



Gender
Equality
Plan

2022

CENTRE DE RECERCA EN ECONOMIA I DESENVOLUPAMENT
AGROALIMENTARI (CREDA-UPC-IRTA)

Castelldefels, Barcelona

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INTRODUCTION

The Center for Agro-Food Economics and Development (CREDA) is a research foundation supported by the Universitat Politècnica de Catalunya (UPC) and the Institute of Agrifood Research and Technology (IRTA). CREDA-UPC-IRTA was founded out in 2005 with the purpose to formalize a public Catalan research and development body in the Agro-Food sector. During the years CREDA has evolved into a dynamic and powerful center comprised of a diverse and talented team of researchers and consultants, with backgrounds spanning economics, agricultural and forestry engineering, sociology, behavioral and environmental science.

Main research area being conducted at CREDA include:

- Assessment of consumer preferences and consumer behavior towards agricultural-based products.
- Development and Competitiveness of Mediterranean agriculture, livestock, and aquaculture sectors.
- Sustainability of food systems and its value chain from a systemic perspective.
- Sustainable and innovative use of natural resources.
- Livelihood strategies and preferences of rural producers in the face of global challenges and Climate Change.
- Enhanced understanding of the numerous and complex interactions between society and local territories.

In alignment with the goal to become a reference research center for Agro-Food Economics and Rural Development both in Catalonia as well as internationally, since its foundation CREDA has expressed its commitment to the establishment and implementation of actions to integrate equal treatment and opportunities for women and men, without directly or indirectly discriminating on the grounds of gender, and to promote and foster measures to achieve real equality within the organization, establishing equal opportunities as a strategic value in our organization.

As an organization we wish to highlight our female talent at the service of innovative research and our undertaking to strive to remove any barriers or obstacles that may prevent effective equality in terms of gender.

We regard the Gender Equality Plan (GEP) as a strategic tool which is designed to enhance the skills and talents of the people working at the CREDA, while eliminating any stereotypes, attitudes or obstacles based on gender or any other potentially discriminatory conditions.

With the adoption of GEP, CREDA aims to formalize is to respect equal treatment and opportunities in the workplace and, to this effect, to take measures to prevent any kind of job discrimination between women and men, measures that must be negotiated and, as appropriate, agreed upon by the workers' legal representatives in the manner determined in the labor legislation.

This GEP covers different areas, including access to work, the organization of working hours to facilitate the

reconciliation of personal, working and family lives, professional classification, career promotion and development, ongoing training, salary policies, sexual and gender-based harassment, non-sexist language and communication, aspects related to risk prevention and occupational health and staff mobility.

OBJETIVES OF THE GENDER EQUALITY PLAN

The CREDA's GEP establishes an ordered set of measures, adopted after carrying out a diagnosis of the situation, aimed at achieving equal treatment and opportunities between women and men in the company and eliminating discrimination based on gender.

CREDA's GEP aims to be an evidence based, data driven working document. For this reason, disaggregated data on sex or gender of staff across the organization roles and leadership have been collected, and each of the positive measures to be implemented will be evaluated according with proper quantitative and qualitative indicators.

According to general principle of GEP in Horizon Europe programme, the action plan is structured by thematic areas (1. Work-force life balance and organization structure; 2. Gender Balance in leadership and decision making; 3. Gender equality in recruitment and career progression; 4. Integrating gender in research and teaching; 5. Gender based violence, including sexual harassment) and it includes training and capacity building to raise awareness tackles unconscious biases on gender gap issues across whole organization (Researchers, Technicians, Administration and Management).

DIAGNOSIS

This section is dedicated to present main results of the prior diagnosis conducted to implement the GEP. The diagnosis consists of a quantitative and qualitative study of the current situation of the institution in terms of equal opportunities for men and women.

The diagnosis provides information on equal opportunities for CREDA'S personnel, the organizational structure, and their participation in all the processes, identifying any potential inequalities or discrimination.

The following aspects have been analyzed to perform the CREDA's diagnosis:

- General data on the staff, disaggregated by gender, relating to the characteristics of the institution and the organizational structure.
- The contents of regulations, manuals, procedures, internal protocols, etc. related with work life balance and gender equality.

