		
Information about the implementation process.		
• Level of development of the actions. • Degree of involvement of the staff in the process. • Planned budget: • Compliance with the planned schedule:		
Adequacy of allocated resources:		
Difficulties, obstacles or resistance encountered in execution:		
Adopted solutions		
Information about the impact		
• Have there been changes in the culture of the organisation? • Have the imbalances of the presence of women been reduced? • Have the imbalances of the presence of men been reduced? • Have there been changes in the attitudes and opinions of the management team? • Have there been changes in the attitudes and opinions of the workforce?		

- Have there been changes in relation to the external image of the company?
Have there been changes in the attitudes and opinions of the management team?

Conclusions and proposals

- Include a general assessment of the reference period on the development of the equality plan.
- Define proposals for improvement or correction of deviations detected for both immediate and future application when the equality plan is updated.

10. Procedure for Amendments in the Event of Potential Discrepancies in the Implementation of the Equality Plan

Extrajudicial dispute resolution agreement

This agreement is adopted for the purpose of finding an amicable way to resolve conflicts.

1. Purpose

1. The purpose of this Agreement is to maintain and develop an autonomous system for the prevention and resolution of conflicts in the area of negotiation, interpretation and application of the Equality Plan.
2. All matters not specific to the Equality Plan are excluded from this Agreement.
3. The signatory parties consider that the mediation and arbitration provided for in this Agreement are sufficient to consider the duty to establish procedures to effectively resolve discrepancies arising in the negotiation of the Equality Plan fulfilled.

2. Scope of the agreement

1. This Agreement is applicable to the entire territory where the Equality Plan is in force.
2. This Agreement is in force from the date of signature, as well as throughout the validity of the Equality Plan.
3. Any conflict that arises during the negotiation of the Equality Plan, as well as during its monitoring and validity, is susceptible to being subject to the procedures provided for in this Agreement.
4. This Agreement does not include the resolution of individual conflicts nor does it cover conflicts and areas other than those included in this article, which may be subject to the procedures provided for by agreements signed, or that may be signed, in the different autonomous areas, or that are established in the applicable collective agreements.

3. Procedures

1. The procedures established in this Agreement are:
 - a) Mediation, which is mandatory in the cases that are subsequently determined and whenever requested by one of the parties to the conflict or action, except in cases in which agreement between both parties is required. Mediation before the competent autonomous body replaces

prior administrative conciliation for the purposes provided for in articles 63 and 156 of the Law Regulating Social Jurisdiction.

b) Arbitration, which is only possible when both parties, by mutual agreement, request it in writing.

2. At any time, it may be agreed that the mediation procedure will end in arbitration. Likewise, the arbitrator may be urged to develop mediation functions in their actions.

3. The procedure is clarified (arbitration, adherence to autonomous conflict resolution procedures, etc.) to resolve possible discrepancies that may arise in the application, monitoring, evaluation or review of the equality plan.

The procedure by which the plan must be modified is clarified. It should be remembered that article 9.2 of R.D. 901/2020 itself establishes that equality plans must be reviewed, in any case, when the following circumstances occur:

a) When it must be done as a consequence of the results of the monitoring and evaluation provided for in sections 4 and 6 below.

b) When its lack of compliance with legal and regulatory requirements or its insufficiency is revealed as a result of the action of the Labour and Social Security Inspectorate.

c) In cases of merger, absorption, transfer or modification of the legal status of the company.

d) In the event of any incident that substantially modifies the company's workforce, its work methods, organisation or remuneration systems, including non-application of agreements and substantial modifications of working conditions or the situations analyzed in the situation diagnosis that served as the basis for its preparation.

e) When a judicial resolution condemns the company for direct or indirect discrimination on grounds of sex or when it determines the lack of adequacy of the equality plan to the legal or regulatory requirements.

Likewise, section 3 of the aforementioned article 9 establishes that when due to duly justified circumstances it is necessary, the review will involve updating the diagnosis, as well as the measures of the equality plan, to the extent necessary.

4. Guiding principles of the procedures

The procedures provided for in this Agreement are governed by the principles of free of charge, speed, hearing of the parties, impartiality, equality and contradiction, and in any case, the company's code of ethics, current legislation and constitutional principles are respected.

