

Diversity and Equality Plan Centre de Recerca Matemàtica (CRM)

February 2021

LETTER OF INTENT

EQUALITY PLAN. - COMMITMENT OF THE CONSORTIUM OF THE CENTRE DE RECERCA MATEMÀTICA

The Consortium of the Centre de Recerca Matemàtica (CRM) states its commitment to the establishment and development of policies that integrate equal treatment and opportunities between women and men, without directly or indirectly discriminating on the grounds of sex, as well as the promotion and promotion of measures to achieve real equality within our organization, establishing equal opportunities between women and men as a strategic principle of our Corporate and Human Resources Policy, in accordance with the definition of this principle that established the Organic Law 3/2007, of March 22, for effective equality between women and men, which literally provides that:

"The principle of equal treatment between women and men means the absence of any discrimination, direct or indirect, on the grounds of sex and, especially, those from motherhood, the assumption of family obligations and marital status."

This definition has been subsequently ups and down by Law 17/2015, of 21 July, on the effective equality of women and men, approved by the Parliament of Catalonia.

In each and every one of the areas in which the activity of this company is developed, from selection to promotion, through salary policy, training, working and employment conditions, occupational health, management of working time and conciliation, we assume the principle of equal opportunities between women and men, paying special attention to indirect discrimination, which we define as provided in both article 6.2 of state regulations and article 2.1) of the Catalan norm, previously cited:

"Indirect discrimination on the grounds of sex will be considered the situation in which an seemingly neutral provision, criterion or practice puts people of one sex at a particular disadvantage compared to other people of the other, unless such provision, criterion or practice can justify objectively in attention to a legitimate aim and that means to reach this aim are necessary and appropriate."

All decisions made in this regard will be reported and an image of the company will be projected in accordance with this principle of equal opportunities between women and men.

The stated principles will be put into practice through the promotion of equality



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measures or through the implementation of an Equality Plan that involves improvements with respect to the current situation, arbitration the corresponding monitoring systems, to advance in the achievement of real equality between women and men in the company and by extension, in society as a whole.

To carry out this purpose, there will be the representation of workers, who will be part of the Permanent Equality Commission, and will participate in the whole process of diagnosis, development and evaluation of the aioned equality measures or Plan of Equality.

A blue ink handwritten signature, which appears to be 'Lluís Alsedà', is written over a blue CRM logo. The logo consists of the letters 'C', 'R', and 'M' in a grid pattern, with a small 'R' in an orange square to the right. Below the letters, the text 'CENTRE DE RECERCA MATEMÀTICA' is visible.

Lluís Alsedà i Soler.

Director of the Centre de Recerca Matemàtica

As of December 2, 2019.

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1. PRESENTATION OF THE ORGANIZATION

Companion name	<i>Centre de Recerca Matemàtica</i>
Address	<i>Centre de Recerca Matemàtica, Bellaterra Campus, Building C 08193 Bellaterra (Barcelona)</i>
10/11/	<i>93 581 1081</i>
Fax	<i>93 581 2202</i>
Email	<i>crm@crm.cat</i>
Web	<i>www.crm.cat</i>
Main activity	<i>Research</i>
Number of locations	<i>1</i>

The aim of the Center for Mathematical Research is to promote research and advanced training in the field of mathematics, through collaboration and synergies with universities and research institutions in Catalonia, with the aim of being an international scientific reference in this field.

Its mission defines the CRM as an entity framed within the Catalan research system, promoting its collaboration with other active agents of the system, for example university mathematics departments. It becomes a transverse center in the without that of the his activity benefits the whole of mathematics research. The scientific policy of the CRM for the achievement of its mission has two axes of action included in its strategic plan and within the framework of the contract-program with the Generalitat de Catalunya:

- ❖ To support Catalan research groups, organizing activities that exceed their capacity, with international projection and welcoming visitors with whom they work together.
- ❖ Development of an independent research plan, with groups contracted by the Center, with strategic areas designed to cover weaknesses in mathematical research in Catalonia understood globally.

The CRM was created in 1984 by the Institut d'Estudis Catalans (IEC) as its own research center. In the same year, the IEC signed a collaboration agreement with the Autonomous University of Barcelona (UAB), under which the Center was physically located in some spaces of this university. In 1993, its own spaces for CRM were adapted to the Faculty of Sciences of the UAB with funding from CIRIT. For this reason, the agreement between the IEC and the UAB and the affiliation of the CRM to the UAB as a university institute is requested.

The agreement of the Government of the Generalitat of 9 July 2002 (DOGC no. 3693, of 6 August 2002) approved the constitution of the Centre de Recerca Matemàtica Consortium, made up of the Generalitat de Catalunya and the IEC. The Consortium is a public entity with its own legal personality. In December 2013, the Autonomous University of Barcelona joined the Consortium.



The CRM is governed by the Board of Directors and the Director and has a Scientific Advisory Board. The CRM is part of the CERCA Institution of research centers in which the Generalitat de Catalunya has a majority stake and is part of the Catalan Association of Research Entities (ACER). However, I have been part of ERCOM, a Committee of the European Mathematical Society (EMS) that is made up of the most important European mathematics research centers.

The Board of Directors, the highest decision-making and administrative body of the CRM, is made up of:

- ❖ The president, who is the Minister of Economy and Knowledge, or the person to whom I have delegates.
- ❖ The Vice President, who is the President of the IEC, or the person to whom I delegates.
- ❖ Three members representing the Generalitat de Catalunya.
- ❖ Two members representing the IEC.
- ❖ A member representing the UAB.
- ❖ The director of the CRM, who participates with a voice but without a vote.

Another aspect in which the CRM chooses to improve Mathematics in Catalonia is by attracting established mathematics, in all specialties, through competitive calls such as ICREA. Individual applications from researchers must be supported by a host institution through an expression of interest. Those who apply to the CRM and receive the approval of the CRM scientific committee are supported by the center. The expectation of CRM is that interested people integrate into the system and form a group with funds obtained mainly through competitive projects.