- Analysis of current Strengths, Weakness, Opportunities, Threats (SWOT) of the organization in implementing gender equality and opportunities.

The annual data have considered the period from 01/01/2021 to 31/12/2021, and the staff information dates 31/12/2021. The data are the same that CREDA have provided to Spanish National Institute of Statistics (Instituto Nacional de Estadística, INE) for the annual report on statistics on human resources in science and technology (HRST) promoted by EUROSTAT.

Information about staff by role, education, age, and gender

Three types of personnel are established as CREDA staff:

- o Researchers (R),
- o Research Technicians (T) and
- o Administration and Services staff (A).

Each one is defined at various levels depending on the activities involved and the experience required.

Research team include external staff: indeed, there exists an agreement between UPC and CREDA by which three professors ascribed as seconded UPC staff to CREDA, based on multiannual agreement, under the direction management and control of CREDA, and not specifically for a concrete project.

Research team also includes research staff in training (2 PhD students).

TABLE 1 Internal and external personnel who carry out R&D activity, by type and gender

TYPE OF STAFF	TOTAL	WOMEN	TOTAL on a full time equivalent	WOMEN on a full time equivalent
Researchers (including UPC staff seconded personnel and research staff in training)	10	4	9	3,5
Research Technicians	7	4	7	4
Administration	2	1	1	1
TOTAL	19	9	17	8,5

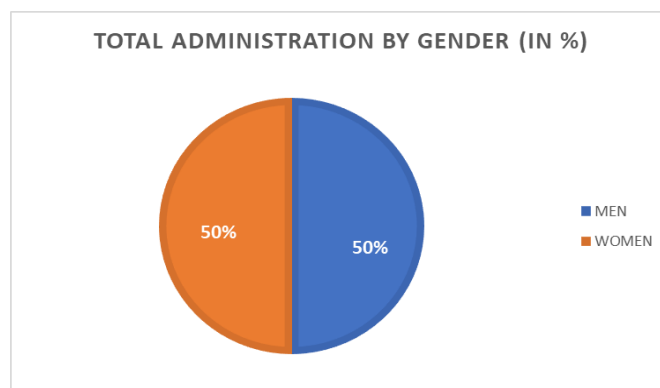
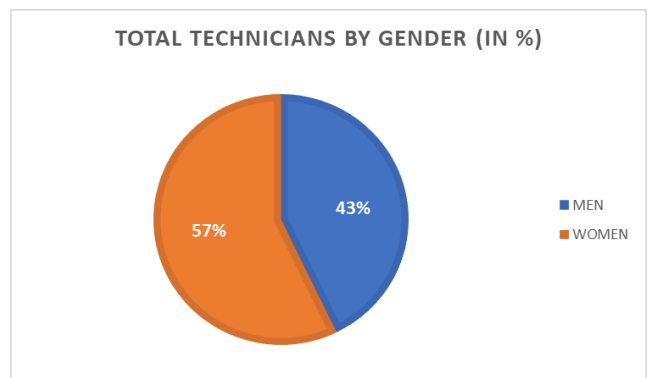
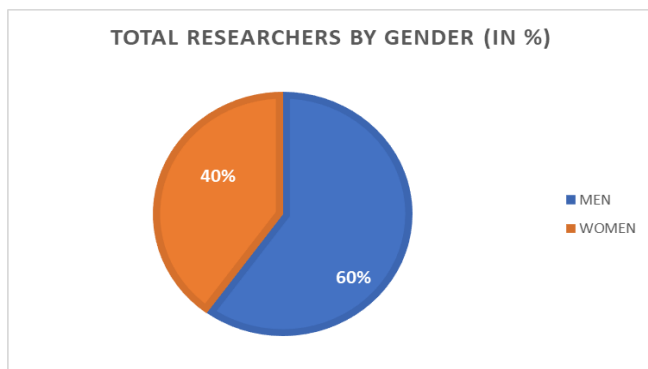
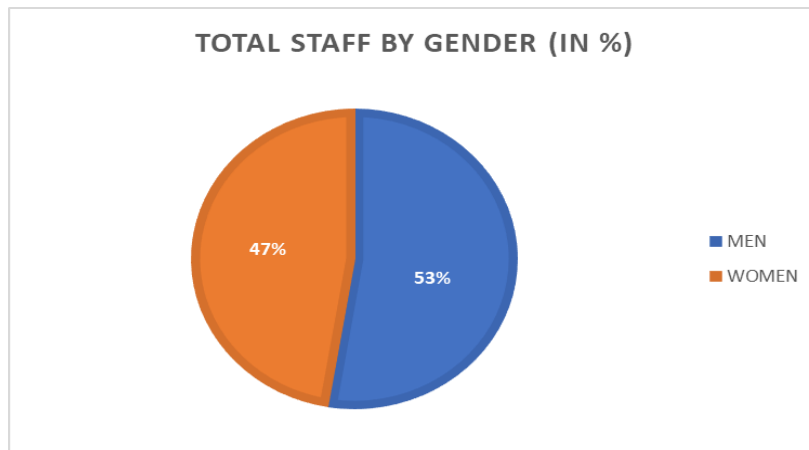