The procedures must comply with the formalities and deadlines provided for in this Agreement and the general provisions of interpretation adopted by the Negotiating Committee of the Equality Plan, always seeking maximum effectiveness and agility in their development.

5. Prior intervention of the Negotiating Committee of the Equality Plan

In conflicts that arise during the negotiation of the Equality Plan, prior intervention of the negotiating committee is mandatory, without which no procedure can be carried out.

The procedure of prior submission to the Negotiating Committee, referred to in the previous paragraph, will be considered exhausted once a response has been obtained.

6. Mediation procedure

1. The purpose of mediation is to resolve differences in order to prevent or resolve a conflict.
2. This mediation will preferably be carried out by a single-person body or, if expressly chosen by the parties, by a collegiate body of two people, which may be increased to three by agreement between the parties.
3. The parties to the mediation procedure must document the existing differences and their antecedents, and must indicate the issue or issues on which the procedure must deal. In any case, the data and information provided will be treated confidentially, and in full compliance with the provisions of the Organic Law 3/2018, of the 5th of December, on the protection of personal data and the guarantee of digital rights.
4. The mediation procedure will not be subject to any pre-established procedures, except for the designation of the mediator or mediators and the formalization of the agreement that, if applicable, is reached.
5. Once mediation has been requested before the corresponding body, the first meeting will be held within a maximum period of ten working days. In any case, the periods may be extended or reduced by mutual agreement of the parties.
6. Within the scope of this Agreement, the mediation procedure is mandatory when requested by one of the legitimate parties, except in cases where the agreement of both parties is required.
7. The mediation procedure carried out in accordance with this Agreement replaces the mandatory conciliation procedure provided for in article 156.1 of the Law Regulating Social Jurisdiction, within its scope of application and for the conflicts to which it refers.
8. In any case, the parties may agree to voluntarily submit to the arbitration procedure without the need to go to the mediation procedure. Similarly, the parties may authorize, from the beginning or during the mediation procedure, one of the mediators to arbitrate all or some of the matters in dispute.

7. Subjects authorized to request mediation

1. For the mediations provided for in this agreement, both parties must prove the legitimacy indicated in the following section.
2. Any of the two representations - social bank and business bank - that are part of the negotiating commission of the Equality Plan are authorized to request mediation of the conflicts collected.

8. Mediation request

1. The promotion of mediation begins with the presentation of a document addressed to the Inter-Confederal Mediation and Arbitration Service.
2. The mediation request must contain the following:
 - a) Identification and contact details, including the email address of:
 - The requesting party and, where applicable, of the person exercising their duly accredited representation, with an expression of the date and signature.
 - The subjects to whom the request is addressed. Where applicable, the collective subjects that have the right to take part in the procedure in the scope of the claim must be identified.
 - The possible parties interested in the procedure. In cases where this is appropriate, the identification of the remaining representative business and trade union organisations in this area must also be included.
 - b) The object of the request with specification of the facts and reasons that support the claim.
 - c) The group of workers affected by the request and its territorial scope.
 - d) Accreditation of the intervention of the joint commission, or of having addressed it without effect, and the opinion issued if applicable.

9. Arbitration procedure

1. Through the arbitration procedure, the parties voluntarily agree to entrust a third person and accept in advance the solution that they dictate on the conflict or issue raised.

It will require the express manifestation of the will of both parties to submit to the arbitration award that will have the character of mandatory compliance.

2. The parties may promote arbitration without the need to previously resort to the mediation procedure provided for in the preceding chapter, or do so after exhaustion or during the course. However, the parties may at any time urge the person in charge of carrying out the arbitration to develop, prior to their action as such, mediation functions.

3. Once the arbitration commitment has been formalized, the parties must refrain from instigating other proceedings on any issue or issues submitted to arbitration, as well as from resorting to strike or lockout.

10. Subjects authorized to request arbitration

The same subjects authorized to request arbitration, by mutual agreement and in accordance with the type of conflict and the area affected, are authorized to initiate the mediation procedure.

11. Request for arbitration

1. The promotion of the procedure will require the presentation of a document before the Inter-Confederal Mediation and Arbitration Service signed by the legitimate subjects who wish to submit the matter to arbitration.

This document must contain:

a) The identification of the company or collective subjects that have the legitimacy to take part in the procedure, including the email address, date and signature.