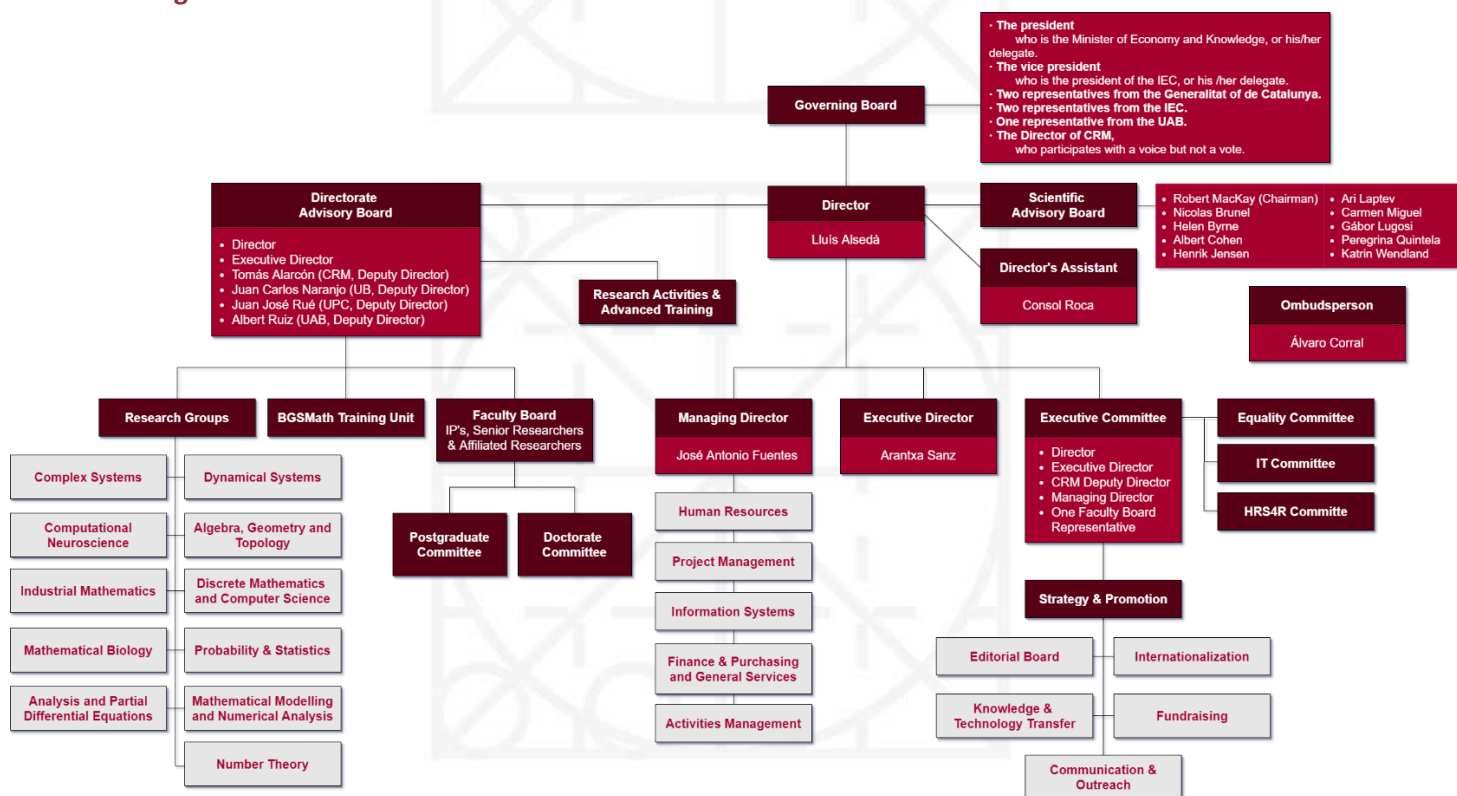
There are different research groups, each group is led by a Principal Investigator (IP) and develops one or more competitive research projects in specific areas of Mathematics. The team members include senior and postdoctoral researchers, doctoral and master's students, as well as external collaborators or long-term visitors.

The current CRM groups are:

- ❖ Complex systems. IP: Álvaro Corral.
- ❖ Computational and mathematical biology, composed of two laboratories:
 - Cancer modelling, PI. Tomás Alarcón (ICREA).
 - Dynamics and Nonlinear Evolution, PI: Josep Sardanyès.
- ❖ Computational neuroscience, Floor: Alex Roxin, Klaus Wimmer and Alex Hyafil.
- ❖ Harmonic analysis and approximation theory, PI: Sergey Tikhonov (ICREA).
- ❖ Industrial Mathematics, PI: Timothy G. Myers.
- ❖ Mathematics of development and evolution, PI: Isaac Salazar (UAB Member).

It should be noted that the CRM has international recognition and impact on the international community as a service center, thanks to its capabilities in administration and logistics, and its facilities, which facilitates the execution of complex and long-term activities, such as intensive research programs. You enjoy a good rate of return, as with limited resources it achieves a wide range of goals. The CRM plays a transversal role in Mathematics in Catalonia and helps to create synergies between the different institutions and researchers. It has a wide spectrum; its activity covers essentially all branches of mathematics. CRM research groups are an attractive opportunity for researchers in the early stages of their scientific careers seeking training in applied and collaborative mathematics with other disciplines.

Organizational Chart



1. Regulatory Framework

The CRM has the sensitivity and the will to carry out, implement and develop the Equality Plan, to comply with the legal framework as well as to improve the work climate and avoid possible difficulties in Labour relations.

The CRM is committed to complying with all laws and regulations that enrich organizational activity. The fundamental laws that shape and preserve effective equality between women and men are:

- ❖ Organic Law 3/2007, of March 22, for effective equality between women and men.
- ❖ RD 6/2019 of 1 March, where measures are urgently needed to guarantee equal treatment and opportunities between women and men in employment.
- ❖ Law 17/2015, of 21 July, on the effective equality of women and men.
- ❖ Treaty on European Union (2012) which makes the principle of equality between men and women a common value of the EU that member states must respect and guarantee (art. 3 promoting equality between men and women).
- ❖ Directive 2006/54, relating to the application of the principle of equality between women and men in matters of work and employment, where discrimination is prohibited.

The Collective Agreement

The Centre de Recerca Matemàtica does not yet have its own agreement (it is working towards its achievement in 2021). Its activity and scope of action is framed within the "State Agreement of 4 July 2012. National Collective Agreement for single-versit education and research centres".