TABLE 2 Research Staff in training, by gender

TYPE OF STAFF	TOTAL	WOMEN	TOTAL on a full time equivalent	WOMEN on a full time equivalent
Research staff in training	2	1	1	1

TABLE 3 External Research Personnel, by gender

TYPE OF STAFF	TOTAL	WOMEN	TOTAL on a full time equivalent	WOMEN on a full time equivalent
External Research personnel	3	1	2	0,5

TABLE 4 Total Personnel and Researchers, by gender and education

DEGREE	Total Personnel			Researchers		
	TOTAL	WOMEN	TOTAL on a full time equivalent	TOTAL	WOMEN	TOTAL on a full time equivalent
PHD	9	3	7	7	2	7
Master's degree	8	4	8	3	2	2
Graduate Studies	2	2	2			
TOTAL	19	9	17	10	4	9

TABLE 5 Researchers, by gender and age group

TYPE OF STAFF	ALL AGES GROUP	LESS THAN 25	FROM 25 TO 34 YEARS OLD	FROM 35 TO 44 YEARS OLD	FROM 45 TO 54 YEARS OLD	FROM 55 TO 64 YEARS OLD	FROM 65 YEARS OLD
TOTAL RESEARCHERS	10		2	6		2	
WOMEN RESEARCHERS	4		1	2		1	

TABLE 6 Researchers, by Nationality and gender

COUNTRY OR REGION	TOTAL	WOMEN
Spain	5	1
Other European Union (EU) countries	1	
Other European countries (out of EU)		
North America		
Central America	1	1
South America		
Asia	1	1
Africa	2	1
Oceania		
TOTAL	10	4

TABLE 7 Total Personnel and Researchers, by field or scientific discipline and gender

DEGREE	Total Personnel		Researchers	
	TOTAL	WOMEN	TOTAL	WOMEN
Natural Sciences	1	1	1	1
Engineering and Technology	2		1	
Agricultural Engineering and Veterinary	5	3	2	
Social Sciences	11	5	6	3
TOTAL	19	9	10	4

Work-life balance policies

CREDA is aware of the importance of the social aspects related to the field of reconciling personal and working lives and therefore implements the following measures:

- **Working day:**
 - Intensive hours from 8:00 am to 3:00 pm from 15 June to 15 September and on 5 January, Holy Thursday, 23 April and 24 December.
 - Voluntary intensive hours from 1 to 15 June, following recovery of the reduced hours within the period between 1 January and 31 May of the same year and from 27 December to 4 January, following recovery of the corresponding hours.
- **Working hours:**
 - Compulsory presence for staff from 9:00 am to 1.30 pm. The remaining time of the 7.5 daily hours will be completed from 8:00 am to 7:00 pm from Monday to Friday.
 - During the intensive working day there will be flexible arrival until 8:30 am.
 - Staff with children under 12:

- Flexible arrival until 9:30 am is permitted.
- Until 9:00 am in the case of the intensive working day.
- **Holidays and personal affairs:**
 - The holidays can be divided into three parts, each with a minimum period of 7 calendar days.
 - Five out of the total number of days' holiday can be taken individually.
 - Each year the staff have a total of 45 paid hours for their personal affairs (equivalent to 6 days), which can be taken from 1 January to 15 January of the following year.
- **Paid leave:**
 - Leave for giving birth, adoption, custody for the purpose of adoption and foster care. From 1 January 2021 onwards, a 16-week suspension; the first 6 immediately after the causal event (birth, adoption, etc.) will be obligatory and the remaining 10 will take place within twelve months of the causal event. In the case of international adoption, when it is necessary to travel to the country of origin, the permit can be brought forward by up to 4 weeks.
 - Leave to care for premature children who have to remain in hospital following birth for up to 3 hours a day.
 - Leave for breastfeeding: one hour of daily absence until the infant reaches 9 months of age. This leave can be made more compact so that it can be taken on consecutive or separate full working days.
 - Leave for pregnant workers:
 - Leave for pre-natal examinations and childbirth preparation techniques.
 - Leave to make the working day more flexible and make it easier to carry out regular work without having to travel to the work centre during the final month of pregnancy.
 - Leave to see a doctor on a medical examination (for the time required, with prior notice and justification of the medical examination).
 - Leave providing hourly flexibility to care for children with disabilities: two hours of daily flexible working hours with entitlement to leave of absence from work to attend meetings or visits to the educational or health centres where they receive support.
 - Wedding leave lasting 15 calendar days.
 - Leave for relatives' weddings up to the second degree of consanguinity or affinity lasting 1 or 2 days, depending on whether they take place in or outside Catalonia.
 - Leave for divorce or legal separation lasting 2 days.

- Leave for moving house lasting 2 days or up to 4 days for a different locality.
- Leave to sit for exams when studying for an academic or professional qualification.
- Leave lasting 1 to 5 days, depending on the reason, in the event of serious illness, hospitalization, an accident, surgery with home rest of relatives with a first degree of consanguinity or affinity.
- Leave for situations involving gender violence. Victims of situations of gender-based violence who must remain absent from work for this reason are entitled to have these absences regarded as justified in accordance with the provisions of the corresponding social, police or health services.

- **Unpaid leave**
 - Leave to assist relatives up to the second degree due to serious illness lasting from 10 days to 3 months, a period that be extended by three further months in exceptional circumstances.
 - Leave to accompany ascendants or descendants up to the second degree of consanguinity to see a doctor or tutor or to attend rehabilitation or physiotherapy sessions lasting from 1 to 7.5 hours (time that will be recovered within the following 30 calendar days).
 - Absences due to circumstances not provided for in the agreement must be recovered within 15 days of the causal event, after informing the person directly responsible and providing the appropriate proof. If such absences are not justified, the person in question must take a day off for personal affairs or a holiday.

- **Reductions of working hours:**
 - Reduction of working hours for legal custody of a child under 12 years of age.
 - Reduction of working hours to care for dependent or disabled relatives.
 - Reduction of working hours due to a child's serious illness involving long-term hospitalization.

- **Voluntary leave**
 - Due to a personal decision, for a minimum of 4 months and a maximum of 5 years. A worker who takes voluntary leave will only retain the preferential right to rejoin the IRTA in a position in the same or a similar category that becomes vacant. The period of absence will not count in terms of seniority.
 - For the care of a child, up to a maximum of 3 years. The period of absence is calculated in terms of seniority and the person is entitled to retain his/her job position.
 - For the care of relatives up to the second degree of consanguinity or affinity, lasting a minimum of 3 months and a maximum of 3 years. The period of absence is calculated in terms of seniority and the

person is entitled to retain his/her job position.