In cases where it is appropriate, it must also include the identification of the other representative business and trade union organisations in this area, including the email address, for the purpose of notifying them of the arbitration commitment in case they wish to adhere to it.

b) The designation of the person who will carry out the arbitration. In the event of failure to do so, it will be understood as delegated to the Management of the corresponding body.

c) The specific issues on which the arbitration must deal, whether it is in law or equity, its genesis, development and claim, the reasons that support it and the deadline for issuing the arbitral award. The parties may urge the person exercising the arbitration to issue his award on the basis of the final position that they may present to them on one or more of the specific issues submitted to arbitration.

d) The commitment to accept the arbitral decision.

e) The deadline within which the arbitral award must be issued. The parties may establish shorter deadlines.

Barcelona, theofof 202...

Signatories:

FOR THE SOCIAL PART

Signature

FOR THE BUSINESS PART

Signature

Annexes

Annex I. Glossary of Terms

- **Positive action.** A temporary measure that seeks to correct, prevent or eradicate situations of inequality suffered by women compared to men and that are usually anchored in beliefs, customs or social roles
The Organic Law 3/2007, of the 22nd of March, for the effective equality of women and men states: *“Article 11. Positive actions.*
1. In order to make the constitutional right to equality effective, the Public Authorities shall adopt specific measures in favour of women to correct patent situations of de facto inequality compared to men. These measures, which are applicable as long as these situations exist, must be reasonable and proportionate in relation to the objective pursued in each case”.
- **Androcentrism.** Social model that places the male element as a prototype, a reference to imitate. The experience of men is interpreted as universal, looking down upon and hiding the learnings and experiences of women. History and everyday reality are explained from the male perspective.
- **Sexual harassment.** Any verbal, non-verbal or physical behaviour of a sexual nature that is carried out with the purpose or effect of violating the dignity of a person, especially if it creates an intimidating, hostile, degrading, humiliating or offensive environment, without prejudice to the provisions of the Penal Code and in accordance with the provisions of article 5 of Law 5/2008.
- **Harassment based on sex.** Any behaviour that, due to a person's sex, is carried out with the purpose of violating their dignity or physical or psychological integrity or creating an intimidating, hostile, degrading, humiliating, offensive or annoying environment, or that causes these same effects, according to the provisions of article 5 of Law 5/2008, of the 24th of April, on the right of women to eradicate gender-based violence.
- **Wage gap.** Difference between the average salary of men and women.
- **Reconciliation of personal and work life.** A person's ability to make personal space compatible with family, work and social life, and to be able to develop in different areas.
- **Shared responsibility in reproductive work.** Balanced participation of women and men in each of the tasks and responsibilities of family life, both domestic work and the care of dependent people.

- **Sex-segregated data.** Set of data and statistical information broken down by sex, which allows a comparative analysis between women and men to detect gender differences and possible discrimination.
- **Discrimination on the grounds of sex.** Limitation or nullification of the recognition, enjoyment or exercise of human rights and fundamental freedoms in any area due to a person's sex.
- **Direct discrimination.** The situation in which a person is, has been or may be treated, on grounds of sex or circumstances directly related to their biological condition, in a less favourable manner than another in a similar situation. Measures which, although they provide a different treatment for men and women, have an objective and reasonable justification, such as those based on positive actions for women, the need for special protection on biological grounds or the promotion of co-responsibility between women and men in domestic work or in caring for people, are not discriminatory on grounds of sex.
- **Indirect discrimination.** Formally neutral criteria, measures, norms and social or political interventions that are unfavorable for a group, since they do not consider the initial unequal position from which this group starts.
- **Positive discrimination.** A form of positive action that privileges the disadvantaged group. It mainly affects the point of arrival. It guarantees the result.
- **Gender stereotypes.** Simplified images that attribute fixed roles to supposedly "correct" or "normal" behaviours of people in a given context based on the sex they belong to. Gender stereotypes are the basis of discrimination between men and women and contribute to justifying and perpetuating them.
- **Gender.** Social and cultural construction based on biological differences between the sexes that assigns different emotional, intellectual and behavioural characteristics to women and men, which vary according to society and historical period. Based on these biological differences, gender shapes the social and power relations between men and women.
- **Gender equality.** The condition of men and women to be equal in terms of personal development and decision-making possibilities, without the limitations imposed by traditional gender roles, so that the different behaviours, aspirations and needs of women and men are equally considered, valued and favoured.
- **De facto equality or real equality.** Effective equality that changes the customs and structures of inequality that exist between women and men. Equal opportunities between women and men.
- **Equal opportunities between men and women.** Principle that refers to the need to guarantee that women and men access resources equally, compensating for the different starting point of women.

