

EQUALITY AGREEMENT 2021-2024



European Institute for Gender Equality

Making equality between women and men a reality for all Europeans and beyond

Royal Decree 901/2020, of October 13th which regulates equality plans and their record and modifies Royal Decree 713/2010, of May 28th, on record and deposit of agreements and collective work agreements.

Royal Decree 902/2020, of October 13th, on equal pay among women and men.



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Making universities and research organisations equal for women and men The Gender Equality in Academia and Research (GEAR) tool provides universities and research organisations with practical advice and tools through all stages of institutional change, from setting up a gender equality plan to evaluating its real impact.

<https://eige.europa.eu/gender-mainstreaming/toolkits/gear>

EQUALITY AGREEMENT 2021-2024



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Madrid, March 8th, 2021

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INTRODUCTION

This equality plan (agreement), as a continuation of the previous two, is carried out with the purpose of advancing in compliance with the provisions of Law 3/2007 on Effective Equality of Women and Men, including new actions that contribute to consolidating the equality of gender and the prohibition of any type of discrimination based on gender.

Likewise, it is proposed to comply with the most recent regulations on equality such as Royal Decree 901/2020, of October 13th, which regulates equality plans and their record and modifies Royal Decree 713/2010, of May 28th, on record and deposit of agreements and collective work agreements and Royal Decree 902/2020, of October 13th, on equal pay among women and men and Royal Decree 28/2020, of September 22nd on remote working.

The plan incorporates the criteria and tools of the European Institute of Gender Equality and its vision and mission:

The European Institute for Gender Equality (EIGE) is an autonomous institution of the European Union (EU), established to contribute and strengthen the promotion of gender equality, including the integration of the gender perspective in all policies of the EU and resulting national policies, and the fight against discrimination based on sex, as well as raise awareness of EU citizens on gender equality.

Equality between women and men is a fundamental value of the EU. Therefore, the CNIC aligns itself with the EIGE's vision, which is to "Make equality between women and men a reality for all Europeans and beyond."

As an autonomous institution, the EIGE operates within the framework of EU policies and initiatives. The European Parliament and the Council of the EU defined the foundations of the Institute's objectives and tasks in their founding Regulations and assigned it the central role of addressing the challenges and promoting equality between women and men throughout the EU.

The CNIC wants to contribute to these objectives with the following guidelines:

1. Apply the EIGE tools in the Center's practice at all levels.
2. Determine the action measures in favor of Equality, non-discrimination and integration.
3. Prevent, channel and resolve cases of harassment that occur in the organization.
4. Encourage the professional development and scientific career of the people in the organization and improve the existing balance measures for their personal and professional life.

5. Raise awareness and give training in matters of Equality and Work-life balance at all levels of the organization.
6. Encourage the participation of agents at all levels when defining the measures and actions of the gender equality plan - may include holding dynamic seminars (joint or independent) with senior management and staff with leadership positions, with staff in Human Resources and Communication, teaching and / or research staff and students, among others.
7. Establish SMART objectives and measures a) Specific: b) Measurable c) Achievable d) Realistic e) Timebound
8. External audit on gender matters to review the annual achievement of the objectives

1. METHODOLOGY

1. 1. DEFINE

METHODS AND TOOLS

1.1.1. GENDER ANALYSIS

1.1.1.1 EQUALITY AGENTS

ACTION 1: FORMALLY APPOINT AGENTS OF EQUALITY

Equality Agents are all those individual positions, departments, committees or commissions to which this Equality Plan (EP) attributes specific powers or functions. At the CNIC, the following are designated as equality players:

The Equality Committee (EC)

The Coordinator Advisory Group (CAG)

The Office of Investigation (OI)

The Office of the Predoctoral Researcher (OPR)

The Department of Occupational Risk Prevention (ORP)

The Biosafety Service (BS)

The Human Resources Department (HR)

The Operating Committee of the CNIC management (OC)

SCHEDULE: Start of the Plan

RESPONSIBLE: EC / HR

TECHNICAL SUPPORT: HR

1.1.1.1. METHODS AND CHANNELS OF CONSULTATION

The following are established as methods of consultation:

- Regular meetings in the case of the Company Committee (CC), EC, CAG, OC
- Occasional communications between equality agents
- Regular and occasional communications to the staff

These are established as channels:

ACTION 2: COMMUNICATE TO THOSE RESPONSIBLE FOR THE CHANNELS THEIR PARTICIPATION IN THE EQUALITY PLAN AND PREPARE AN ACTION PLAN

- Participation of the indicated bodies and departments in the occasional meetings
- The institutional email
- The CNIC website
- PULSE magazine
- The news agencies hired by CNIC

- Scientific meetings or congresses
- The channels of science week
- The events held at the CNIC
- Institutional agreements
- Training Plan Calls
- Work contracts
- Purchase of goods and services contracts

1.1.1.2. COLLABORATORS

These are the people, institutions or bodies that can support the actions of the equality plan without having specific tasks assigned.

The CNIC designates as collaborating bodies without prejudice to others that may be incorporated: (ACTION 2)

- The ISCIII
- The Pro CNIC Foundation
- The institutions with agreements
- Trade unions
- The employees of the center, students, visiting scientists and other people linked to the center.

SCHEDULE: Start of the Plan

RESPONSIBLE: EC / HR

TECHNICAL SUPPORT: HR

- GENDER STATISTICS

The following data and statistics are considered relevant for the purpose of this equality plan:

- a) number of employees by gender, at all levels, by discipline, by function (including administrative / auxiliary staff) and by contractual relationship with the organization;
- b) average salaries by category and by gender;

- c) number of women and men in positions with decision-making power (Center Committees, Commissions and Working Groups, administrative and academic management bodies, evaluation committees)
- d) number of employed persons, by gender, that request/enjoy maternity or paternity leave or infant care leave, the duration of the leave, and how many have come back to work
- e) number of women and men with reduced working hours due to legal guardianship.

1.1.3. GENDER IMPACT ASSESSMENT

ACTION 3: COMMUNICATE TO THE CENTER'S DEPARTMENTS AND BODIES THE OBLIGATION TO CARRY OUT GENDER IMPACT ANALYSIS

The obligation to carry out a Gender Impact report for each process or strategic decision carried out in the center will be generally established, in the times determined for each case. These include:

- The foundation's budgets
- The tenders for the acquisition of goods and services
- The recruitment processes, including those for training calls

- Scientific events and relevant dissemination events aimed at the entire workforce or society in general.

-Institutional agreements.

SCHEDULE: June 1, 2021

RESPONSIBLE: HR

TECHNICAL SUPPORT: CNIC Departments

1.1.4. CONSULTATION OF INTERESTED PARTIES ON GENDER ISSUES

The following have been consulted for the elaboration of this plan:

El EC, the CAG, the Company Committee and the scientific areas of the CNIC.

The Plan has been established with the agreement of the Carlos III National Center for Cardiovascular Research (F.S.P) and the CNIC Company Committee.

1.2. VERIFICATION

METHODS AND TOOLS

1.2.1. GENDER SUPERVISION

Supervision in matters of gender corresponds to the CNIC's Equality Committee as a joint body of representatives appointed by the CNIC and by the Company Committee, the EC is a regulatory, negotiation and consultative body.

Employees' representatives are responsible for supervising the CNIC's compliance with the actions established in the equality plan, ensuring equal opportunities between men and women at the center.

The CNIC management is responsible for carrying out, as an executive body, the actions established in the equality plan and informing employees of the different gender indicators described in section 1.3.

1.2.2. GENDER ASSESSMENT

Annually the EC will carry out an evaluation of compliance with the actions outlined in the equality plan for each annuity.

The evaluation will establish the degree of compliance with each action and may agree to extend the actions of those objectives that have not been fully reached. (See section 2.9)

1.3. PLANIFICATION

METHODS AND TOOLS

1.3.1. INTEGRATION OF THE GENDER PERSPECTIVE IN THE PREPARATION OF BUDGETS

The CNIC's Economic Management department will provide a gender impact analysis in the preparation of the annual budgets and will include it in the corresponding financial reports.

1.3.2. INTEGRATION OF THE GENDER PERSPECTIVE IN PUBLIC PROCUREMENT

The Contracting Department of the CNIC will provide a gender impact analysis on the preparation of public tenders for the acquisition of goods and services.

1.3.3. GENDER INDICATORS

The following are established as gender indicators:

- number of women and men in decision-making bodies
- number of women and men in the evaluation panels

- number of women and men at the recruitment tables
- number of women and men beneficiaries of a decision
- salary
- category
- work schedule
- leaves of absence
- number of women and men participating in training sessions
- number of women and men of the contractors' staff
- Salary by category and gender of the contractors' personnel

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1.4. ACTION

METHODS AND TOOLS

1.4.1. TRAINING IN GENDER EQUALITY

ACTION 4: TRAINING PLAN

Equality agents will be offered training sessions on gender issues using the Institute for Women's course platform.

EC members will take a basic level course and an advanced level course throughout the duration of the plan.

The rest of the equality agents will take at least one basic level course.

<https://www.escuelavirtualigualdad.es/>

SCHEDULE: 31.12.2021

RESPONSIBLE: EC/SCIENTIFIC MANAGEMENT

TECHNICAL SUPPORT: HR

1.4.2. INSTITUTIONAL TRANSFORMATION SENSITIVE TO GENDER ISSUES

The management team and heads of the different departments, groups or units of the center must take a basic course on equality, which must be planned according to a training plan on gender. (ACTION 5 TRAINING PLAN)

On the agenda of all CAG meetings there will be a point to address specific issues related to gender equality, aimed at promoting equal work-life balance between men and women, non-discrimination and promoting the role of women in science, achievements, publications and awards granted to the researchers of the center, whenever there are relevant situations that affect scientific activity.

The coordinators of the areas will carry out a mentoring task with the junior research staff in order to make a differentiated follow-up of their careers. There will be at least one annual tutoring session.