In the aforementioned agreement, article 63 on Equal Opportunities and Non-Discrimination. And in accordance with the provisions of Law 3/2007, for the equality of women and men, it is said that the centers are obliged to respect equal treatment and opportunities in the workplace and, for this purpose, measures will be adopted aimed at avoiding any type of employment discrimination between women and men, measures that they will negotiate and, where appropriate. The same article defines the equality plan as a set of measures adopted after making a diagnosis of the situation to achieve equal treatment and opportunities between women and men and eliminate gender discrimination. The Equality Plans, specified in the article, will set the specific objectives to be achieved, the strategies and practices to be adopted for their achievement, as well as the establishment of effective systems for monitoring and evaluating the objectives set. In order to achieve the objectives set, the Equality Plans may include, among others, matters of access to work, professional classification, promotion and training, remuneration, organisation of working time for women and men, work-life balance, work-life balance and the prevention of sexual and gender harassment.

It is also specified in the same article that there will be an equality committee in order to interpret and correctly apply the law, as well as attend to queries about gender equality.

Therefore, in the collective agreement that the CRM is attached, the principle of non-

discrimination in labour relations is explicitly agreed according to the Workers' Statute and the "Law of effective equality between women and men" (2007) and the willingness to work in an egalitarian work environment is reflected in different articles, different aspects are mentioned, such as paternity leave (article 43) and maternity and adoption (article 42) . Article 44 collects breastfeeding leave and article 45 legal guardianship for the care of family members. Article 50 also describes the protection and declaration in moral workplace harassment.

All these areas will be analysed in this Gender Equality Plan and the relevant actions will be indicated to improve the situation in matters of non-discrimination in the organization.

2. THE EQUALITY PLAN

An Equality Plan is an organizational strategy aimed at achieving real equality between women and men at work, eliminating stereotypes, attitudes and obstacles that make it difficult for women to access certain professions and jobs on equal terms than men. It is a tool that can help companies enjoy a more egalitarian work environment.

CRM obtains in its Equality Plan practical support to transform and improve the organization by corporatizing the gender perspective and equal opportunities to its organizational ethics. The Plan must be a tool through which a series of planned activities are developed. Its objective is to establish the necessary conditions for both women and men to exercise their rights, without privileges or obstacles for reasons of sex.

3.1. AREAS OF ACTION

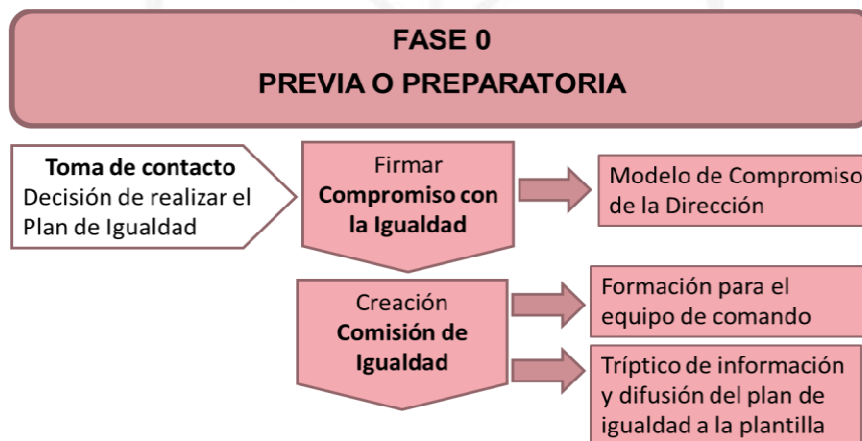
The Equality Plan is structured in 10 areas of action that cover the entire integrated system that make up the organization and it is recommended to develop all the actions taking as a referendum the 10 areas of action.

AREAS OF ACTION	
AREAS	OBJECTIVES
1. Equality policy Opportunities	Assess the degree of integration of equal opportunities in the strategy and culture of the organization, and the systematic incorporation of the gender perspective in all policies, in decision making and in the activities carried out in the organization.
2. Policies of impact on society and of social responsibility	Assess how the organization contributes to achieving equal opportunities in society and should raise awareness on this issue. The incorporation of equal opportunities in dealing with their environment: customers, supplier companies, external or subcontracted companies, franchises, etc.
3. Communication, image and language	Assess whether the equal opportunities policy and its objectives, principles and values have been communicated to all the experts of the organization and if all staff are informed correctly of the actions carried out in terms of equal opportunities. Assess how the organization gives visibility to women and their contribution to results and organizational success. Assess the neutrality in the image projected by the, both internally and externally, and the neutrality of the language used in written and oral communication.

<p>4. Representativeness of women and distribution of staff</p>	<p>Check to what extent women are represented in all areas, categories and levels of the organization.</p>
<p>5. Development</p>	<p>Check if the principle of equal opportunistics is fulfilled in the selection of personnel (internal or external promotion), in the training of personnel and in the evaluation of the performance.</p>
<p>6. Remuneration</p>	<p>Check compliance with the principle of equal pay, which establishes that equal or equal-value jobs are equally remunerated. Calculate the Wage Gaps.</p>
<p>7. Harassment, sexist attitudes and perception of discrimination</p>	<p>Check the non-existence of sexist attitudes, discriminatory treatment and harassment of any kind and the existence of mechanisms to detect, prevent and act in the face of these behaviors.</p>
<p>8. Working conditions</p>	<p>Check that there is no gender discrimination in the type of contract and working day performed by the people.</p>
<p>9. Reconciliation of personal, family and boral life</p>	<p>Check if people from all departments, categories and organizational levels (not only of the highest hierarchical level) have the possibility of reconciling work with personal and family life.</p>
<p>10. Physical conditions of the work environment</p>	<p>Check the neutrality and incorporation of the gender perspective in the allocation of spaces and resources and the adequacy of jobs and spaces, to the characteristics and cessations of women. Occupational Risk Factors.</p>

3.2 PHASES OF THE EQUALITY PLAN

Phase 0. Preliminary or preparatory



This phase lays the foundations that will help us implement gender equality globally. Making the necessary decisions and accompanied by the corresponding actions.