- **Sexism.** Attitude, way of thinking or belief that considers men superior to women.
- **Mainstreaming.** Anglo-Saxon term used to designate the integration of the gender dimension in general policies, so that the principle of equality is established as the backbone of them. It implies that issues relating to equal opportunities between men and women must be considered across the board in all policies and actions, and not only approached through a focus on direct and specific actions in favour of women.
- **Parity.** Balanced presence of women and men in different areas of society, without any privilege or discrimination. This balance consists of neither sex being represented by more than 60 % nor less than 40 %.
- **Patriarchal.** A patriarchal society or culture is one in which it is recognised that authority and power correspond to the patriarch and are transmitted from man to man. It has been a way of showing the different social position of men and women, highlighting the "power" of the male sex (heritage, homeland, authority...) and the subordination of the female sex.
- **Gender perspective.** Considering the differences between women and men in a field or activity for the analysis, planning, design and implementation of policies, considering the way in which the various actions, situations and needs affect women. Gender perspective allows us to visualize women and men in their biological, psychological, historical, social and cultural dimensions, and also allows us to find lines of reflection and action to eradicate inequalities.
- **Equal Opportunities Plan between women and men.** Set of strategies aimed at achieving real equality between women and men, eliminating stereotypes, attitudes and obstacles in any area.
- **Equal opportunities policies.** They are the instrumentalization of equal opportunities. The interventions from which this principle is put into practice.
- **Principle of equality.** Legal principle that protects equality between the sexes and condemns discrimination. It serves as a reminder that all people are equal before the law. It is synonymous with the principle of non-discrimination.
- **Gender role.** Behaviour that, in a specific society, is expected of a person because of their sex. Generally, a person assumes gender roles and builds their psychology, affectivity, and self-esteem around these roles.
- **Horizontal occupational segregation.** Uneven distribution of men and women in a given sector of activity. Generally, horizontal occupational segregation causes women to concentrate in jobs that are characterized by lower pay and social value and that are largely an extension of the activities they carry out in the domestic sphere.

- **Vertical occupational segregation.** Uneven distribution of men and women at different levels of activity. Generally, vertical occupational segregation causes women to concentrate in jobs with less responsibility.
- **Gender awareness.** Process that generates a change in attitude towards gender equality after recognizing that discrimination based on sex exists.
- **Sex.** Set of physical, biological and anatomical differences that divide individuals of a species into males and females.
- **Sexism in language.** Attribution of characteristics not inherent to language, its structure and its functioning, which respond to issues of cultural transmission.
- **Glass ceiling.** Invisible barrier that hinders women's access to power, decision-making levels and the highest levels of responsibility in a company or organisation due to prejudices against their professional abilities.
- **Sexist violence.** Violence that is exercised against women as a manifestation of discrimination and a situation of inequality within the framework of a system of power relations between men and women and that, produced by physical, economic or psychological means, including threats, intimidation and coercion, results in physical, sexual or psychological harm or suffering, whether it occurs in the public or private sphere.

Annex II. Document of Constitution of the Negotiating Committee



CONSTITUTION OF THE EQUALITY NEGOTIATING COMMITTEE

On the one hand, on **behalf of Vall d'Hebron Research Institute:**

- Miriam Álvarez Rollán with DNI 77317414Q
- Milda Galkute with NIE Y0166537P
- Olalla Bagüés Bedoya with DNI 36521644J

On the other hand, on **behalf of the workers:**

- Montserrat Molano i Flores with DNI 43411843X
- Sunny Malhotra Sareen with DNI 30382150R
- Miguel Segura Ginard with DNI 43104912Z

EXPOSED

That, on 23 October 2024, the representation of the Vall d'Hebron Research Institute (hereinafter VHIR) and the workers' representatives, in the development of article 44 of the current 2019-2023 Collective Agreement applicable to the company, constitute the Equality Negotiating Committee at the VHIR to jointly address the elimination of any form of discrimination or inequality based on sex and to draw up the Plan of Equality.