ACTION 5: ANNUAL MENTORING OF JUNIOR RESEARCH STAFF

SCHEDULE: Annual

RESPONSIBLE: CAG

TECHNICAL SUPPORT: OI / Scientific Management

1.4.3. INCREASED AWARENESS ON GENDER ISSUES

1.4.3.1. COMMUNICATION PLAN

ACTION 6: WOMAN AND SCIENCE COMMUNICATION PLAN

A communication plan on women and science should be drawn up, addressing issues of gender equality, dissemination and awareness.

SCHEDULE: 31.12.2021

RESPONSIBLE: Communication

TECHNICAL SUPPORT: IT

1.4.3.2. EQUALITY MAILBOX

ACTION 7: EQUALITY MAILBOX

A mailbox will be created to receive suggestions on gender equality matters.

Proposals will be received by the EC, who must analyze their impact and viability within the legal framework of the foundation.

SCHEDULE: 31.12.2022

RESPONSIBLE: HR/EC

TECHNICAL SUPPORT: IT

1.4.4. CREATION OF THE “WOMEN IN SCIENCE” WORK GROUP

2. AREAS OF ACTION

2.1. STAFF RECRUITMENT

Within the CNIC's strategy and the reality of the job market of a population based on diversity, integration, professionalization and non-discrimination, as established in its Recruitment Manual and Hiring Policy, the CNIC will guarantee quality in the personnel selection and recruitment processes in accordance with the criteria of Equality - non-discrimination, and the specifications established in the European Charter for Researchers and the Code of Conduct for the recruitment of researchers.

The CNIC also incorporates the Euraxess OTMR policies: <https://euraxess.ec.europa.eu/europe/news/new-open-transparent-and-merit-based-recruitment-researchers-otm-r>

The CNIC will guarantee that the means and sources of recruitment comply with the quality levels and the regulations regarding free access to the employment of possible candidates.

Likewise, the CNIC will guarantee that external third parties related to employment are informed and comply with the Equality Policies.

The CNIC will ensure that the recruitment profiles are adapted to the strategic actions determined to favor the Equality Policies.

The actions of this plan related to the recruitment will receive the nomenclature Action Sn^o

ACTION S1. AFFIRMATIVE ACTION IN THE STAFF RECRUITMENT CALL:

In the staff recruitment processes for the categories of the scientific career, managerial staff and heads of the management area, unit heads and senior technical staff, a gender impact report will be carried out. When in the category corresponding to the position, there is an underrepresentation of a gender, whether it be men or women, below 40%, the call will reserve 5% of the score and award it to the underrepresented gender. This action is also aimed at promoting awareness and visibility of the composition of the provisional categories by gender.

The periods corresponding to maternity or paternity leave, risk during pregnancy or lactation will be computed for the purpose of extending the evaluation periods established in the call. Additionally, they will be extended by one year and six months for mothers for each child (in addition to the leaves taken). In the case of the father (or second parent), the merit evaluation period will be extended by 1 year for each child (including the leaves taken). In the case of single-parent families, the evaluation period will be extended by 2 years (in addition to the leaves taken).

SCHEDULE: From the effective date of the plan

RESPONSIBLE: The office of Investigation

TECHNICAL SUPPORT: Convener Department. HR.

ACTION S2. AFFIRMATIVE ACTION IN ASSESSMENT

According to the provisions of the European Charter for Research Personnel and the Code of Conduct for the Recruitment of Researchers, a gender criterion will be included. This criterion consists in favoring, in the event of a tie between applicants, the gender less represented in the category that corresponds to that summoned position.

Recruitment

The recruitment committees must join together members with different levels of experience and skills, have an adequate balance between men and women and, for certain profiles of Researchers responsible for strategic lines, include members from different backgrounds and disciplines, and possibly even different international levels, and with adequate experience to evaluate the candidate. Whenever deemed necessary, external expert panels and personal interviews will be used. The members of the evaluation commissions will be trained on equality and non-discrimination in order to prevent the interviewers from asking questions that could lead to discriminatory treatment.

Transparency

Applicants must be informed, prior to recruitment, about the hiring process and recruitment criteria, the number of positions available, and career development prospects. Likewise, after the recruitment process, they must be informed about the strengths and weaknesses of their applications.

Assessment of merits

The recruitment process must take into consideration the full range of the applicants' experience, taking into account their general potential as a professional, their creativity and their level of independence to carry out their duties.

This means that merits should be judged both qualitatively and quantitatively, focusing on results that stand out from a diversified career path rather than just the number of publications. Thus, the importance of bibliometric indices must be considered correctly within a series of broader evaluation criteria that includes teaching, supervision tasks, teamwork, knowledge transfer, research management and innovation, and public awareness and outreach activities. For aspiring business people, particular attention should be paid to contributions to patents, development or inventions.

SCHEDULE: From the effective date of the Equality Plan

RESPONSIBLE: HR

TECHNICAL SUPPORT: Convener Department. HR

ACTION S3. AFFIRMATIVE ACTION IN THE ASSESSMENT OF CURRICULAR INTERRUPTIONS DUE TO MATERNITY OR PATERNITY REASONS.

Professional career interruptions or chronological variations in candidates' CVs should not be penalized, but should be seen as part of professional development and, therefore, as a potentially valuable contribution to the professional development of research staff towards a multidimensional career path. Thus, applicants must be able to present duly documented CVs reflecting a representative series of achievements and qualifications appropriate to the position applied for. In order to advance in this aspect and allow for a specific assessment of it, the recruitment processes will introduce affirmative action criteria that take into account the interruption of the professional and/or scientific career for reasons related to family care or maternity or paternity. The periods of evaluation of merits will be extended by one year and six months for mothers for each child (in addition to the leaves taken). In the case of the father (or second parent), the merit evaluation period will be extended by 1 year for each child (including the leaves taken). In the case of single-parent families, the evaluation period will be extended by 2 years (in addition to the leaves taken).

SCHEDULE: BEFORE 31.01.2021

RESPONSIBLE: HR

TECHNICAL SUPPORT: Recruitment Department, IT Department.

ACTION S4. AFFIRMATIVE ACTION IN THE APPOINTMENT OF THE RECRUITMENT COMMITTEES:

Once the gender parity in the recruitment committees has been achieved in the previous equality plan, the new plan aims to advance in achieving gender balance by favoring the less represented gender in each category. The concrete action consists in appointing recruitment committees with a superior representation of the under-represented gender in the category requested, whenever possible according to the gender impact analysis and that the qualitative composition of the committees or the technical preparation of their members is not impaired.

SCHEDULE: Before 31.12.2021

RESPONSIBLE: HR

TECHNICAL SUPPORT: Recruitment Department, OI

2.2. TRAINING

The CNIC's training programs will be designed to guarantee effective equal access to training for women and men in the scope of the organization's own research activity.

The training programs will be accessible to the entire workforce in accordance with the CNIC's general strategies and with the specific strategies to promote the Equality Policies.

The training programs for research personnel, technical personnel and other staff of the Center must guarantee the Equality Policies of third parties involved in them when dealing with external organizations.

The CNIC will seek at all times to eliminate possible obstacles and personal difficulties that affect employees in getting access to training.

The CNIC will conduct, through the scientific management department and the HR department, the follow-up of the training programs, in order to detect and eliminate possible situations of discrimination.

The actions of this plan related to training will receive the nomenclature Action Fn^o

ACTION F1: AFFIRMATIVE ACTION IN THE CALLS.

In the calls for courses and programs of *CNIC-joven*, reserve a percentage of the positions for applicants who are in periods of maternity, paternity, risk during pregnancy or lactation or leave to care for children or dependents. Applications for admission to programs or courses must include a specific section for this purpose. The reserved percentage will be similar to the percentage of staff in this situation during the last financial year.

SCHEDULE: Before 12/31/2021

RESPONSIBLE: Scientific management.

TECHNICAL SUPPORT: Scientific Training Department

ACTION F2: ON LINE COURSES.

Establish an online modality for training courses, which is possible due to their nature, so that people on maternity leave, paternity leave, risk during pregnancy, risk during breastfeeding and leave for childcare or dependents or situations of work-life balance, can access these courses.

SCHEDULE: Before 31.12.2021

RESPONSIBLE: Scientific Management / HR

TECHNICAL SUPPORT: Scientific Management

ACTION F3: AFFIRMATIVE GENDER BALANCING ACTION IN THE TRAINING PROGRAMS.

A gender impact report will be included in each call and, at the discretion of the Equality Committee, the appropriate measures to guarantee gender equality will be implemented. Also, in all calls for the CNIC's own training programs, an explicit gender balance clause will be included, that guarantees at least 40% of positions for the least represented gender.

SCHEDULE: Before 31.12.2021

RESPONSIBLE: Scientific Management / HR

TECHNICAL SUPPORT: SCIENTIFIC MANAGEMENT

2.3. SALARY

The content of this section will be adapted to those provisions mentioned in the Royal Decree 902/2020, of October 13th, on equal pay between women and men.

The purpose of this royal decree is to establish specific measures to make effective the right to equal treatment and non-discrimination between women and men in remuneration matters, developing mechanisms to identify and correct discrimination in this area and fight against it, promoting the necessary conditions and eliminating existing obstacles, according to the provisions of articles 9.2 and 14 of the Spanish Constitution and in accordance with the provisions of Regulation (EU) 2016/679 of the European Parliament and of the Council of the EU, of April 27th, 2016, regarding the protection of natural persons with regard to the processing of personal data and the free circulation of this data and by which Directive 95/46 / EC (General Data Protection Regulation) and Organic Law 3/2018, of December 5, on Protection of Personal Data and guarantee of digital rights, is repealed.

This royal decree is applicable to the CNIC in as much as its scope is limited, to labor relations, regulated in the revised text of the Employees' Statute Law, approved by Royal Legislative Decree 2/2015, of October 23rd, this being the norm applicable to the labor relations of the CNIC as established in art. 27 of the Statutes of the Foundation.