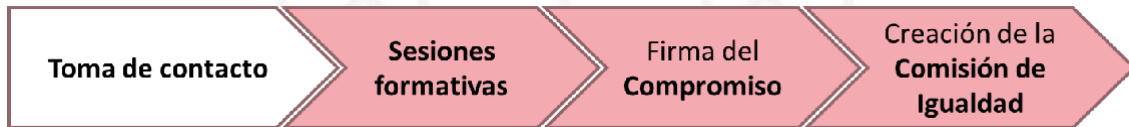
CRM is committed to the Management to establish and develop policies that integrate equal treatment and opportunities between women and men, as well as the promotion of measures to achieve real equality within their organization. In HR policies and practices, such as selection, training, promotion, promoting the balanced representation of both sexes within the centre, also in remuneration policies, the reconciliation between personal, family and work life and non-sexist communication. Likewise, the commitment to promote working conditions free of sexual and gender harassment, establishing procedures for its prevention and responding to situations, complaints or claims.

The commitment of management will be carried out in practice through the implementation of the Equality Plan to ensure that in the CRM there is an equitable work environment.

After the commitment signed by the management of the organization, the Equal Opportunities Committee has been constituted. The four people who make up the Commission represent the Management of the organization, staff from the HR department and other people from notable areas. These people are committed to ensuring the adoption of decisions and effective compliance with the actions established within the framework of the Equality Plan.

In the previous or preparatory phase, the established objectives have been met. The CRM transmits sufficient motion to implement the Equality Plan and identify the people who will lead the Plan best. In the initial meetings, in the development of the Plan, it has been possible to capture the involvement and subsequent dedication to obtain the necessary information to diagnose the situation in which the organization is in terms of gender and propose improvement actions in the near future.

In the following graph you can see the methodological sequence developed in Phase 0.



Signing of the commitment

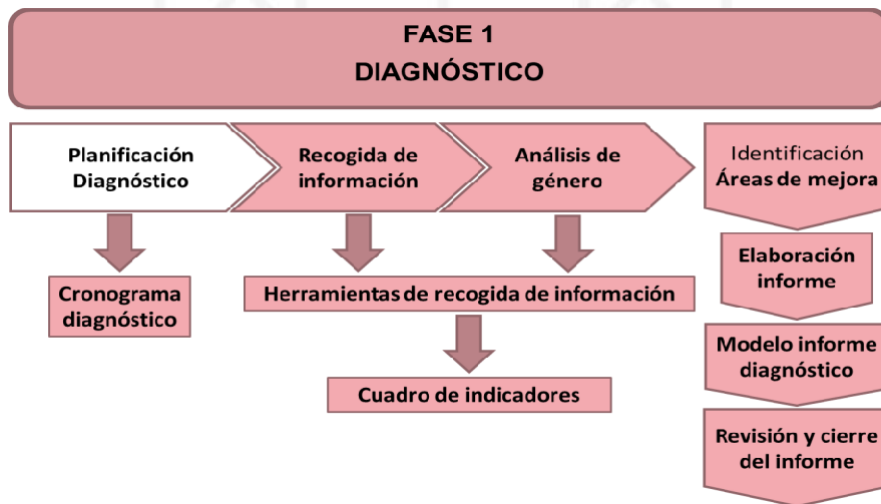
To initiate the process of integration of Equality in the organization, with certain guarantees of success, it is essential based on the commitment of the Management of the organization, recognizing in formal writing equality as one of the basic principles, the will to apply it in the organization and the transfer of the necessary resources to carry it out. In order to favour the good weather for the change process that has begun, it is advisable to communicate this decision to the entire staff of the organization accordingly, specifying the most suitable channel or used by the organization for its communications with the hard-working people.

Creation of the Equality Commission

Once the commitment has been signed, it is established which person or persons lead the process internally. An Equality Permanent Working Group (Equality Commission) is created, which together with the consultancy en-titat will promote the elaboration, implementation and especially the monitoring and evaluation of the Equality Plan. Its composition depends on the characteristics of the organization, with a representation of the different 'stakeholders' that make up the organization (management, functional areas and HR), which tend to a equal representation between women and men. It should be noted that CRM does not have Legal Representation of the Template. The composition of the Equality Commission of the CRM is formed by the following people:

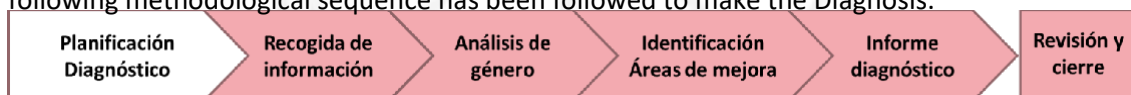
- ❖ Arantxa Sanz García
- ❖ Isabel Serra Mochales
- ❖ David Romero Sanchez
- ❖ Paul Varela Rodríguez

Phase 1. Diagnostic



The diagnosis phase indicates the starting point of the organization regarding the integration of gender equality. Through a quantitative and qualitative study of the situation of the organization, it is intended to obtain information to identify the aspects of the organization that must be improved.

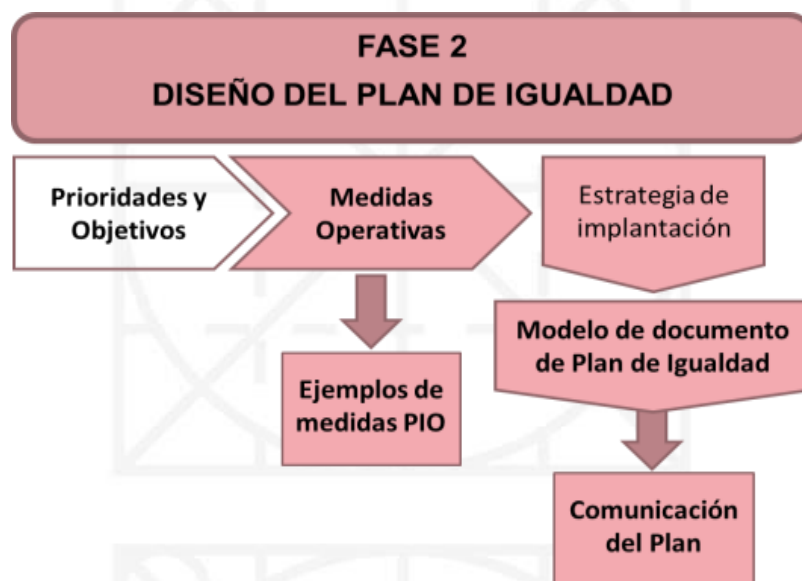
The diagnosis takes into account all internal processes, HR management policies, internal and external communication, working conditions and the proportion of women and men in different jobs, professional categories and levels of responsibility. In-training will be obtained and the different aspects summarized in the 10 areas of action described in the previous point will be analyzed that will allow to identify the areas of improvement in each of the areas. The following methodological sequence has been followed to make the Diagnosis.