- For the maintenance of cohabitation lasting a minimum of 1 year and a maximum of 15 years when the spouse or cohabitant has to reside in another municipality because he/she has obtained a stable job. It does not count for the purposes of seniority or guarantee that a job position will be retained.
- For gender violence. Leave is granted to workers who are victims of gender-based violence for the period they request. It counts for the purposes of seniority and retaining the job position for six months, without detriment to this period being extended in accordance with the provisions of the regulations on gender violence. Victims of gender-based violence will be entitled to be transferred to another unit, a measure which will be regarded as forced.
- For reasons of incompatibility. Leave is granted to workers who provide services in the field of the Public Administration throughout the performance of this service. It does not count for the purposes of seniority and does not guarantee that a job position will be retained.
- Forced leave. This is granted due to a worker being designated for or elected to a public or trade union position or working for a company or a programme linked to the IRTA. It counts for the purposes of seniority and the person is entitled to retain his/her job position.
- **Sabbatical years.** Research staff, from the category of Researcher “C” upwards, may apply for leave for training and enhancement (a sabbatical year) for a period of one year and once every seven years, with the option of obtaining up to one hundred per cent of the salary they are receiving at the moment of applying for said leave, depending on the specific conditions of each case. This leave or “sabbatical” period will normally take place at a renowned Research Centre or University Department, which will be jointly agreed on by the Institute and the worker.
- **Stays in prestigious centres.** From 3 months to 2 years, with an agreement to stay at the IRTA with the current job and salary

Strengths, Weakness, Opportunities, Threats (SWOT) of the organization in implementing gender equality and opportunities

This section presents main results analysis on Strengths, Weakness, Opportunities, Threats (SWOT) of the CREDA's organization in gender equality and equal opportunities. The results of this analysis support the definition of the action plan presented in next section.

- Strengths:
 - An egalitarian workforce from a gender perspective, with a 47% presence of women over total workforce
 - Respect, equality, and non-discrimination form part of the corporate culture.
 - The Management's commitment to the drawing up and subsequent implementation of the Gender Equality Plan.
- Weakness:
 - It is still not expressly highlighting the role and presence of women in the CREDA's academic and communication initiatives, such as public presentations, seminars, talks, etc., in such a way that women carrying out scientific activities is regarded as a standardized and regular occurrence.
 - Not egalitarian representation in management position and programme head from gender perspectives.
- Opportunities:
 - Wide range of channels that promote external and internal communication on GEP
 - Collect data broken down by gender to ascertain the rate of participation and the attendance of the men and women in the workforce at congresses, symposia, seminars to tackle barrier on
- Threats:
 - Although there is document drawn up and best practice in place, there is still no internal protocol on the use of non-sexist language that has not been approved or published, nor guideline for job offers or interview to avoid personal and potentially discriminatory questions affecting hiring process
 - Commitment to gender equality could be affect if there are no resources allocated to the GEP implementation and training and awareness campaign, especially targeting unconscious biases.

ACTION PLAN

CREDA's Management, after diagnosing the real situation of the organization in terms of equality, proposes a series of ten specific improvement measures and actions that will be applicable to the whole workforce.

ACTION 1: Promote the institution's commitment to equality and make it visible in its job offers

THEMATIC AREAS:

1. Work-force life balance and organization structure
3. Gender equality in recruitment and career progression

OBJECTIVES:

- To publicize the institution's commitment to equal opportunities and make it visible in all its job offers.
- To eliminate any barriers or obstacles that make it difficult for women to submit applications.

TASKS TO BE PERFORMED:

- Choosing the content/iconography that reflects equal opportunities and non-discrimination.
- Incorporating commitment into present and future job offers.

TARGET: People who want to join CREDA

IMPLEMENTATION MANAGER: Human Resources

IMPLEMENTATION SCHEDULE: 2022-2024

INDICATORS:

- Incorporation of commitment into present and future job offers.
- Annual number of offers that reflect this commitment.
- Annual rate of increase in the submission of women's applications.

ACTION 2: Add a general Welcome Manual refers to the CREDA's commitment to equal opportunities and the development and implementation of the Plan.