2.3.1. Principle of remuneration transparency and obligation of equal remuneration for work of equal value: in order to guarantee the effective application of the principle of equal treatment and non-discrimination in remuneration matters among all employees, women and men, companies and collective agreements (or when none are present, agreements about it), must integrate and apply the principle of remuneration transparency understood as that which, applied to the different aspects that determine the remuneration of employees and on its different elements, allows sufficient and significant information on the value attributed to this remuneration to be obtained.

2.3.2. The principle of remuneration transparency is intended to identify discrimination, when applicable, both direct and indirect, particularly those due to incorrect job evaluations, which occurs when performing a job of equal value in accordance with the following articles, a lower remuneration is received without this difference being objectively justified with a legitimate purpose and without the means to achieve this purpose being adequate and necessary.

2.3.3. The principle of remuneration transparency will be applied, at least, through the instruments regulated in this Royal Decree: the remuneration records, the remuneration audit, the job evaluation system of the professional classification contained in the company and in the collective agreement that is applicable and the employees' right to information.

2.3.4. The obligation of equal pay for work of equal value.

2.3.4.1. The principle of equal pay for work of equal value in the terms established in article 28.1 of the Employees' Statute binds all companies, regardless of the number of employees, and all collective agreements and company agreements.

2.3.4.2. According to article 28.1 of the Employees' Statute, a job will have the same value as another when the nature of the functions or tasks actually requested, the educational, professional or training conditions required for its exercise, the factors strictly related to its performance and the working conditions in which such activities are actually carried out are equivalent:

- a) The nature of the functions or tasks is understood to be the essential content of the employment relationship, both in accordance with the provisions of the law or in the collective agreement and in response to the actual content of the activity carried out.
- b) Educational conditions are understood to be those that correspond to regulated qualifications and are related to the development of the activity.
- c) Professional and training conditions are understood to be those that can serve to prove the qualification of the employee, including experience or non-regulated training, as long as it is connected with the development of the activity.

d) Working conditions and factors strictly related to performance are understood to be those different from the above that are relevant to the performance of the activity.

2.3.4.3. For such purposes, other factors and conditions may be relevant, in a non-exhaustive manner, pain and difficulty, forced postures, repetitive movements, dexterity, meticulousness, isolation, economic responsibility as well as the one related to the well-being of people, versatility or extensive definition of obligations, social skills, care and attention skills for people, the ability to resolve conflicts or organizational skills, to the extent that they satisfy the requirements of adequacy, totality and objectivity referred to in the following section in relation to the job they value.

2.3.4.4. A correct evaluation of the job positions requires that the criteria of adequacy, completeness and objectivity be applied. The adequacy implies that the relevant factors in the assessment must be those related to the activity and that actually concur in it, including the necessary training. The totality implies that, in order to ascertain whether there is equal value, all the conditions that distinguish the job must be taken into account, without any of them becoming invisible or underestimated. Objectivity implies that there must be clear mechanisms that identify the factors that have been taken into account in setting a certain remuneration and that do not depend on social factors or assessments that reflect gender stereotypes.

2.3.5. The instruments of remuneration transparency. The actions related to remuneration will be designated with the nomenclature Action Rn^o

ACTION R1. REMUNERATION REGISTRY

SCHEDULE: Before the entry into force of the Royal Decree 902/2020, of October 13th, on equal pay between women and men. (April 14th, 2021)

RESPONSIBLE: Company Committee/ HR

TECHNICAL SUPPORT: Personnel Department

2.3.5.1. According to the provisions of article 28.2 of the Employees' Statute, the CNIC will prepare a remuneration record for all of its staff, including management personnel and senior officials. The purpose of this registry is to guarantee transparency in the configuration of perceptions, in a faithful and up-to-date manner, and adequate access to remuneration information, through the documented preparation of data averaged and disaggregated by sex.

2.3.5.2. The remuneration record must include the average values of salaries, salary supplements and extra-salary perceptions of the staff, disaggregated by gender and distributed according to the provisions of article 28.2 of the Employees' Statute.

For this purpose, it is necessary to establish the arithmetic mean and the median of what is actually received for each of these concepts in each professional group, professional category, level, position or any other applicable classification system. In turn, this information must be disaggregated according to the nature of the remuneration, including base salary, each of the supplements and each of the extra-salary perceptions, specifying each perception in a differentiated way.

2.3.5.3. Access to the registry will be provided to employees through the legal representation of the employees, as employees have the right to know its full content.

2.3.5.4. The reference period will generally be the calendar year, without prejudice to any modifications that may be necessary in the event of substantial alteration to any of the elements that make up the registry.

2.3.5. 5. The document containing the registry may have the format agreed between the CNIC and the company committee or, otherwise, the one established on the official web pages of the Ministry of Labor and Social Economy and the Ministry of Equality.

2.3.5.6. The legal representation of the employees must be consulted, at least ten days in advance, prior to the preparation of the registry.

Likewise, and with the same notice, it must also be consulted when the record is modified.

2.3.6. Remuneration record of companies with a remuneration audit.

The companies that carry out remuneration audits will have a remuneration record with the following peculiarities in relation to article 5.2:

- a) The record must also reflect the arithmetic means and the medians of the groupings of jobs of equal value in the company, in accordance with the results of the job evaluation described in articles 4 and 8.1.a) even if they belong to different sections of the professional classification, broken down by gender and disaggregated according to the provisions of the aforementioned article 5.2.
- b) The record must include the justification referred to in article 28.3 of the Employees' Statute, when the arithmetic mean or the median of the total remuneration in the company of employees of one sex is higher than those of the other by, at least, 25 percent.

2.3.7. Remuneration Audit

In 2019 the Court of Accounts carried out a complete audit adapted to the provisions of article 46.2.e) of Organic Law 3/2007, of March 22nd, for the effective equality of women and men.

The objective of the remuneration audit was to obtain the necessary information to verify whether the remuneration system of the company, in a transversal and complete manner, complied with the effective application of the principle of equality between women and men in matters of remuneration. It also made it possible to define the needs to avoid, correct and prevent existing obstacles and difficulties or those that could arise in order to guarantee equal remuneration, and ensure transparency and monitoring of this remuneration system.

Considering that the remuneration structure of the center has not been modified since the issuance of the corresponding audit report of the Court of Accounts dated April 30th, 2020, and in order not to duplicate the actions and expedite the application of the measures that

of it may arise, an agreement was reached to give validity, for the purposes of compliance with the provisions of art. 7 and 8 of Royal Decree 902/2020, of October 13th on equal pay between women and men, to the aforementioned audit of the Court of Accounts.

The referenced remuneration audit will be valid for this equality plan, unless a relevant change in the remuneration structure of the center makes it necessary, in the opinion of the parties signing this plan, to create a new audit prior to the expiration of the plan.

Article 8 of the RD establishes the content of the remuneration audit in the following terms:

1. The remuneration audit involves the following obligations for the company:

a) Carrying out the diagnosis of the remuneration situation in the company. The diagnosis requires:

1. An adequate evaluation of job positions.

In this regard, the parties consider that the CNIC's job evaluation system complies with the requirements established in art. 8 of Royal Decree 902/2020, of October 13th, on equal pay between women and men. Such that, it makes "a global estimate of all the factors that concur or may concur in a job, taking into account their incidence and allowing the assignment of a score or numerical value to it." The valuation factors have been "considered objectively and are necessarily and strictly linked to the development of the work activity".

The assessment is considered appropriate to the sector of the activity, type of organization of the company and other characteristics that may be significant for these purposes, regardless, in any case, of the type of employment contract with which the positions are to be filled.

However, it should be noted that the CNIC, included according to the budgetary regulations in the system of authorization of the salary bill by the Ministry of Finance, lacks a regulated system of professional promotion when it comes to accessing higher-category positions and therefore needs to obtain such positions in open calls that guarantee the principles of publicity, merit and ability to access the public position.

2.º According to the analysis carried out by the audit of the Court of Accounts of 2019, the salary differences at the CNIC that result from the analysis do not derive from a deficient valuation of positions as clarified in the allegations of the final report, but they correspond to market factors and individual negotiation of salaries within the salary range of each category, a range that fluctuates between a minimum and a maximum salary established in accordance with criteria of efficient expenditure management, according to the mandate conferred by the Foundation's Statutes to the management bodies of the Foundation. The relevance of this factor in the remuneration differences implies that gender differences can be observed between the different categories, differences that in 1/3 of the categories are favorable to women and in 2/3 to men. These remuneration differences will be monitored annually to try to apply corrective measures within the legal framework

ACTION R2: STUDY OF THE SALARY STRUCTURE IN THE COLLECTIVE AGREEMENT

SCHEDULE: Adapted to the negotiation of the Collective Agreement

RESPONSABLE: Company Committee / HR

TECHNICAL SUPPORT: Personnel Department

No deficiencies or inequalities have been observed at the CNIC in the design or use of work-life balance and joint responsibility measures in the company, or difficulties for professional or economic promotion derived from other factors such as discretionary business actions in matters of mobility or the requirements of availability not justified.

It is worth noting the impossibility of internal promotion by simply evaluating the performance of CNIC employees. This is due to the application of the budgetary rules of replacement rate and salary mass that establish the need to convene all the positions in a competitive competition regime, this being the only way to access a higher category position.

b) Establishment of an action plan for the correction of remuneration inequalities, with determination of objectives, specific actions, schedule and person or persons responsible for their implementation and monitoring. The action plan must contain a system for monitoring and implementing improvements based on the results obtained.

ACTION R3: ACTION PLAN FOR THE CORRECTION OF SALARY INEQUALITIES

An action plan to correct inequalities in pay will be negotiated with the RLT (the representatives of the employees).