At the end of this Phase, a report is obtained that offers us an overview of the situation of equality in the organization, including the identification of those areas and aspects that must be improved. It is a document adapted to the reality of the organization and participated by the representation of all parties, through the Equality Commission.

The collection of quantitative and qualitative information allows us to analyse the situation that the organization is in terms of gender. The evaluation of the different areas of action allows to identify the areas of improvement that will be part of the Action Plan.

Phase 2. Design of the Action Plan



The Action Plan aims to direct the organization towards real equal opportunities between women and men working in CRM and share the same objective with the agents it relates to (suppliers, collaborating centers, industry that contracts its services,... etc). The Action Plan is designed identifying the objectives and priorities to be carried out, considering the actions to be developed, as operational measures to achieve the objectives. Also assign the human, material and economic re-courses for the implementation strategy and communicate the action plan to the entire workforce. Following the following methodological sequence:



At the end of this phase we will have clearly established what the strategy of intervention of the organization will be to advance gender equality, through the Equality Plan. We will obtain a strategic document that will define the operational measures and actions to be developed. The communication of the Equality Plan will be an important point to integrate the Equality Plan into the organizational strategy of CRM, it will communicate to the entire workforce, as well as the agents that relate. The desire to implement the Equality Plan and the measures to make it effective, with the aim of advancing in an organizational model committed to equality. Within the Action Plan will take into account the registration of the Equality Plan in the corresponding register, the presence of the results obtained in the Steering Committee and the communication of the results obtained, such as the training in awareness to the entire staff.

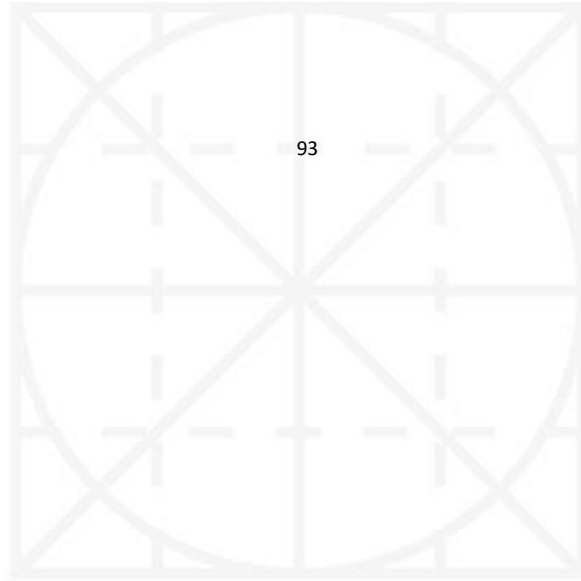
Phase 3. Implementation and monitoring

The planned actions are implemented in the third phase, respecting the previous conditions, or making the relevant adjustments. The follow-up will begin using the indicators defined for each of the actions to subsequently carry out the corresponding evaluations in order to ensure a rigorous process.



Implementing the measures included in the Action Plan will be a priority, it will also be important to periodically monitor the development of the Equality Plan in order to detect possible mismatches and reorient the actions necessary according to the 10 areas worked on in the implementation process of the Equality Plan. It should be noted that the monitoring system is an essential part of the implementation of the Equality Plan since it will allow internally to obtain information about its development and externally to account for its implementation and the progress that has occurred.

The follow-up is configured as a system that contemplates the objectives, contents, methodology, work tools, agents and calendar of realization. This system must be dynamic and flexible and must accompany the Plan in its development, avoiding fulfilling an exclusive function of control and surveillance, on the other hand verification of the work done. It is, in summary, a tool that should serve to know the level of performance of the objectives raised, obtain the data and the necessary information to analyze and reflect on the plan itself and its results, exercises that will be carried out later within the framework of the evaluation.



6. THE ACTION PLAN

The Action Plan aims to direct the organization towards equal opportunities between women and men who work and coexist. It also contributes to the services it offers to society and related entities: whether universities, research centers, suppliers with whom it collaborates and with its users, sharing the same objective of gender equality.

The Action Plan should be considered as another strategy of the center. Sincere involvement on the part of the management and the HR department gives rise to a more solid Action Plan and serves as a motivating element for the entire structure of the Centre de Recerca Matemàtica.

The Action Plan configures a set of actions to be developed. The actions designed by CRM are summarized in the following table. It should be noted that 24 actions have been designed to be developed with an agenda proposal. Due to the large amount of information to be specified for the actions, it has been summarized in files that are classified by the 10 areas studied. The files guarantee that no data is missing and that all actions are described in a common and homogeneous format.

The ultimate and general objective of the Action Plan is to achieve real equality between women and men. It should be noted that it is clear that there is no action capable of achieving this goal on its own. That is why it is necessary to set specific objectives that can be achieved in the medium and short term and that lead the organization to the general objectives. In addition to achieving specific, measurable objectives, they help the organization to maintain and increase people's motivation and interest in the Action Plan and in general by the equal opportunities policy.

The proposed Action Plan has its origin in the preparation of the diagnosis, following the 10 areas of action as a common thread between the diagnosis and the action plan.

The set of actions that make up the Action Plan must be prioritized according to the importance and expected results in the short or medium term. It is proposed to start with the design of a Harassment Protocol, as well as the communication plan of the Sexual Harassment Protocol, due to gender and work, as well as its dissemination. It should also be noted the importance of giving visibility and diffusion to the Gender Equality Plan between staff and agents related to the center, since the plan is expected to help raise awareness among staff and all collaborating entities, on aspects related to equal opportunities, and therefore, are in themselves positive actions. The Action Plan is composed of 24 actions that are summarized in the following table, together with a proposal of the calendar of implementation of the actions.