<p>THEMATIC AREAS:</p> <p>1. Work-force life balance and organization structure</p>
<p>OBJECTIVES:</p> <ul style="list-style-type: none"> ○ To make newcomers aware of the CREDA's commitment to equal opportunities and its work/life balance policies ○ To inform everyone joining the organization of the existence of the Gender Equality Plan, its functions, the communication channels, etc.
<p>TASKS TO BE PERFORMED:</p> <ul style="list-style-type: none"> - Choosing the contents to be incorporated. - Incorporation of a specific section with the necessary information.
<p>TARGET: New CREDA's recruits</p>
<p>IMPLEMENTATION MANAGER: Communication Department</p>
<p>IMPLEMENTATION SCHEDULE: 2023</p>
<p>INDICATORS:</p> <ul style="list-style-type: none"> ○ Introduction of the specific section with the selected information.

ACTION 3: Announce the work/life reconciliation measures according to the CREDA Collective Agreement and those that have been specifically adopted to the staff. Provide information on the leaves and leaves of absence in the Collective Agreement and the labour regulations.

THEMATIC AREA:

- 1. Work-force life balance and organization structure
- 3. Gender equality in recruitment and career progression

OBJECTIVES:

- To proactively inform the staff of the rights established in the Agreement in this area.
- To promote the use of the reconciliation measures offered by the organization.

TASKS TO BE PERFORMED:

- Collection of all the information. Choice of the contents.
- Choosing the channels to be used to publicize them.

TARGET: CREDA staff

IMPLEMENTATION MANAGER: CREDA Workers' Representative and Human Resources

IMPLEMENTATION SCHEDULE: 2023

INDICATORS:

- Drawing up of a document with all the IRTA's reconciliation measures.
- Number of channels to be used to publicize them.
- Increase in the annual rate of use of these measures after their application.

ACTION 4: Review of the internal and external documentation used for the detect and correction of sexist language	
THEMATIC AREA:	<p>1. Work-force life balance and organization structure.</p> <p>4. Integrating gender in research and teaching;</p>
OBJECTIVES:	<ul style="list-style-type: none"> ○ To ensure that there will be no sexist language at the institution by means of the implementation of the Equality Plan. ○ To guarantee the use of neutral, non-sexist, and non-discriminatory language in all the IRTA's corporate communication materials.
TASKS TO BE PERFORMED:	<ul style="list-style-type: none"> ○ Collection of diverse internal and external documentation for its review. ○ Rectification of the documents that use sexist language or images that may be discriminatory.
TARGET:	CREDA staff
IMPLEMENTATION MANAGER:	Management
IMPLEMENTATION SCHEDULE:	2023-2024
INDICATORS:	<ul style="list-style-type: none"> ○ Number of internal documents reviewed. ○ Number of external documents reviewed. ○ Report with the conclusions.

<p>ACTION 5: Design a form for people conducting interviews to select new recruits or evaluate vertical promotions, with a list of objective questions to be used and questions to be avoided (with references of a personal and potentially discriminatory nature).</p>
<p>THEMATIC AREA:</p> <p>2. Gender Balance in leadership and decision making. 3. Gender equality in recruitment and career progression;</p>
<p>OBJECTIVES:</p> <ul style="list-style-type: none"> ○ To prevent gender stereotypes in the people conducting the selection interviews.
<p>TASKS TO BE PERFORMED:</p> <ul style="list-style-type: none"> ○ Making a list of questions as a selection instrument. Delivery and training for the staff conducting the interviews.
<p>TARGET: Management and Staff responsible for conducting selection interviews at CREDA</p>
<p>IMPLEMENTATION MANAGER: Human Resources</p>
<p>IMPLEMENTATION SCHEDULE: 2023-2024</p>
<p>INDICATORS:</p> <ul style="list-style-type: none"> ○ Preparation of the document. ○ Distribution among all the people responsible for participating in the staff selection interviews.