SCHEDULE: Before 12/31/2021

RESPONSIBLE: Company Committee / HR

TECHNICAL SUPPORT: Personnel Department

ACTION R4: AFFIRMATIVE ACTION IN ESTABLISHING SALARIES FOR NEW EMPLOYEES

In order to comply with the strict criteria of equal pay in the recruitment process carried out during the term of this plan, and without prejudice to the measures that may be negotiated in relation to the employees who already belong to the company, the following affirmative action measures for recruitment, that will be carried out after the entry into force of this plan, will be adopted.

When employees are hired for a position in a category in which the average salary of their gender is lower than the average of the category, that employee will receive a salary that is at least the average of the best-paid gender in that same category.

SCHEDULE: Starting from the entry into force of this plan

RESPONSIBLE: HR

TECHNICAL SUPPORT: Personnel Department

Section 3.^a Transparency in collective bargaining

ACTION R5: ASSESSMENT OF JOB POSITIONS IN THE COLLECTIVE AGREEMENTS.

According to the provisions of article 22.3 of the Employees' Statute, with the purpose of verifying that the definition of professional groups complies with criteria and systems that guarantee the absence of direct and indirect discrimination between women and men and the correct application of the principle of equal pay for work of equal value, the negotiating tables of collective agreements must ensure that the factors and conditions concurring in each of the professional groups and levels respect the criteria of adequacy, completeness and objectivity, and the principle of equal remuneration for positions of equal value in the terms established in article 4 of the RD.

SCHEDULE: Coinciding with the negotiation of the Collective Agreement.

RESPONSIBLE: Company Committee/ HR

TECHNICAL SUPPORT: Personnel Department

2.3.8. Equal pay for part-time employees.

Part-time employees have the same rights, including remuneration, as full-time employees. In this sense, the principle of proportionality in the remuneration received will be applicable when required by the purpose or nature of these and thus established by a legal or regulatory provision or by the collective agreement. Any proportional reduction must also guarantee that there won't be any negative impact on the use of rights related to maternity and the care of minors or dependents.

2.3.9. Sensitization of management personnel and those with responsibilities regarding human resources within companies, facilitating an adequate evaluation of jobs and an adequate negotiation of collective agreements.

ACTION F5. TRAINING PLAN

The training plan will include training on equality for senior managers and those with human resources responsibilities within the CNIC (including group and unit heads, managers of the management area, etc.).

2.3.10. Additional provisions for future actions and procedures to be implemented.

The remaining provisions of the aforementioned RD will be taken into consideration in the future development of initiatives and procedures on equality:

Second additional provision. Analysis of the effectiveness of the fight against the salary gap.

Meetings will be held every semester between the most representative trade unions and business organizations and a representative of the Ministry of Labor and Social Economy, as well as the Ministry of Equality, though, where appropriate, the Institute for Women and Equality of Opportunities, to analyze the effectiveness of the fight against the salary gap and the way in which this royal decree has been applied in order to guarantee the correct implementation of the principle of equal pay between women and men.

Third additional provision. Technical guide for carrying out remuneration audits.

The Institute for Women and Equal Opportunities, in collaboration with the most representative trade unions and business organizations, will prepare a technical guide with indications for conducting pay audits with a gender perspective.

Fourth additional provision. Staff at the service of the public administrations.

The provisions of this regulation will be applicable to labor personnel at the service of public administrations, in accordance with the peculiarities established in their specific legislation.

Sole transitory provision. Gradual application of the royal decree to remuneration audits.

The application of the provisions of this royal decree for remuneration audits will follow the same gradual application as for the application of equality plans, as configured in the twelfth transitional provision of Organic Law 3/2007, of March 22nd.

First final provision. Job evaluation procedure.

1. Within a period of six months from the entry into force of this royal decree, a procedure should be approved to evaluate the different job positions, through an order issued at the joint proposal of the persons in charge of the Ministries of Labor and Social Economy and the Ministry of Equality.
2. Where appropriate, this ministerial order may provide that the evaluation of the job positions carried out complies with the formal requirements set forth in these regulations, when the procedure referred to in the first section of this final provision has been applied to carry it out.

2.3.11. General considerations regarding remuneration.

According to the current regulatory framework, access to a staff position is done through an application for public competitive calls governed by the principles of free application, publicity, merit and capacity.

Therefore, the CNIC does not have an internal professional promotion system applicable to the center's professionals.

The Company Committee and the CNIC management will work together, through the negotiation of a collective agreement, or specific agreements between the parties until the agreement is signed, to create an internal promotion system with gender criteria adapted to the provisions of the RD on equal pay.

ACTION R6. INTERNAL PROMOTION SYSTEM AND PROFESSIONAL CAREER IN THE COLLECTIVE AGREEMENT.

SCHEDULE: It depends on the signing of the collective agreement and the subsequent authorization from the Ministry of Finance

Responsible: CC / CNIC Management

Technical Assistance: HR

Authorization: Ministry of Finance

2.4. ORGANIZATION

The CNIC will try to establish and maintain organizational models that make it possible to balance research activity and work-life balance policies. In order to promote the career and research activity, the CNIC will guarantee the Equality Policy and adopt measures in all the activities of the organization, whether research, technical or administrative. Likewise, the CNIC will establish mechanisms to achieve parity in the management bodies, committees and scientific or management forums. Extra administrative support will be provided to research personnel who have to be part of various committees. This support will be proportional to the dedication to these functions. In the case of being part of more than two committees, commissions or working groups, extra administrative assistance to cover the dedication to these committees may be requested to the OI.

Actions in this organizational sphere are assigned the nomenclature: ACTION Onº

ACTION O1: Establish the criterion of gender parity in the successive renewals of the Coordinator Advisory Group. Parity will reach both the permanent Coordinators of the CAG as well as the group of Invited Researchers.

Following the guidelines set by the previous Equality Plan, the CAG must be a joint body on gender issues. This parity must be maintained throughout the duration of the plan.

SCHEDULE: During the whole duration of the plan

RESPONSABLE: Scientific Management

SOPORTE TÉCNICO: HR Department/Scientific Management Department

ACTION O2: Maintenance of gender parity reached in the scientific commissions and working groups of the units to carry out a gender diagnosis and adopt measures aimed at parity.

SCHEDULE: Permanent

RESPONSIBLE: Scientific Management / HR Department

TECHNICAL SUPPORT: Scientific Management

ACTION 3: Achieve gender parity in the composition of the Scientific Advisory Board (SAB).

Since January 2020, the SAB, chaired by Dr. Karin Sipido, is made up of 8 male scientists and 5 women scientists. In successive renewals of members, an attempt will be made to achieve gender parity in the composition of this group.

SCHEDULE: Permanent

RESPONSIBLE: Scientific Department

TECHNICAL SUPPORT: Scientific Management

ACTION O4: Committees with employee representation

An attempt will be made to achieve, in collaboration with the employees' representatives, gender parity in the Office of the Predoctoral Researcher, in the Company Committee, the Anti-Harassment Committee, the Equality Committee and the Occupational Health and Safety Committee, and maintain this criteria in their renewals throughout the duration of the plan.

SCHEDULE: Permanent

RESPONSIBLE: Company Committee/CNIC Management

TECHNICAL SUPPORT: HR/Scientific Management

ACTION O5. Equality Delegates

The CNIC will appoint employees in charge of ensuring compliance with the rules of this plan in their respective areas. The delegates will be coordinated by the Equality Committee and will receive adequate training for their functions, which will include informing the EC of any situation that affects compliance with this plan, collaborating in the evaluation of compliance and helping in the dissemination of content of this plan in their respective areas.

A delegate will be appointed for each functional area of the center with a total of 4 people:

- Clinical research
- Basic research
- Units
- Management and services

Delegated persons do not participate in EC meetings nor do they have the right to vote in them as they act as delegates of this body.

Include the role of observers in job interviews to ensure that discriminatory situations do not occur.

SCHEDULE: 31.12.2022

RESPONSIBLE: Company Committee/CNIC Management

TECHNICAL SUPPORT: HR/Scientific Management

ACTION O6: Agenda of the Executive Committee of the Board of Trustees and the SAB

With the aim of contributing to raise awareness on gender equality in the sphere of the governing bodies, a point on “Gender Equality” will be included on the agenda of the Board's Delegate Committee whenever there are relevant issues that must be dealt with regarding this. This point will be addressed at each meeting, informing about the news and progress, if any.

Likewise, a Gender Equality point will be included in the annual meetings of the SAB, with the same content. In specific evaluations, parity will be guaranteed with respect to the members present at the evaluation meeting.

SCHEDULE: Starting from the entry into force of this plan

RESPONSIBLE: CNIC Management

TECHNICAL SUPPORT: HR/Scientific Management

2.5. WORK-LIFE BALANCE

The CNIC will work to reinforce, maintain and evolve its existing Work-life Balance Policy to guarantee compliance with the Equality Policy in accordance with the organization's strategy.

Likewise, the CNIC will ensure compliance with and guarantees of the Equality Policies of third parties involved in the development and implementation of the determined Work-life Balance measures.

Likewise, the CNIC will seek to eliminate obstacles and personal difficulties that may affect employees in the enjoyment and adoption of these measures, ensuring freedom of choice provided that the precise requirements for their fulfillment are met. Trying to use flexible systems at all times.

The CNIC will carry out, through joint meetings with the Company Committee, the monitoring, degree of compliance, evaluation and evolution of the measures implemented in the matter of work-life balance including remote working, in order to measure their effectiveness, detect, update measures and eliminate possible discrimination situations.

The CNIC will carry out, through joint meetings with the Company Committee, the monitoring, degree of compliance, evaluation and evolution of the measures implemented in the matter of work-life balance including telework, in order to measure their effectiveness, detect, update measures and eliminate possible discrimination situations.