The CRM Equality Committee will be in charge of reviewing the actions proposed in this equality plan and analyse the monitoring of its implementation.

6.1 ACTIONS TO BE DEVELOPED IN GENDER EQUALITY IN THE ORGANIZATION

No. Action	Description of the Action	Date
1	Incorporation of the value of gender equality as an organizational strategy: include in the new collective agreement, programs, projects, leadership, among others. Incorporating in all decisions the gender perspective.	2nd semester 2021
2	Proposals for training and awareness on equal gender opportunities for all people working at the Centre de Recerca Matemàtica.	1st semester 2021
3	Provision of resources necessary for the implementation of the Plan. Assign a budget to Equality.	1st semester 2021
4	Incorporate in the Welcome/Welcome Manual the information on the existence of the Equality Plan.	2nd semester 2021
5	Participate in campaigns and projects to promote equal opportunities (territorial, activity sector, public organizations).	Continuous action 2021
6	Disseminate staff data broken down by sex (Intranet, web, events) as a measure of awareness of gender equality. Differentiate research-administration personnel.	2nd semester 2021
7	Emphasize the role of women in the scientific field, to the dissemination activities that are carried out (presentations, participation in congresses, events, training). Joint actions with organizations in the CTEM field. Weaving collaboration networks or being included in existing networks with other centres/institutions.	Continuous action 2021
8	Visit Institutes-Schools to talk about Mathematics. Organise competitions, prizes in reference to mathematics in women. Offer methodologies, resources, mathematical knowledge to carry out gender studies (health, education, social, among others). To try to collaborate with other institutions.	Continuous action 2021
9	Promote equal opportunities in dealing with collaborating centres and organizations (mail communication, Twitter).	1st semester 2022

10	Review and improve language and use a neutral and sexism-free language on the website.	3rd semester 2021
11	Training for the entire workforce in the use of non-sexist language.	1st semester 2021
12	Internal Communication Plan to inform of the implementation of the Equality Plan to the entire workforce. Dissemination of the Plan.	1st semester 2021
13	Collection of news, press, articles of interest, regarding issues of equality. Share this material with all the staff, especially those related to the situation of women in the sector.	Continuous action 2021
14	Increase female representation. Incorporate positive measures to increase the number of women in the organization. (Mentoring, women's professional careers, etc.)	Continuous action 2021
15	Increase the promotion and access to women and also to positions of responsibility.	3rd semester 2021
16	Improve remuneration analysis. Try to improve wage gaps with significant differences between the remuneration received by women and men in the organization.	1st semester 2022
17	Design Harassment Prevention Protocol sexual and gender-based reasons.	1st semester 2021
18	Training in the field of sexual harassment and by reason gender.	3rd semester 2021
19	Dissemination of the Protocol for the Prevention of Sexual and Gender Harassment in the Workforce (Mail intranet, work meetings).	1st semester 2021
20	Have all the data of working conditions and representativeness disaggregated by sex. To obtain a better analysis of the situation such as mobility data.	3rd semester 2021
21	Incorporate a new measure every 5 years that facilitates the reconciliation between personal, family and work life. Especially focusing on those professional categories that do not easily benefit from measures applied by the organization.	3rd semester 2021
22	Create the communication channels and strategies necessary to receive suggestions to reconcile the personal and work life.	1st semester 2021

<p>23</p>	<p>Communicate the risk factors and corrective measures that the organization uses so that the workforce has a better knowledge, especially the jobs represented by women.</p>	<p>2nd semester 2021</p>
<p>24</p>	<p>Take into account in the organization and management of personnel, the physical conditions of the work environment, such as toilets, resources or changing rooms, among others.</p>	<p>3rd semester 2021</p>

Action Plan 1: Equality policies	
ACTIONS TO BE DEVELOPED	<p>Action 1: Incorporation of the value of gender equality as an organizational strategy: include in the new collective agreement, programs, projects, leadership, among others. In-corporatizing in all decisions the gender perspective.</p> <p>Action 2: Proposals for training and awareness-raising on gender opportunities for all people working at the Centre de Recerca Matemàtica.</p> <p>Action 3: Forecast of resources necessary for the allocation of Plan. Assign a budget to Equality.</p> <p>Action 4: Incorporate in the Welcome Manual the information of the existence of the Equality Plan.</p>
IMPROVEMENT AREA DETECTED	<p>Action 1: Increase awareness and decision making in a gender perspective.</p> <p>Action 2: Inform, train and raise awareness of the workforce in equal opportunities between women and men.</p> <p>Action 3: Assign resources and recognition to equality policies within the centre.</p> <p>Action 4: Sensitize and inform, to the new incorporations, equal opportunities between women and men.</p>
OBJECTIVES	<p>Action 1: Expand the organizational strategy towards an organizational culture that incorporates the value of gender equality in all actions and decision making. Effectively apply improvement actions.</p> <p>Action 2: Get the entire workforce to internalize the value of equal opportunities between women and men.</p> <p>Action 3: Identify the Equality Plan as an action of organizational strategy assigning economic resources.</p> <p>Action 4: Make known the Equality Plan and gender equality policies developed by the organization.</p>
RECIPIENTS	<p>Action 1: People who form the general management and other directions.</p> <p>Action 2: The template.</p> <p>Action 3: Financial Department, HR and Management.</p> <p>Action 4: Department of HR and Management.</p>
RUN TIMER	<p>Action 1: 2nd semester 2021</p> <p>Action 2: 1st semester 2021</p> <p>Action 3: 1st semester 2021</p>