The parties mutually acknowledge sufficient capacity to bind each other in this act and,

AGREE

First.- Constitution of the Equality Negotiating Committee.

It is agreed to set up the Equal Opportunities Negotiating Committee which, in general, will be responsible for promoting equal opportunities in VHIR, establishing the foundations of a new culture in the organisation of work that favours effective equality between women and men, and that makes it possible to reconcile personal life. family and work.

Second.- Composition of the Equality Negotiating Committee.

The composition will be equal between the VHIR and the Legal Representation of Workers (hereinafter RLT), being made up of 3 members on the part of the VHIR and 3 members on the part of RLT.

It is also established that each of the parties may be assisted by advisory personnel. The number of advisory staff may be increased, due to the matter to be discussed, being available within the Equality Negotiating Committee and giving adequate notice to the parties, with a minimum of 48 hours, for the purpose of balancing the debate.

Ordinarily it will meet at least once every 6 weeks (a month and a half), with the parties being summoned from one meeting to another, and in an extraordinary way when requested by any of the parties with 10 days' notice.

Minutes of the meetings will be drawn up including the topics discussed, the agreements reached, the documents presented and the date of the next meeting. In the event of disagreement, the positions defended for each party must be recorded.

The decision-making of the Equality Negotiating Committee will be carried out by joint agreement of both parties: business and social, requiring, in any case, the favourable vote of the simple majority.

In any case, the confidentiality of all meetings and the information discussed in them will be guaranteed.

Third.- Design of the Equality Plan for the entire entity

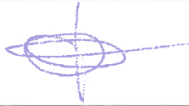
The Equality Negotiating Committee will draw up an Equality Plan that will include a diagnosis of the starting situation, prepared by the VHIR based on the criteria shared with the Equality Negotiating Committee, a programme with the specific measures necessary to resolve the shortcomings detected and monitoring and evaluation to see the degree of compliance.

Fourth.- Other functions of the Equality Negotiating Committee.

Guarantee the principle of equality and non-discrimination of the VHIR, monitoring the commitments made in the Equality Plan and any actions initiated to meet the main objective of the commission, i.e. effective equality between women and men in the VHIR.

In Barcelona, on 23 October 2024

Signatories:

Company Representation	Miriam Álvarez Rollán DNI 77317414Q	
Company Representation	Milda Galkute NIE Y0166537P	
Company Representation	Olalla Bagüés Bedoya DNI 36521644J	
Workers' representation	Montserrat Molano i Flores DNI 43411843X	
Workers' representation	Sunny Malhotra Sareen DNI 30382150R	
Workers' representation	Miguel Segura Ginard DNI 43104912Z	

Annex III. Equality Plan Approval Act Document



Minutes of the meeting of the Negotiating Committee for the approval of the Equality Plan

Meeting Data:

ACTA_INT_02	Date: 19-06-2025	Place: New VHIR Building
Purpose: Approval by the Negotiating Committee of the new Equality Plan		

Assistents:

Name	DNI	Representation
Olalla Bagüés Bedoya	36521644J	Company Representation
Miriam Álvarez Rollán	77317414Q	Company Representation
Milda Galkute	Y0166537P	Company Representation
Montserrat Molano i Flores	43411843X	Workers' representation
Guillem Pons Barcons	39396834L	Workers' representation
Miguel Segura Ginard	43104912Z	Workers' representation
Sandra León Cobos	46492850Y	Guest Attendee

Topics covered:

Agenda:

- Approval of the 4th VHIR Equality Plan

Development of the meeting:

At the previous meeting of the Negotiating Committee of the Equality Plan, all aspects related to the diagnosis and results obtained for the preparation of the new Equality Plan were addressed and presented. During the session, changes were proposed, revisions to be made were detected and considerations were made that the attendees valued positively.

During the meeting, the changes applied, the clarifications and recommendations that have been included are shared. The methodology used for the preparation of the plan is also highlighted, which has had the active participation of the different parties involved.

Once this presentation has been made, the vote on the formal approval of the document is taken.