A working group will be created with the RLT to establish a remote working plan adapted to Royal Decree-Law 28/2020, of September 22nd, on remote work, which will take the provisions of the Royal Decree-Law as a reference for the public sphere 29/2020, of September 29th, of urgent measures on remote working in Public Administrations and human resources in the National Health System to face the health crisis caused by COVID-19.

Through this chapter, the CNIC will guarantee compliance with the measures derived from the labor regulations that have an impact on this matter.

The actions in this matter will be designated with the nomenclature ACTION Cn°

ACTION C1: Remote Working Plan

SCHEDULE: Linked to the agreement between the parties

RESPONSABLE: Company Committee/HR

TECHNICAL SUPPORT:HR

2.5.1. Area of application. The employment relations to which Royal Decree-Law 28/2020 on distance work will be applicable will be those in which the conditions described in article 1.1 of the revised text of the Employees' Statute Law approved by the Legislative Royal Decree 2/2015, of October 23rd (the CNIC is in this area as established in art. 27 of the Foundation's Statutes), which are developed remotely on a regular basis. It will be understood that the remote work provided is regular, with a reference period of three months, a minimum of thirty percent of the work schedule, or the equivalent proportional percentage depending on the duration of the employment contract.

2.5.2. Definitions. For the purposes of what is established in the aforementioned royal decree-law, the following shall be understood as:

a) «remote work»: form of organization of work or carrying out the work activity at the employee's home or at another place chosen by

the employee, during the whole day or part of it, on a regular basis. b) «teleworking»: remote work that is carried out through the exclusive or prevalent use of computers, telematics and telecommunication means and systems. c) «on-site work»: work that is done at the workplace or in the place determined by the company.

2.5.3. Limitations in remote work. In employment contracts for minors and in internship and training and learning contracts, only one distance work agreement will fit that guarantees, at least, a fifty percent percentage of face-to-face service provision, without prejudice of the telematic development, where applicable, of the theoretical training linked to the latter.

2.5.4. Equal treatment and opportunities and non-discrimination. 1. People who carry out remote work will have the same rights that they would have had if they provided services in the company's workplace, except those that are inherent to the performance of the job in person, and may not suffer harm in any of their working conditions, including pay, job stability, working time, training and professional promotion. Without prejudice to the provisions of the previous paragraph, the people who work remotely, totally or partially, will have the right to receive, at least, the total remuneration established according to their professional group, level, position and functions, as

well as the supplements established for employees who only provide services in person, particularly those related to personal conditions, the results of the company or the characteristics of the job position. 2. People who carry out remote work must not suffer any prejudice or modification in the agreed conditions, specifically in terms of working time or remuneration, due to difficulties, technical or others not attributable to the employee, which could eventually occur, especially in the case of teleworking. 3. The CNIC will avoid any discrimination, direct or indirect, particularly on the basis of gender, of employees who provide services remotely. Likewise, the CNIC will take into account remote employees and their work characteristics in the diagnosis, implementation, application, monitoring and evaluation of equality measures and plans. 4. According to the provisions of the applicable regulations, the CNIC must take into account the particularities of remote work, especially telework, in the configuration and application of measures against sexual harassment, gender-based harassment, discriminatory and workplace harassment. In the development of measures to protect victims of gender-based violence, the possible consequences and particularities of this form of provision of services for the sake of protection should be taken into account especially within the capacity of business action in this area, and guarantee of socio-labor rights of these people. 5. People who perform remote work have the same rights as on-site employees in terms of work-life balance and joint responsibility, including the right to adapt to the work schedule established in article 34.8 of the Employees' Statute, so that work does not interfere with personal and family life.

2.5.5. Remote working voluntariness and remote working agreement.

1. Distance work will be voluntary for the employee and for the CNIC and will require the signing of the remote work agreement regulated in Royal Decree-Law 28/2020, which could be part of the initial contract or be carried out at a later time, without it being imposed in

application of article 41 of the Employees' Statute, all without prejudice to the right to remote working that may be recognized by legislation or collective bargaining. 2. The refusal of the employee to work remotely, or to return to on-site work and the difficulties for the actual development of the telework activity that are exclusively related to the change from on-site work to remote work, will not be justifying grounds for the termination of the employment relationship nor the substantial modification of working conditions. 3. The decision to work remotely from an on-site work modality will be reversible for the company and the employee. This reversibility may be carried out in the terms established in the collective bargaining or, failing that, in those established in the remote work agreement referred to in article 7 of the aforementioned RD.

2.5.6. Formal obligation of the remote work agreement.

1. The remote work agreement must be done in writing. This agreement may be incorporated into the initial employment contract or carried out at a later time, but in any case it must be formalized before the remote work begins. 2. The legal representation of the employees must receive from the company a copy of all distance work agreements that are made and their updates, excluding those data that, in accordance with Organic Law 1/1982, of May 5th, of civil protection of the right to honor, personal and family privacy and self-image, could affect personal privacy, in accordance with the provisions of article 8.4 of the Employees' Statute. The treatment of the information provided will be subject to the principles and guarantees provided in the applicable regulations on data protection. This copy will be delivered by the company, within a period not exceeding ten days from its formalization, to the legal representation of the

employees, who will sign it as proof of reception. Subsequently, this copy will be sent to the employment office. When there is no legal representation of the employees, a basic copy must also be formalized and sent to the employment office.

2.5.7. Content of remote work agreement

The minimum mandatory content of the remote work agreement, without prejudice to the regulation contained in this regard in collective agreements or agreements, will be the following: a) Inventory of the means, equipment and tools that the development of the agreed remote work requires, including consumable supplies and furniture, as well as the useful life or maximum period for their renewal. b) Enumeration of the expenses that the employee could have for the fact of providing services remotely, as well as a way of quantifying the compensation that the company must pay and the time and way in which it will do it, which will correspond, if any, with the provision contained in the applicable collective agreement or other agreement. c) Working hours of the employee and within it, where appropriate, availability rules. d) Percentage and distribution of on-site work and remote work, if applicable. e) Work center of the company to which the remote employee is assigned and where, when appropriate, they will carry out the on-site part of the working day. f) Remote work place chosen by the employee to carry out the remote work. g) Amount of time of notice for reversibility situations, if applicable. h) Means used by the company to control work. i) Procedure to follow in the event of technical difficulties that impede the normal development of remote work. j) Instructions issued by the company, with the participation of the legal representation of the employees, in matters of data protection, specifically applicable in remote work. k) Instructions issued by the company, prior information to the legal

representation of the employees, on information security, specifically applicable in remote work. I) Duration of the remote work agreement

2.5.8. Modification of the remote work agreement and order of priorities.

1. The modification of the conditions established in the remote work agreement, including the percentage of on-site work, must be agreed on by the company and the employee, formalizing it in writing prior to its application. This modification will be made known to the legal representation of the employees. 2. People who carry out remote work full-time and since the beginning of the employment relationship, will have priority to fill in jobs that are performed totally or partially on-site. In this sense, the CNIC will inform these people who work remotely and the legal representation of the employees of the vacant on-site jobs that come up. 3. The work agreements or collective agreements may establish the mechanisms and criteria by which the person working on-site can switch to remote work or vice versa, as well as preferences related to certain circumstances, such as those related to training, promotion and stability in the employment of people with functional diversity or with specific risks, the existence of multiple employment or multiple activities or the concurrence of certain personal or family circumstances, as well as the order of the priorities established in this Royal Decree-Law.

2.5.9. Right to Training.

1. The companies must adopt the necessary measures to guarantee the effective participation in the training actions of the people who work remotely, with equivalent terms to those of the people who provide services in the workplace of the company, having to attend to

the development of these actions, in as much as possible, to the characteristics of its provision of remote services. 2. The company must guarantee to the people who work remotely the necessary training for the proper development of their activity both at the time of formalizing the remote work agreement and when there are changes in the means or technologies used.

2.5.10. Right to professional promotion. People who work remotely will have the same rights to professional promotion, on the same terms, as those who provide services in person. The company must inform them, expressly and in writing, of the possibilities of promotion that may come up, be it on-site or remote work positions. At the CNIC, this right is subject to the budgetary rules applicable in the public sphere.

2.5.11. Right to sufficient endowment and maintenance of means, equipment and tools. 1. People who work remotely will have the right to the provision and adequate maintenance by the company of all the means, equipment and tools necessary for the development of the activity, in accordance with the inventory incorporated in the agreement referred to in article 7 of the RD and with the terms established, where appropriate, in the applicable work agreement or collective agreement. 2. Likewise, precise attention will be guaranteed in the case of technical difficulties, especially in the case of teleworking.

2.5.12. The right to payment and compensation of expenses. 1. The development of remote work must be paid for or compensated by the company, and cannot imply expenses for the employee, related to equipment, tools and means linked to the development of their work activity. 2. The work agreements or collective agreements may establish the mechanism for the determination, compensation or payment of these expenses.

2.5.13. Right to flexible hours in the terms of the agreement. According to the terms established in the remote work agreement and collective bargaining, regarding the mandatory availability times and the regulations on work and rest time, those who perform remote work may be more flexible regarding the established working hours.

2.5.14. Right to adequate time record. The time record system that is regulated in article 34.9 of the Employees' Statute, in accordance with the provisions of collective bargaining, must faithfully reflect the time that the employee who performs remote work dedicates to work activity, without prejudice of flexible hours, and must include, among others, the time of the start and end of the workday.

2.5.15. Application of preventive regulations in remote work. People who work remotely have the right to adequate protection in terms of safety and health at work, according to the provisions of Law 31/1995, of November 8th, on the Prevention of Occupational Risks, and its development regulations.

2.5.16. Risk assessment and preventive activity planning. 1. The risk assessment and the planning of the preventive activity of remote work must take into account the typical risks of this type of work, paying special attention to psychosocial, ergonomic and organizational factors. In particular, the distribution of the workday, the availability times and the guarantee of breaks and disconnections during the day must be taken into account. Risk assessment should only cover the area enabled to perform the job, not extending to the rest of the areas of the home or the place chosen for the development of remote work. 2. The company must obtain all the information about the risks to which the person who works remotely is exposed through a methodology that offers confidence regarding its results, and foresee the most appropriate protection measures in each case.