	Action 4: 2nd semester 2021
TASKS TO BE PERFORMED	<p>Action 1 and 2:</p> <ul style="list-style-type: none"> • Budget to carry out training action. • Selection of contents. • Training room. • Computer and audiovisual equipment. • Dossier and training material. <p>Action 3:</p> <ul style="list-style-type: none"> • Identification of actions. • Identification of the economic item. <p>Action 4:</p> <ul style="list-style-type: none"> • Designation of the person for the re-design or update of the Welcome Manual. • Review and update of the Welcome Manual liida.
INDICATORS	<p>Action 1 and 2:</p> <ul style="list-style-type: none"> • Incorporation of points relating to equality, in projects, etc. • Assistance and participation in training by the di-recció and the staff. • Level of satisfaction of the session (evaluation). • Documentation delivered. • Number of hours of training received. • Application of the gender perspective in all phases (planning, execution and evaluation). <p>Action 3:</p> <ul style="list-style-type: none"> • New database or redesigned database that allows to disaggregate the data by sex, and application of the gender perspective in the statistical work in all phases of the training. <p>Action 4:</p> <ul style="list-style-type: none"> • Review and update of the Welcome Manual. <p>Review and approval by the management and/or responsible department.</p>

Action Plan 2: Corporate Social Responsibility

<p>ACTIONS TO BE DEVELOPED</p>	<p>Action 5: Participate in campaigns and projects to promote equal opportunities (territorial, activity sector, or-public appetites).</p> <p>Action 6: Disseminate the data of the workforce broken down by sex (Intranet, web, events) as a measure of awareness to gender equality. Highlight personal differences in research and administration.</p> <p>Action 7: Emphasize the role of women in the scientific field in the dissemination activities that are carried out (presentation, participation in Congresses, events, formation). Joint actions with organizations in the CTEM field. Search for references.</p> <p>Action 8: Visit Institutes-Schools to talk about mathematics. Organise competitions, prizes in reference to the ma-thematic in feminine. Offer methodologies, resources, mathematical knowledge to carry out gender studies (health, education, social, among others). To try the collaboration of al-three institutions.</p>
<p>IMPROVEMENT AREA DETECTED</p>	<p>Action 5: Expand knowledge on equal opportunistic skills between women and men. Devise new actions to compare and improve the value of equality inside and outside the center.</p> <p>Action 6: Report on the situation of the organization to achieve a cultural change in gender equality.</p> <p>Action 7: Share and disseminate the role and work of women in the public sector and sciences.</p> <p>Action 8: Provide knowledge and reference models in in the field of science.</p>
<p>OBJECTIVES</p>	<p>Action 5: Make explicit the commitment to equality.</p> <p>Action 6: To internalize the value of equality. Be aware of stereotypes and discriminatory actions in order to avoid and correct them.</p> <p>Action 7: Visualization of the role of women in scientific organizations.</p> <p>Action 8: Consider the role of women in the scientific field. Take advantage of the transmission of knowledge and methododologies in the studies to know the reality in perspective of gender.</p>
<p>RECIPIENTS</p>	<p>Action 5, 6 and 7: Every template. Especially the direction of gold and HR Department</p>

<p>RUN TIMER</p>	<p>Action 5: Continuous action 2021</p> <p>Action 6: 2nd semester 2021</p> <p>Action 7: Continuous action 2021</p> <p>Action 8: Continuous action 2021</p>
<p>TASKS TO BE PERFORMED</p>	<p>Action 5 and 7: Search for events, congresses, seminars, workshops and activities that transmit knowledge about gender equality.</p> <p>Designate the people who must attend to assimilate knowledge and experience and transfer it to the organization.</p> <p>Action 6: Obtain data and in meetings, committees and other meeting points disseminate the data of the workforce broken down by sex, developing a cultural change with a gender perspective.</p> <p>Action 7: In presentations, events or training I-faten and highlight the role of women in the organization.</p> <p>Action 8: Contact schools and institutes, explain project of collaboration. Contact organizations to offer collaboration services.</p>
<p>INDICATORS</p>	<p>Action 5, 6 and 7:</p> <ul style="list-style-type: none"> • Number of events found and assisted. • Number of hours performed. • Number of people attending. • Number of presentations. • Number of events. • Number of formations. <p>Action 8:</p> <ul style="list-style-type: none"> • Numbers of Schools and Institutes. • Number of collaborations. • Number of methodologies and shared knowledge. • Numbers of gender studies carried out.

Action Plan 3: Communication, Image and Language	
ACTIONS TO BE DEVELOPED	<p>Action 9: Promote equal opportunities in dealing with suppliers and collaborators. (communion mail, twitter).</p> <p>Action 10: Review and improve language and use a neutral and sexism-free language on the website.</p> <p>Action 11: Training for the entire workforce in the use of non-sexist language.</p> <p>Action 12: Internal Communication Plan to inform of the implementation of the Equality Plan to the entire plant. Dissemination of the Plan.</p> <p>Action 13: Collection of news, press, articles of interest, regarding issues of equality, especially those related to the situation of women in the sector.</p>
IMPROVEMENT AREA DETECTED	<p>Action 9: Promote motivational actions for agents who the organization is related.</p> <p>Action 10: Develop mechanisms that detect and run sexist language.</p> <p>Actions 11 and 12: Train, inform and sensitize the plain.</p> <p>Action 13: Identify websites and platforms to find news and articles.</p>
OBJECTIVES	<p>Action 9: Share the commitment of equality and invite other companies to take gender equality actions.</p> <p>Action 10: Implement a mechanism that allows the detection and revise of inclusive language.</p> <p>Actions 11 and 12: Training and communicating responsibly in neutral language.</p> <p>Action 13: Permanently incorporate and update resources to obtain news and information on equality.</p>
RECIPIENTS	<p>Actions 9-13: The entire staff of the organization. In speculation department or communication and training committee.</p>
RUN TIMER	<p>Action 9: 1st semester 2022</p> <p>Action 10: 3rd semester 2021</p> <p>Action 11: 1st semester 2021</p> <p>Action 12: 1st semester 2021</p>

Action 13: Continuous action 2021	
TASKS TO BE PERFORMED	<ul style="list-style-type: none"> • Drafting of the communication letter of the IO Plan. • Dissemination of the neutral language guide. • Training on the use of inclusive language • Communication to the guide template. • Search and review news and articles of interest in equality.
INDICATORS	<ul style="list-style-type: none"> • The number of entities to which they have been informed of the e-chisistance of the Equality Plan. • Number of internal guide access channels. • Number of internal and external documents reviewed. • Number of people attending training • Training satisfaction. • Collect the impact within 6 months (improvement in communications). • Number of news and articles of the subject.