Agreements:

- **Approval of the Equality Plan:**
The Negotiating Committee approves the new Equality Plan, including all the measures proposed in the areas of selection and hiring, training, promotion, conciliation, prevention of harassment and inclusive communication, among others.
- The following documents are signed:
 - o Annex 4 of the Equality Plan (Act of Constitution of the Committee for the monitoring and implementation of the Equality Plan).
 - o Annex 5 (Rules of Procedure of the Negotiating Committee).

Signatories:

Company Representation	Miriam Álvarez Rollán DNI 77317414Q	
Company Representation	Milda Galkute NIE Y0166537P	
Company Representation	Olalla Bagúes Bedoya DNI 36521644J	
Workers' representation	Montserrat Molano i Flores DNI 43411843X	
Workers' representation	Guillem Pons Barcons DNI 39396834L	
Workers' representation	Miguel Segura Ginard DNI 43104912Z	

Annex IV. Act of Constitution of the Commission for monitoring and implementing the Equality Plan



MONITORING AND IMPLEMENTATION COMMITTEE OF THE EQUALITY PLAN FOR WOMEN AND MEN OF THE VALL D'HEBRON INSTITUTE OF RESEARCH (VHIR).

Act of Constitution of the Monitoring and Implementation Committee.

OBJECTIVE:

The Commission is set up to ensure compliance with the principle of equal opportunities and non-discrimination by women and men in the **VHIR** and, especially, for the implementation of the Equal Opportunity Plan for women and men.

FUNCTIONS:

1. To monitor and evaluate the Plan for equal opportunities for women and men.
2. To prepare proposals to make the principle of equal opportunities effective.
3. To propose the modification of the plan, where appropriate, in order to adapt it to new circumstances of the institution.
4. Collect and channel the initiatives and suggestions proposed by the staff in relation to equal opportunities for women and men.
5. Respect and follow the operating regulations incorporated in the Annex to the Plan for equal opportunities for women and men.

COMPOSITION:

The committee will be made up of 3 representatives of the company and 3 people from the legal representation of the workers:

On the one hand, on **behalf of Vall d'Hebron Institute of Research:**

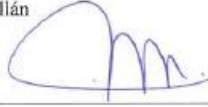
- Miriam Álvarez Rollán with DNI 77317414Q
- Milda Galkute with NIE Y0166537P
- Olalla Bagtús Bedoya with DNI 36521644J

On the other hand, on **behalf of the workers:**

- Montserrat Molano i Flores with DNI 43411843X
- Guillem Pons Barcons with DNI 39396834L
- Miguel Segura Ginard with DNI 43104912Z

Barcelona, 1 November 2025

Signatories:

Company Representation	Miriam Álvarez Rollán DNI 77317414Q	
Company Representation	Milda Galkute NIE Y0166537P	
Company Representation	Olalla Bagüés Bedoya DNI 36521644J	
Workers' representation	Montserrat Molano i Flores DNI 43411843X	
Workers' representation	Guillem Pons Barcons DNI 39396834L	
Workers' representation	Miguel Segura Ginard DNI 43104912Z	

Annex V. Regulations of the Negotiating Committee



REGULATIONS OF THE MONITORING AND IMPLEMENTATION COMMITTEE

(The Negotiating Committee in the VHIR is the same as the Monitoring and Implementation Committee).

Article 45.1 of the Organic Law for Effective Equality for Women and Men (LOIMH) obliges all organisations to respect equal treatment and opportunities in the workplace, and, to this end, must adopt measures aimed at avoiding any type of employment discrimination between women and men, measures that will be negotiated and agreed with the Legal Representation.

This regulation provides the basic instruments necessary for the Monitoring and Implementation Committee to identify possible situations of discrimination or inequality that may exist in the workplace or those that, indirectly, may occur and propose the appropriate corrective measures to management.

These measures must be aimed at the preparation and application of the Equality Plan for the entire workforce. This plan will set out the set of measures to be addressed, the objectives to be achieved, the strategies and practices to be adopted to achieve them, as well as the establishment of effective systems for monitoring and evaluating the objectives set (art. 46.1. LOIMH).