2.5.17. Right to privacy and data protection. 1. The use of telematic means and the control of work performance through automatic devices will adequately guarantee the right to privacy and data protection, in the terms anticipated in Organic Law 3/2018, of December 5th on Protection of Personal Data and guarantee of digital rights, in accordance with the principles of suitability, necessity and proportionality of the means used. 2. The CNIC cannot demand the installation of programs or applications on devices belonging to the employee, or the use of these devices to carry out remote work. 3. The CNIC must establish criteria for the use of digital devices, respecting in all cases the minimum standards for privacy protection in accordance with social practices and legally and constitutionally recognized rights. The legal representation of the employees must participate in its preparation. The work agreements or collective bargaining agreements may specify the terms within which employees can make use of the computer equipment made available to them by the company for the use of remote work, for personal reasons, taking into account the social uses of these means and the particularities of remote work.

2.5.18. Right to digital disconnection. 1. People who work remotely, particularly teleworking, have the right to digital disconnection outside of their working hours in the terms established in article 88 of Organic Law 3/2018, of December 5th. The company duty to guarantee disconnection entails a limitation of the use of technological means of business and work communication during rest periods, as well as respect for the maximum duration of the working day and any other limits and precautions related to working hours found on other agreements or legal regulations that can be applied. 2. After hearing the legal representation of employees, the CNIC will develop an internal policy aimed at employees, including those in managerial positions, in which they will define the modalities of the right to disconnection and training and awareness actions of the staff on a reasonable use of the technological tools that avoid the risk of

computer fatigue. Specifically, the right to digital disconnection will be preserved in cases of total or partial realization of remote work, as well as at the home of the employee linked to the use of technological tools for employment purposes. The work agreements or collective labor agreements may establish the appropriate means and measures to guarantee the effective use of the right to disconnection in remote work and the adequate organization of the working day in a way that is compatible with the guarantee of rest times.

ACTION C2. INTERNAL POLICY FOR RIGHT TO DISCONNECTION

2.5.19. Collective rights of people who work remotely. 1. Remote employees will have the right to exercise their rights of a collective nature with the same content and scope as the rest of the employees of the center to which they belong. For these purposes, collective bargaining may establish the conditions to guarantee the exercise of the collective rights of teleemployees, taking into account the singularities of their work, fully respecting the principle of equal treatment and opportunities of the those who work remotely and those who work on-site. 2. The company must provide the legal representation of the employees with the necessary elements for the development of their representative activity, including access to communications and email addresses for use in the company and the implementation of the virtual board, when compatible with the delivery method of remote work. The company must ensure that there are no obstacles for communication between teleemployees and their legal representatives, as well as with other employees. 3. It must be guaranteed that remote employees can participate effectively in the activities organized or convened by their legal representation or

by the rest of the employees for the defense of their labor interests, specifically their effective participation to exercise their right to vote in elections to legal representatives.

2.5.20. Data protection and information security. 1. Employees, who are working remotely, must comply with the instructions established by the company within the framework of the legislation on data protection, prior participation of the legal representation of the employees. 2. Employees must comply with the instructions on information security specifically set by the company in the field of remote work, previously informing their legal representation on this.

2.5.21. Conditions and instructions for the use and conservation of computer equipment or tools. Employees must comply with the conditions and instructions for use and conservation established in the company in relation to computer equipment or tools, within the terms that, where appropriate, are established in collective bargaining.

2.5.22. Corporate control powers. The CNIC may adopt the measures it considers most appropriate for surveillance and control when checking that the employee is complying with his/her obligations and work duties, including the use of telematic means, considering the employees' dignity in their implementation and application, and taking take into account, where appropriate, the real capacity of employees with disabilities.

2.5.23. Remote work in collective bargaining. 1. The collective agreement, or failing that, a specific agreement in this regard, will establish, in accordance with the specificity of the specific activity in the field of biomedical research, the identification of the jobs and functions that can be carried out through remote work, the conditions of access and performance of the work duties through this modality, the maximum duration of the remote work, as well as additional content on the remote work agreement and any other issues considered necessary to regulate. 2. The work agreement or other agreement will regulate a minimum percentage of on-site work for those working remotely, the possibility of reversibility to work at the company's premises, a percentage or reference period lower than those established in Royal Decree-Law 28/2020 in order to qualify as "regular" this modality of performing the work, a percentage of on-site work for the training contracts different from that provided for in the same, provided that they are not contracts with minors, as well as the possible extraordinary circumstances of modulation of the right to disconnect.

As a general rule at CNIC, teleworking is regulated as a work-life balance measure and will be implemented only at the request of the employee, provided that their position is included in the list of positions susceptible to remote work in the collective agreement or an agreement outside this agreement.

2.5.24. CNIC staff are not affected by the exception established in the second DA of RD 28/2020 relating to "Workforce at the service of Public Administrations". The provisions contained in the aforementioned royal decree-law will therefore be applicable to the CNIC's workforce, as public sector staff subject to the Employees' Statute.

2.5.25. Extension of the validity of article 6 of Royal Decree-Law 8/2020, of March 17th, of extraordinary urgent measures to deal with the economic and social impact of COVID-19. Article 6 of Royal Decree-Law 8/2020, of March 17th, which regulates the “MECUIDA” Plan with exceptional work-life balance measures, will remain in force until May 31st, 2021, without prejudice to future legal extensions.

Article 6. “MECUIDA” Plan.

1. Employees who demonstrate duties for the care of spouse or common-law partner, as well as relatives by consanguinity up to the second degree, will have the right to access the adaptation of their working day and/or to the reduction of the same in the terms provided in this article, when there are exceptional circumstances related to the actions necessary to prevent community transmission of COVID-19.

It is understood that such exceptional circumstances exist when the presence of the employee is necessary for the care of any of the persons indicated in the previous section who, for reasons of age, illness or disability, need personal and direct care as a direct consequence of the COVID-19. Likewise, it will be considered that there are exceptional circumstances when there are decisions adopted by the Government Authorities related to COVID-19 that imply the closure of educational centers or of any other nature that provide care or attention to the person in need thereof. It will also be considered that there are exceptional circumstances that require the presence of the employee, when the person who until now had been in charge of the direct care or assistance of the spouse or family member up to the second degree of the employee cannot continue to do so for justified reasons related with COVID-19.

The right provided in this article is an individual right of each of the parents or caregivers, which must have as a presupposition the shared responsibility of the care obligations and the avoidance of the perpetuation of roles, and must be justified, reasonable and proportionate in relation to with the situation of the company, particularly in the event that there are several employees in the same company who access it.

The conflicts that could arise by the application of this article will be resolved by social jurisdiction through the procedure established in article 139 of Law 36/2011, of October 10th, Regulating Social Jurisdiction. The exercise of the rights mentioned in this article is considered the exercise of work-life balance rights for all purposes.

2. *The right to adapt the work schedule due to care duties because of exceptional circumstances related to COVID-19 is a prerogative whose initial realization corresponds to the employee, both in its scope and in its content, as long as it is justified, is reasonable and proportionate, taking into account the specific care needs that the employee must provide, duly accredited, and the organizational needs of the company. Company and employee must do everything possible to reach an agreement.*

The right to adapt the work schedule may refer to the distribution of working time or to any other aspect of working conditions, the alteration or adjustment of which allows the employee to provide the attention and care that is the object of this article. It may consist of shift change, schedule alteration, flexible schedule, split or continuous schedule, change of work center, change of functions, change in the form of work provision, including the provision of remote work, or in any other change of conditions that is available in the company or that could be implemented in a reasonable and proportionate way, taking into account the temporary and exceptional nature of the measures contemplated in this regulation, which is limited to the exceptional period of duration of COVID-19.

3. *Employees will have the right to a special reduction in working hours in the situations provided for in article 37.6, of the Employees' Statute, when the exceptional circumstances provided for in the first section of this article occur, with the proportional reduction of their salary. Except for the peculiarities described below, this special reduction will be governed by the provisions of articles 37.6 and 37.7 of the Employees' Statute as well as by the rest of the rules that attribute guarantees, benefits, or specifications of any nature to people who access the rights established in these precepts.*

The reduction of the special working day must be communicated to the company 24 hours in advance, and it may include one hundred percent of the working day if necessary, without implying a change of nature for the purposes of applying the rights and guarantees established in the ordinance for the situation provided for in article 37.6 of the Employees' Statute.

In the event of reductions in working hours that reach 100%, the right of the employee must be justified and reasonable and proportionate in view of the situation of the company.

In the case established in article 37.6, second paragraph, it will not be necessary for the family member who requires attention and care not to be working.

4. *In the event that the employee is already taking advantage of an adaptation of their work schedule due to work-life balance, or a reduction in working hours due to the care of children or relatives, or of any of the work-life balance rights provided for in the labor law, including those established in article 37 itself, he/she may temporarily renounce it or have the right to have the terms of its use modified as long as the exceptional circumstances provided for in the first section of this article concur, and the request must be limited to the exceptional period of duration of the health crisis and accommodate the specific care needs that the employee must provide, duly accredited, as well as the organizational needs of the company, assuming that the request is justified, reasonable and proportionate unless proven otherwise.*

ACTION C3: Work-life balance in Public Competitions

Maintain an assessment for the work-life balance plans of the companies and request concrete of the measures in Public Competitions.

SCHEDULE: Permanent

RESPONSIBLE: General Services / HR

TECHNICAL SUPPORT: Hiring Department / Legal

ACTION C4: Dissemination and documentation of telework

Advertising Telework Plan on the CNIC website and incorporating it to the employment contract of those who will benefit from it.

SCHEDULE: Once approved.