<p>ACTION 6: Establish a procedure that stipulates that the staff selection processes, in equal conditions, ensure a prevalence of the gender less represented in the position to be occupied.</p>
<p>THEMATIC AREA:</p> <p>2. Gender Balance in leadership and decision making. 3. Gender equality in recruitment and career progression;</p>
<p>OBJECTIVES:</p> <ul style="list-style-type: none"> ○ To achieve a representation of men and women that is as equal as possible in the workplace.
<p>TASKS TO BE PERFORMED:</p> <ul style="list-style-type: none"> ○ Drawing up a procedure for the selection and promotion processes which establishes that, with equal merits and abilities, the least represented gender will be chosen.
<p>TARGET: Management and Staff responsible for selection and promotion at CREDA</p>
<p>IMPLEMENTATION MANAGER: Management</p>
<p>IMPLEMENTATION SCHEDULE: 2023-2024</p>
<p>INDICATORS:</p> <ul style="list-style-type: none"> ○ Carrying out of the procedure. ○ Distribution among the staff responsible for the processes. ○ Number of people and gender selected throughout a period of one year by means of the application of this procedure.

ACTION 7: Obtain data broken down by gender to ascertain the rate of participation and the attendance of the men and women in the workforce at congresses, symposia, seminars, courses, training, etc.

THEMATIC AREA:

- 3. Gender equality in recruitment and career progression.
- 4. Integrating gender in research and teaching;

OBJECTIVES:

- To detect the presence of barriers or obstacles that prevent access to and participation in seminars and professional training on the grounds of gender.

TASKS TO BE PERFORMED:

- Collecting all the data related to attendance at events that require travel.
- Preparation of a report with conclusions.
- Establishment of any measures that are necessary.

TARGET: CREDA Staff

IMPLEMENTATION MANAGER: Project Manager

IMPLEMENTATION SCHEDULE: 2023-2025

INDICATORS:

- Report on the collection of data broken down by gender.
- Final report with conclusions and corrective measures, as appropriate.
- Number and types of measures adopted.

ACTION 8: Provide the GEP with a budget and highlight the resources allocated and those that are expected to be allocated for the implementation of the gender equality policies carried out by the cin the annual budgets.

THEMATIC AREA:

1. Work-force life balance and organization structure.
2. Gender Balance in leadership and decision making;

OBJECTIVES:

- To provide a budget fort the effective implementation, annual reports and updates of GEP
- To underline the CREDA’s commitment to equal opportunities.

TASKS TO BE PERFORMED:

- Providing a budget for the Equality Committee for ordinary expenses and eventually contract external expert in gender equality for trainings and policies update

TARGET: GEP Work Group

IMPLEMENTATION MANAGER: Management

IMPLEMENTATION SCHEDULE: 2023-2025

INDICATORS:

- Annual budget allocated to the Equality Committee.

ACTION 9: Have a protocol for the prevention and detection of sexual and/or gender-based harassment
<p>THEMATIC AREA:</p> <p>1. Work-force life balance and organization structure. 5. Gender based violence, including sexual harassment.</p>
<p>OBJECTIVES:</p> <ul style="list-style-type: none"> ○ Add to the current Harassment Protocol, focused on psychological factors, the reasons of origin, religion, etc., and a specific one on sexual and gender-based harassment. ○ To approve the updated protocols. ○ To distribute the updated protocols among the workforce.
<p>TASKS TO BE PERFORMED:</p> <ul style="list-style-type: none"> ○ Drawing up the protocol for the prevention and detection of sexual and gender-based harassment. ○ Approving the protocol for the prevention and detection of sexual and gender-based harassment. ○ Planning the distribution of the protocol among the workforce.
<p>TARGET: CREDA staff</p>
<p>IMPLEMENTATION MANAGER: Laboral Risk Prevention Service</p>
<p>IMPLEMENTATION SCHEDULE: 2023-2024</p>
<p>INDICATORS:</p> <ul style="list-style-type: none"> ○ Having the protocol for the prevention and detection of sexual harassment. ○ Distribution among the workforce. Number of internal channels for access to it.

ACTION 10: Schedule a training and awareness campaign on gender equality and diversity aimed at all the staff.

THEMATIC AREA:

- 1. Work-force life balance and organization structure.
- 4. Integrating gender in research and teaching;

OBJECTIVES:

- To raise the staff's awareness and sensitization regarding gender equality and diversity.