The Monitoring and Implementation Committee is made up of 3 representatives of the company and 3 people from the legal representation of the workers:

On the one hand, on **behalf of Vall d'Hebron Institute of Research:**

- Miriam Álvarez Rollán with DNI 77317414Q
- Milda Galkute with NIE Y0166537P
- Olalla Bagüés Bedoya with DNI 36521644J

On the other hand, on **behalf of the workers:**

- Montserrat Molano i Flores with DNI 43411843X
- Guillem Pons Barcons with DNI 39396834L
- Miguel Segura Ginard with DNI 43104912Z

Those who make up the Equality Commission, as well as their advisors, are obliged to respect confidentiality and professional secrecy both in the matters discussed in the meetings and in the documentation and data presented and provided by the parties.

The Monitoring and Implementation Committee will meet:

- A minimum of twice a year.
- Extraordinarily at the request of any of the members of the committee, with a minimum notice of ten working days.

Minutes of the meetings held with or without agreement shall be drawn up.

The resolutions of the Commission, in order to be valid, will be taken by absolute majority. You can count on the support and advice of external people who are experts in equality. They may speak but not vote.

FUNCTIONS:

- Promote the implementation of the Equality Plan in the organization.
- Monitor possible discrimination, both direct and indirect, to ensure that the principle of equality is applied.
- Review the deadlines for the implementation of the actions and the positive measures to be taken, through the timetables and indicators that allow the effectiveness of these measures to be evaluated.
- To prepare proposals to make the principle of equal opportunities effective.
- To propose the modification of the plan, where appropriate, in order to adapt it to new circumstances of the institution.
- Collect and channel the initiatives and suggestions proposed by the staff in relation to equal opportunities for women and men.

REPLACEMENT OF MEMBERS:

- The persons who make up the Commission may be replaced by others in the following cases:
- In the event that any person wishes to renounce his or her membership of the Commission.
- In the event that a person, for whatever reason, leaves the company.
- In the case of long-term absences, leaves of absence or any other situation foreseen with a duration of more than one year, and which prevents the normal functioning of the Monitoring and Implementation Committee.

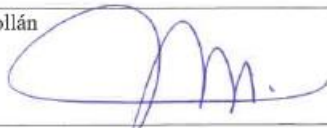
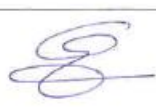
Finally, the VHIR Management undertakes to promote equal treatment and opportunities between women and men, considering the Equality Plan as a strategy for optimising its human resources and giving equal opportunities a transcendental value in the human resources policy, placing it in the same plan of importance as in the rest of the policies of the entity contained in the Plan.

TRANSITIONAL PROVISIONS

FIRST. - Any legal or regulatory provision that affects the content of this agreement will be adapted to it by the Negotiating Committee.

Any modifications or variations that may be made to these regulations must be made in accordance with an absolute majority of all the members of the Commission.

Signatories:

Company Representation	Miriam Álvarez Rollán DNI 77317414Q	
Company Representation	Milda Galkute NIE Y0166537P	
Company Representation	Olalla Bagüés Bedoya DNI 36521644J	
Workers' representation	Montserrat Molano i Flores DNI 43411843X	
Workers' representation	Guillem Pons Barcons DNI 39396834L	
Workers' representation	Miguel Segura Ginard DNI 43104912Z	

Annex VI. Relevant Regulatory Provisions on Equality

National

- **Articles 9.2 and 14 of the Spanish Constitution of 1978.**
- **Law 30/2003**, of the 13th of October, on measures to incorporate the assessment of the gender impact in the regulatory provisions drawn up by the Government.
- **Law 39/1999**, of the 5th of November, to promote the reconciliation of family and work life for workers.
- **Organic Law 3/2007(EN) (FR)**, of the 22nd of March, for the effective equality of women and men.
- **Royal Legislative Decree 2/2015**, of the 23rd of October, according to which the revised text of the Workers' Statute Law is approved.
- **Royal Legislative Decree 5/2015**, of the 30th of October, approving the revised text of the Law on the Basic Statute of the Public Employee.
- **Royal Legislative Decree 8/2015**, of the 30th of October, approving the revised text of the General Law on Social Security.
- **Law 23/2015**, of the 21st of July, regulating the Labour Inspection and Social Security system.
- **Royal Legislative Decree 5/2000**, of the 4th of August, approving the revised text of the Law on Infractions and Sanctions in the Social Order.
- **Royal Decree 850/2015**, of the 28th of September, which modifies Royal Decree 1615/2009, of the 26th of October, which regulates the granting and use of the "Equality in the company" distinction.
- **Royal Decree 1615/2009**, of the 26th of October, which regulates the granting and use of the "Equality in the company" label.
- **Royal Decree 713/2010**, of the 28th of May, on the registration and deposit of collective labour agreements.
- **Royal Decree Law 6/2019**, of the 1st of March, on urgent measures to guarantee equal treatment and opportunities between women and men in work and employment.
- **Royal Decree 902/2020**, of the 13th of October, on equal pay between women and men.
- **Royal Decree 901/2020**, of the 13th of October, which regulates equality plans and their registration, and modifies Royal Decree 713/2010, of the 28th of May, on the registration and deposit of collective labour agreements and conventions.