RESPONSIBLE: HR

TECHNICAL SUPPORT: IT

ACTION C5: The tendency will be not to schedule meetings, seminars or group events before 10:00am or after 5pm, nor on weekends.

SCHEDULE: Permanent

RESPONSIBLE: Scientific Activities Committee, Scientific Management, Management, Scientific Department

TECHNICAL SUPPORT: All departments and units

2.6. RISK PREVENTION

The CNIC will guarantee compliance with the gender perspective in the workplace risk prevention policy and tools according to the center's risk prevention plan https://intranet.cnice.es/ext/docs/rrhh/plan_de_preencion.pdf. The CNIC agrees to verify the existing risk assessments, certifying that they include the woman's unique risks arising from breastfeeding and maternity situations.

The CNIC will try to carry out actions and informative and training sessions in relation to the health risks of women and men, focused on current issues related to the investigation, detection and diagnosis of diseases.

Actions in this area receive the nomenclature of ACTION PRn°.

ACTION PR1: Gender-specific health risks.

Maintain inclusion in medical check-ups and dissemination through different means of information, the information on specific risks to the health of women and men.

SCHEDULE: Permanent

RESPONSIBLE: Risk Prevention Department and Biosafety Service

TECHNICAL SUPPORT: External prevention service

ACTION PR2: Training in ORP

Continue in the biosafety courses with the contents dedicated to the risks related to maternity and especially those derived from pregnancy, childbirth and breastfeeding and other specific risks of each gender

SCHEDULE: Permanent

RESPONSIBLE: Risk Prevention Department and Biosafety Service

TECHNICAL SUPPORT: Prevention service

2.7. HARRASSMENT PREVENTION

The CNIC undertakes to ensure the prevention of all types of harassment or intimidation, be it professional, personal or sexual, within the Foundation.

In this sense, the CNIC is committed to the resolution of conflicts that arise in this matter under the premises of confidentiality, efficiency and equity, granting credibility, protection and dignity to the affected persons.

Consequently, the CNIC promises to update the protocol of action, duly publicized and known by the staff, which enables the necessary investigations to be carried out, solves the conflict and includes actions that facilitate or improve the personal and professional situation of the people subject to harassment.

Harassment is understood to be any type of unwanted behavior, verbal or physical, sexual or not, that is intended to or produces the effect of undermining the dignity of a person by generating an intimidating, degrading or offensive environment. Also considered harassment will be any repeated and intentional behavior aimed at harming an employee by publicly disseminating, by any verbal or written means, false rumors or unproven biased information that damages their professional prestige or personal dignity, endangers their job position, or may cause discredit or any other damage in their employment relationship or in their personal life.

Actions in this area will be assigned the nomenclature ACTION Anº

ACTION A1: Anti-harassment Protocol (modification)

Modification of the anti-harassment protocol to introduce new types of harassment, in accordance with the jurisprudential advances in the matter and the new modalities of working.

Propose to the anti-harassment committee the Modification of the protocol to adapt to the new types of harassment (such as cyberbullying, violation of the right to disconnect, etc.) in accordance with the jurisprudential advances in the matter and the new modalities of working.

SCHEDULE: Before 31.06.2021

RESPONSIBLE: Company Committee/HR

TECHNICAL SUPPORT: Risk Prevention Department and Biosafety Service

ACTION A2: Psychosocial risk evaluation.

Carry out an exhaustive evaluation of psychosocial risks, including those characteristics of working conditions that affect people's health through psychological and physiological mechanisms, which are called stress as part of the risk prevention policy of the center. This evaluation will be communicated to the employees' representatives. In the training plan courses also introduce content related to people management, emotional intelligence, conflict resolution, etc.

SCHEDULE: Before 31.12.2021

RESPONSIBLE: Risk Prevention Department and Biosafety Service

TECHNICAL SUPPORT: Prevention Service

ACTION A3: Communication to Department heads

Communication aimed at those who exercise their responsibility over people (bosses or heads of departments, groups, units, management, services) reinforcing the principles of the code of ethics related to people management.

SCHEDULE: Before 12/31/2021

RESPONSIBLE: HR Department

TECHNICAL SUPPORT: Prevention service

2.8. DISSEMINATION OF THE EQUALITY POLICIES AND THE ACTIONS OF THIS PLAN

The CNIC will work to reinforce and maintain its image as a guarantor of compliance with an Equality Policy in accordance with the organization's strategy.

The use of discriminatory language, images, stereotypes, roles, will be avoided at all times. Communication needs, the target audience and the content of the messages will be analyzed.

Regarding non-sexist language, the CNIC adheres to the linguistic norms of the Spanish language established by the Royal Spanish Academy (RAE).

The CNIC will ensure guarantees and compliance with the Equality Policies of companies, contractors, collaborating institutions or those intervening in the communication or dissemination processes.

Similarly, the CNIC will encourage its intervention in Forums, Congresses, Councils and Commissions in which the role of women in science and equality is promoted, to reinforce its Strategic Positioning in this matter.

The actions in this matter respond to the nomenclature of ACTION D1°.

ACTION D1. Insertion of a mention of the CNIC's commitment to equality and non-discrimination in all agreements and contracts.

SCHEDULE: Permanent

RESPONSIBLE: Purchasing Department, contracting and scientific management

TECHNICAL SUPPORT: HR

ACTION D2. Introduction of a mention of the CNIC's commitment to equality and non-discrimination in all training programs and in the credentials of predoctoral researchers or participants in these programs

SCHEDULE: Permanent

RESPONSIBLE: Scientific Management Department and HR

TECHNICAL SUPPORT: HR

ACTION D3. Introduction of a mention of the CNIC's commitment to equality and non-discrimination in the credentials of visiting scientists.

SCHEDULE: Permanent

RESPONSIBLE: Scientific Management Department and HR

TECHNICAL SUPPORT: HR

ACTION D4. Enhancement of the content dedicated to promoting initiatives aimed at enhancing the image of women in science on the new CNIC website.

SCHEDULE: Before 12/31/2021

RESPONSIBLE: Department of Communication, Department of scientific management and HR

TECHNICAL SUPPORT: IT

ACTION D5. Introduction of a clause related to the CNIC's commitment to equality and non-discrimination in matters of gender on the certificates issued by the foundation

SCHEDULE: Permanent

RESPONSIBLE: HR Department

TECHNICAL SUPPORT: Personnel Administration, Hiring

ACTION D6. CNIC Website

A specific entry for Gender issues will be created on the CNIC website.

SCHEDULE: 31.12.2023

RESPONSIBLE: HR, Communication, Scientific Management, Scientific Activities Commission

TECHNICAL SUPPORT: IT

ACTION D7. In PULSE magazine, a section for women and science will be created.

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SCHEDULE: 31.12.2021

RESPONSIBLE: Communication

TECHNICAL SUPPORT: Communication / HR

ACTION D8. On the CNIC's transparency page, a specific section will be created for issues and documents related to Gender equality.

SCHEDULE: 31.12.2021

RESPONSIBLE: HR

TECHNICAL SUPPORT: IT

TRANSPARENCIA

1.9. FOLLOW-UP

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The CNIC will promote an awareness and information line on Equality Policies.

The CNIC will facilitate internal dissemination and knowledge to staff about the contents of the Equality Plan, and the policies and measures that develop it, as well as the current regulatory framework in matters of work-life balance and equality.

To that effect, the CNIC will promote the incident mailboxes on the intranet and will create a new one for suggestions, that will channel, in an anonymous way, the concerns, statements and suggestions of employees in matters of Equality and work-life balance.

ACTION SE1: Increase frequency of EC meetings

In order to ensure better monitoring of compliance with this plan, the meetings of the Equality Committee that used to be twice a year, according to the current legislation, will now become quarterly since the start of this new plan.

SCHEDULE: Permanent

RESPONSIBLE: HR Department

TECHNICAL SUPPORT: IT

ACTION SE2: Information to staff.

The Equality Committee will communicate to the staff each of the actions of the equality plan that are being implemented, through the minutes of the Committee published on the intranet or by any other means deemed appropriate

SCHEDULE: Permanent

RESPONSIBLE: Equality Committee

TECHNICAL SUPPORT: EC Secretary

2.10. EVALUATION OF THE ACTIONS

The Equality Committee is responsible for the periodic evaluation of compliance with the plan and the impact of the actions implemented.

ACTION EV1: Annual evaluation of the equality plan and its update.

The IC will be responsible for the annual evaluation of the degree of compliance with the plan and the proposal of possible modifications or updates based on the observed results.