TASKS TO BE PERFORMED:

- -Searching for suppliers and a budget to carry out the training action.
- -Providing the training.

TARGET: CREDA staff

IMPLEMENTATION MANAGER: Human Resources

IMPLEMENTATION SCHEDULE: 2023-2024

INDICATORS:

- Number of sessions organized.
- Number of people attending each session.
- Percentage of the workforce that has received the training.

ACTION 11: Promote communication and dissemination events on the International Day of Women and Girls in Science (February the 11th)

THEMATIC AREA:

- 1. Work-force life balance and organization structure.
- 4. Integrating gender in research and teaching;

OBJECTIVES:

- To promote gender equal opportunities in Research and Sciences
- To encourage the presence of women as expert voices in Research and Sciences

TASKS TO BE PERFORMED:

- Strength the role of women in Research and Science.
- Encouraging the presence of women as expert voices and institutional representatives of the organization

TARGET: CREDA staff + students

IMPLEMENTATION MANAGER: Management + Communication

IMPLEMENTATION SCHEDULE: 2023 -2025

INDICATORS:

- Organize annual workshop for International Day of Women and Girls in Science
- Number of assistants to the workshop

ACTION 12: Promote Research project (Graduate, Master, and PhD Thesis) that integrate gender dimension in Agro-Food research

THEMATIC AREA:

4. Integrating gender in research and teaching

OBJECTIVES:

- Integrate gender dimension in Agro-Food economics advance research

TASKS TO BE PERFORMED:

- Promote Graduate, Master and PhD thesis that integrate gender dimension in their content

TARGET: PhD Students

IMPLEMENTATION MANAGER: Management

IMPLEMENTATION SCHEDULE:2023-2026

INDICATORS:

- Number of Graduate thesis that integrate gender dimension in Agro-Food research
- Number of Master thesis that integrate gender dimension in Agro-Food research
- Number of PhD thesis (proposed and discussed) that integrate gender dimension in Agro-Food research

GOVERNANCE OF THE GENDER EQUITY PLAN

To promote the implementation of the GEP action plan and regularly review progress achieved, a CREDA’s GEP working group (WG) is established.

This GEP WG is made up of four employees, two representing the Organization’s Workers and two representing the Organization’s Management.

The people comprising GEP WG, which is officially set up at the date of signature and publication of the present document, are:

Representative of Organization Workers	Management Representative
<p>Ibtissem Taghouti, Phd (WG Leader) Post-doc Researcher, and Labor Union Representative</p>	<p>Albert Mora Paredes Financial Director and Deputy General Manager</p>
<p>Amelia Sarroca Fernandez Research Technician</p>	<p>Filippo Alfonso Baldaro Project Manager</p>

The GEP WP is sponsored by the CREDA’s General Manager, that commit to guarantee to the GEP WG members the time availability and resources required to ensure their proper participation and their commitment to the tasks that are assigned.

The actions entrusted to the WG members are as follows:

- Regular updated the GEP diagnosis and the evaluation of measures comprising the GEP and their outcomes
- Promote the implementation of the priority measures in the light of the diagnosis, their scope of application, the material and human resources required for their implementation and the competent people and bodies, including an action schedule.
- Support the Organization Management in Coordination of implementation of GEP Action Plan
- Definition of the measurement indicators and information collection instruments required to monitor and assess the degree of compliance with the measures of the Equality Plan that is implemented.
- Drawing up of the annual report on the results of the diagnosis and the measures implemented

- Proactively communicate, promote training and building capacity initiatives, and the staff's sensitization to gender equality and no discrimination.

The GEP committee is expected to have regular quarterly meeting

Official meeting with Organization's General management to review of the plan is expected at least once a year, for approval of the annual report and evaluation of progress and outcomes.

APPROVAL OF THE GENDER EQUITY PLAN

The present document is the first version of CREDA's GEP for year 2022-2027, that has been approved and signed by Director and Legal Representative of the organization, Dr. José Maria Gil Roig on July 22th, 2022.

Castelldefels, July 22th, 2022.

Signature