European

- **Articles 1 and 14** of the Convention for the Protection of Human Rights and Fundamental Freedoms and additional protocols. Adopted by the Council of Europe on the 4th of November 1950.
- **Council Conclusions of the 7th of March 2011 on the European Pact for Gender Equality.**
- Articles 8, 153 and 157 of the **Treaty on the functioning of the European Union and the Charter of Fundamental Rights of the European Union**, DOUE 30.03.2010.
- Articles 20, 21 and 23 of the **Charter of Fundamental Rights of the European Union**.
- **Council Directive 79/7/EEC** of the 19th of December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security.
- **Council Directive 92/85/EEC** of the 19th of October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding.
- **Directive 2006/54/EC** on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast).
- **Council Directive 2010/18/EU** of the 8th of March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and CES and repealing Directive 96/34/EC.
- **Strategic commitment for equality between women and men 2016-2019.** European Commission.
- **Gender Equality Strategy 2018-2023.** Council of Europe.
- **European Women's Charter (COM/2010/0078 final).**
- **European Pact for Gender Equality 2011-2020 (2011/C 155/02).**

International

- **Preamble and articles 7 and 23 of the Universal Declaration of Human Rights.** United Nations General Assembly Resolution 217 A (III), of the 10th of December 1948.
- **C100 Equal Remuneration Convention, International Labour Organisation, 1951.**
- **C111 Discrimination (Employment and Occupation) Convention, International Labour Organisation, 1958.**
- **International Convention on the Elimination of All Forms of Racial Discrimination.** United Nations General Assembly Resolution 2106 A (XX), of the 21st of December 1965.
- **Articles 3 and 26 of the International Covenant on Civil and Political Rights.**

Collective Agreement

The institution has its own Collective Agreement registered with REGCON with the nº 08100972012014. In its structure, there is an article referring to Equality (chapter 3, section 2, article 44), specifically mentioning the Equality Plan:

“...In accordance with Law 17/2015, of the 21st of July, on the effective equality of women and men, the VHIR declares its commitment to respecting equal treatment and opportunities in the field of labour relations. To this end and in order to develop its institutional commitment to the guiding principles of non-discrimination, social responsibility, people's satisfaction, transversality, pro-activity and use of internal knowledge, it must adopt the necessary measures to avoid any type of direct or indirect labour discrimination based on gender issues, in addition to strengthening social commitment and respect for diversity as a strategic principle of institutional and human resources policy.

The measures indicated have been materialized in the elaboration and application of an Equality Plan negotiated and approved with the legal representation of the working staff, which implies improvements with respect to the current situation, arbitrating the corresponding monitoring systems, with the aim of advancing in the achievement of real equality between women and men in the VHIR and by extension in society as a whole. These gender equality policies must be permanently promoted by the VHIR within the established framework of the maximum efficiency and effectiveness of resources, whether economic, material, professional, management or structural.

During the term of this agreement, the Joint Equality Commission will assume the monitoring and evaluation of the Equality Plan in force at the time of approval of the agreement (II Edition) and which can be found on the VHIR Intranet in the HR section. Once its term ends, or when deemed pertinent, the Equality Commission will promote the negotiation of the renewal of the Equality Plan.”

Likewise, two articles are also included relating to the labour rights of workers who are victims of gender-based violence (article 68) and the rights of workers who are victims of violence in the workplace.