SCHEDULE: During the entire period of validity

RESPONSIBLE: Equality Committee

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TECHNICAL SUPPORT: All equality departments and agents

Madrid, March 8th 2021

NATIONAL CENTER FOR CARDIOVASCULAR RESEARCH (F.S.P)

LEGAL REPRESENTATION OF EMPLOYEES

TRANSPARENCIA

ACTION CHART

ACTIONS	SCHEDULE	RESPONSIBLES/TECHNICAL SUPPORT
1. METHODOLOGY		
1. FORMALLY APPOINT AGENTS OF EQUALITY	BEGINNING	EC-HR/RRHH
2. COMMUNICATE TO THOSE RESPONSIBLE FOR THE CHANNELS THEIR PARTICIPATION IN THE EQUALITY PLAN AND PREPARE AN ACTION PLAN	BEGINNING	EC-HR/HR
3. COMMUNICATE TO THE CENTER'S DEPARTMENTS AND BODIES THE OBLIGATION TO CARRY OUT A GENDER IMPACT ANALYSIS	01.06.2021	HR/DEPARTAMENTS
4. TRAINING PLAN	31.12.2021	EC-HR/HR
5. PERSONAL MENTORING PERSONAL OF JUNIOR RESEARCHER	ANNUAL	CAG/OI-SCIENTIFIC MANAGEMENT
6. WOMAN AND SCIENCE COMMUNICATION PLAN	31.12.2021/PERMANENT	COMMUNICATION/IT

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7. EQUALITY MAILBOX		31.12.2021/PERMANENTE	CI-RRHH/INFORMÁTICA
2. AREAS OF ACTION			
2.1. STAFF RECRUITMENT	S1. AFFIRMATIVE ACTION IN THE STAFF RECRUITMENT CALL, SCHEDULE: FROM THE EFFECTIVE DATE OF THE PLAN, RESPONSIBLE: OFFICE OF INVESTIGATION, TECHNICAL SUPPORT: CONVENER UNIT, HR	EFFECTIVE DATE	OI/CONVENER UNIT-HR
	S2. AFFIRMATIVE ACTION IN ASSESSMENT	EFFECTIVE DATE	OI/CONVENER UNIT-HR
	S3. AFFIRMATIVE ACTION IN THE ASSESSMENT OF CURRICULAR INTERRUPTIONS DUE TO MATERNITY OR PATERNITY REASONS	31.12.2021	HR/ RECRUITMENT-IT
	S4. AFFIRMATIVE ACTION IN THE APPOINTMENT OF RECRUITMENT COMMITTEES	31.12.2021	HR/RECRUITMENT-OI
2.2. TRAINING	F1. AFFIRMATIVE ACTION IN THE CALLS	31.12.2021	SCIENTIFIC MANAGEMENT/SCIENTIFIC TRAINING
	F2. ONLINE COURSE	31.12.2021	SCIENTIFIC MANAGEMENT/HR
	F.3. AFFIRMATIVE GENDER BALANCING ACTION IN THE TRAINING PROGRAMS	31.12.2021	SCIENTIFIC MANAGEMENT-HR/SCIENTIFIC MANAGEMENT
2.3. SALARY	R1. REMUNERATION REGISTRY	ROYAL DECREE 902/2020, OF OCTOBER 13 TH , ON EQUAL REMUNERATION BETWEEN	CC-HR/PERSONNEL ADMINISTRATION

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		WOMEN AND MEN (VALIDITY: APRIL 14 TH 2021)	
	R.2. STUDY OF THE SALARY STRUCTURE IN THE COLLECTIVE AGREEMENT	COLLECTIVE AGREEMENT	CC-HR/PERSONNEL ADMINISTRATION
	R3. ACTION PLAN FOR THE CORRECTION OF SALARY INEQUALITIES	31.12.2021	CC-HR/PERSONNEL ADMINISTRATION
	R4. AFFIRMATIVE ACTION IN ESTABLISHING SALARIES FOR NEW EMPLOYEES	BEGINNING	HR/PERSONNEL ADMINISTRATION
	R5. ASSESSMENT OF THE JOB POSITIONS IN THE COLLECTIVE AGREEMENTS.	COLLECTIVE AGREEMENT	CC-HR/PERSONNEL ADMINISTRATION
	R6. INTERNAL PROMOTION SYSTEM AND PROFESSIONAL CAREER IN THE COLLECTIVE AGREEMENT.	COLLECTIVE AGREEMENT/AUTORIZATION OF MINISTRY OF FINANCE	CC-CNIC MANAGEMENT / AUTHORIZATION HR: MINISTRY OF FINANCE
2.4. ORGANIZATION	O1: ESTABLISH THE CRITERIA OF THE GENDER PARITY IN THE SUCCESSIVE RENEWALS OF THE COORDINATOR ADVISORY GROUP. PARITY WILL REACH BOTH THE PERMANENT COORDINATORS OF THE CAG AS WELL AS THE GROUP OF INVITED RESEARCHERS.	DURATION OF PLAN	SCIENTIFIC DIRECTION/HR-SCIENTIFIC MANAGEMENT
	O2. MANTENENCE OF GENDER PARITY REACHED IN THE SCIENTIFIC COMMISSIONS AND WORKING GROUPS OF THE UNITS TO CARRY OUT A GENDER DIAGNOSIS AND ADOPT MEASURES AIMED AT PARITY.	PERMANENT	SCIENTIFIC DIRECTION/HR-SCIENTIFIC MANAGEMENT

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	O3. ACHIEVE GENDER PARITY IN THE COMPOSITION OF THE SCIENTIFIC ADVISORY BOARD (SAB).	TREND TOWARDS PARITY/PERMANENT	SCIENTIFIC DIRECTION/HR-SCIENTIFIC MANAGEMENT
	O4. COMMITTEES WITH EMPLOYEE REPRESENTATION	PERMANENT	COMPANY COMMITTEE-CNIC MANAGEMENT/HR-SCIENTIFIC MANAGEMENT
	O5. EQUALITY DELEGATES	31.12.2022	
	O6: AGENDA OF THE EXECUTIVE COMMITTEE OF THE BOARD OF TRUSTEES AND THE SAB RELATED TO GENDER EQUALITY.	EFFECTIVE DATE	CNIC DIRECTION/HR-SCIENTIFIC MANAGEMENT
2.5. WORK-LIFE BALANCE	C1. REMOTE WORK PLAN	LINKED TO AGREEMENT WITH CC	COMPANY COMMITTEE-HR/HR
	C2. INTERNAL POLICY FOR THE RIGHT TO DISCONNECT	31/10/2021	CNIC DIRECTION-CC/HR
	C3. WORK-LIFE BALANCE IN PUBLIC COMPETITIONS	SINCE ENTRY INTO FORCE	GENERAL SERVICES-HR/HIRING-LEGAL
	C4. DISSEMINATION AND DOCUMENTATION OF TELEWORK, ADVERTISING TELE WORK PLAN ON THE CNIC WEBSITE AND INCORPORATING IT ON THE CONTRACT OF THOSE WHO WILL BENEFIT FROM IT.	SINCE ENTRY INTO FORCE	HR/IT
	C5: THE TENDANCY WILL BE NOT TO SCHEDULE MEETINGS, SEMINARS OR GROUP EVENTS BEFORE 10AM OR AFTER 5PM, NOR ON WEEKENDS.	PERMANENT	SCIENTIFIC ACTIVITIES COMMISSION, SCIENTIFIC MANAGEMENT, MANAGEMENT, SCIENTIFIC DIRECTION/ALL DEPARTMENTS AND UNITS.

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2.6. OCCUPATIONAL RISK PREVENTION	PR1: GENDER SPECIFIC HEALTH RISKS.	PERMANENT	ORP-BIOSAFETY/EXTERNAL PREVENTION SERVICE
	PR2: ORP TRAINING	PERMANENT	ORP-BIOSAFETY/EXTERNAL PREVENTION SERVICE
2.7. HARRASSMENT PREVENTION	A1: ANTI-HARRASSMENT PROTOCOL (MODIFICATION)	30.06.2021	CC - HR/ ORP -BIOSAFERY
	A2: PSYCHOSOCIAL RISK EVALUATION	31.12.2021	ORP-BIOSAFETY/EXTERNAL PREVENTION SERVICE
	A3. COMMUNICATION TO DEPARTMENT HEADS	31.12.2021	HR / ORP
2.8. DISSEMINATION	D1. INSERTION OF A MENTION OF THE CNIC'S COMMITMENT TO EQUALITY AND NON-DISCRIMINATION IN ALL CONTRACTS AND AGREEMENTS.	PERMANENT	PURCHASING DEPARTMENT - RECRUITMENT – SCIENTIFIC MANAGEMENT / HR
	D2. INTRODUCTION OF A MENTION OF THE CNIC'S COMMITMENT TO EQUALITY AND NON-DISCRIMINATION IN ALL TRAINING PROGRAMS AND IN THE CREDENTIALS OF PRE-DOCTORAL RESEARCHERS OR PARTICIPANTS IN THESE PROGRAMS.	PERMANENT	SCIENTIFIC MANAGEMENT -HR / HR
	D3. INTRODUCTION OF A MENTION OF THE CNIC'S COMMITMENT TO EQUALITY AND NON-DISCRIMINATION IN THE CREDENTIALS OF VISITING SCIENTISTS	PERMANENT	SCIENTIFIC MANAGEMENT -HR /HR

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	D4. ENHANCEMENT OF THE CONTENT DEDICATED TO PROMOTING INITIATIVES AIMED AT ENHANCING THE IMAGE OF WOMEN IN SCIENCE ON THE NEW CNIC WEBSITE	31.12.2021	COMMUNICATION – SCIENTIFIC MANAGEMENT- HR / IT
	D5. INTRODUCTION OF A CLAUSE RELATED TO THE CNIC’S COMMITMENT TO EQUALITY AND NON-DISCRIMINATION IN MATTERS OF GENDER ON THE CERTIFICATES ISSUED BY THE FOUNDATION	PERMANENT	HR DEPARTMENT /PERSONNEL ADMINISTRATION - RECRUITMENT.
	D6. CNIC WEBSITE A SPECIFIC ENTRY ON GENDER ISSUES WILL BE CREATED ON THE CNIC WEBSITE.	31.12.2023	HR – COMMUNICATION – SCIENTIFIC MANAGEMENT – SCIENTIFIC ACTIVITIES COMMISSION/ IT
	D7. A SECTION FOR WOMAN AND SCIENCE WILL BE CREATED ON PULSE MAGAZINE.	31.12.2021	COMMUNICATION/ COMMUNICATION-HR
	D8. ON THE CNIC’S TRANSPARENCY PAGE, A SPECIFIC SECTION WILL BE CREATED FOR ISSUES AND DOCUMENTS RELATED TO GENDER EQUALITY.	31.12.2022	HR/IT
2.9. FOLLOW-UP	SE1. INCREASE FREQUENCY OF EC MEETINGS	PERMANENT	HR/IT
	SE2. INFORMATION TO STAFF.	PERMANENT	EC/EC SECRETARY
2.10. EVALUATION	EV1. ANNUAL EVALUATION OF THE EQUALITY PLAN AND ITS UPDATE.	PERMANENT	EC/DEPARTAMENT-EQUALITY AGENTS