Action Plan 4: Representativeness	
ACTIONS TO BE DEVELOPED	Action 14: Increase female representation. Encourage positive measures to increase the number of women at the center (Mentoring, careers, etc.).
IMPROVEMENT AREA DETECTED	Action 14 <ul style="list-style-type: none"> • Remove gender stereotypes present in dry-tor and that can affect selection processes and therefore representation in which jobs. • Observe the change in trend of faith representation the organization.
OBJECTIVES	Action 14 <ul style="list-style-type: none"> • Attracting women to masculinized professions. • Change stereotypes and organizational culture.
RECIPIENTS	Action 14 <ul style="list-style-type: none"> • Human Resources Department. • Personnel with responsibility in process selection.
RUN TIMER	Action 14: Continuous action 2021
TASKS TO BE PERFORMED	Action 14: Establish synergies with other organizations to attract women in the science sector.
INDICATORS	<ul style="list-style-type: none"> • Number of fellows. • Number of women who have joined. • Number of women and jobs. • Number of women and professional and personal profile. • Number of synergies with other entities to promote the introduction of women in the sector. • More data broken down by gender. • Number of women in positions of responsibility.

Action Plan 5: Development	
ACTIONS TO BE DEVELOPED	Action 15: Increase the promotion and access to women and also to positions of responsibility.
IMPROVEMENT AREA DETECTED	Action 15: Question gender stereotypes in the dry-tor and that can affect the processes of selection of personal, and therefore of representation in according to which jobs, especially in positions of responsibility.
OBJECTIVES	<ul style="list-style-type: none"> • Guarantee equal opportunities in the representation of women and men in the different professional categories that involve positions of decision and responsibility. • Integrate in the selection of personnel the value of equal gender for the incorporation of positive measures for positions of responsibility. • Increase the representation of women in positions of responsibility.
RECIPIENTS	<ul style="list-style-type: none"> • Department of Human Resources and Management. • Personnel with responsibility in the selection process.
RUN TIMER	Action 15: 3rd semester 2021
TASKS TO BE PERFORMED	<ul style="list-style-type: none"> • Staff selections, with positive actions to in-create the presence of women, in positions of responsiveness. • Reviewing jobs related to low reprehension - female sentences. • Monitoring of the processes carried out through its application, auditing the results.
INDICATORS	<ul style="list-style-type: none"> • Number of personnel selections. • Number of women presented. • Number of women selected. • Number of women incorporated and departments • Data divided by sex throughout the selection process. • The number of new selection actions.

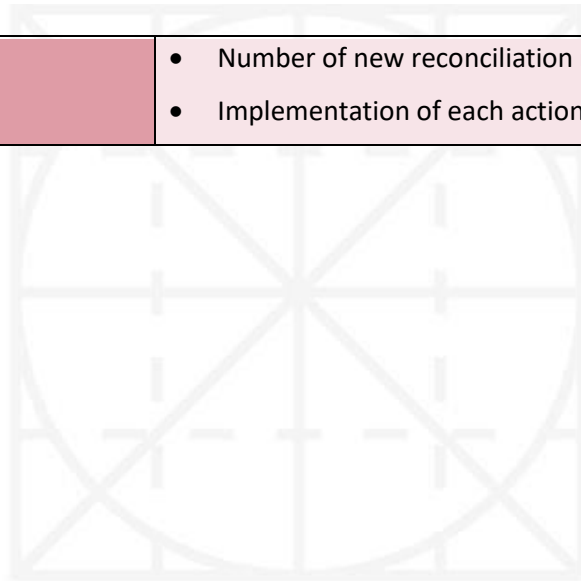
Action Plan 6: Remuneration	
ACTIONS TO BE DEVELOPED	Action 16: Improve remuneration analysis. Try to improve wage gaps with significant differences between the retributions that women and men receive from the organization.
IMPROVEMENT AREA DETECTED	<ul style="list-style-type: none"> • Carry out a review of jobs and remuneration • Obtain gender-disaggregated information about wage pay that can help improve pay analysis and wage gaps.
OBJECTIVES	<ul style="list-style-type: none"> • Improve (lower) wage gaps. • Improve the perception of the workforce on re-tax equality.
RECIPIENTS	<ul style="list-style-type: none"> • The HR, Finance and Management department. • The whole squad.
RUN TIMER	Action 16: 1st semester 2022
TASKS TO BE PERFORMED	<ul style="list-style-type: none"> • Review of salary criteria for jobs. • Calculate the wage gaps and analyse their evolution.
INDICATORS	<ul style="list-style-type: none"> • Number of reviews, remuneration adjustments and number of people benefiting. • Wage gaps. • Temporary analysis.

Action Plan 7: Sexual Harassment	
ACTIONS TO BE DEVELOPED	<p>Action 17: Design harassment prevention protocol sexual and gender-based.</p> <p>Action 18: Training in the field of sexual and gender harassment.</p> <p>Action 19: Dissemination of the Protocol for the Prevention of Sexual And Gender Harassment in the Workforce (email, intranet, work meetings).</p>
IMPROVEMENT AREA DETECTED	<p>Action 17: Need to develop a harassment protocol.</p> <p>Action 18: To train and raise awareness among the staff of the organization in the field of Harassment.</p> <p>Action 19: To provide knowledge of the existence of the Protocol as a preventive and action measure.</p>
OBJECTIVES	<p>Action 17: Develop the Harassment Protocol.</p> <p>Action 18: Expand knowledge about Harassment.</p> <p>Action 19: Dissemination of the Protocol.</p>
RECIPIENTS	The Staff, collaborating entities and agents that are with the organization.
RUN TIMER	<p>Action 17: 1st semester 2021</p> <p>Action 18: 3rd semester 2021</p> <p>Action 19: 1st semester 2021</p>
TASKS TO BE PERFORMED	<ul style="list-style-type: none"> • Preparation of the Protocol. • Communication to the staff of the Harassment Protocol. • Training in the workforce in the field of Harassment.
INDICATORS	<ul style="list-style-type: none"> • Protocol. • Number of people who have received training. • Number of people who have received information (diffucius).

Action Plan 8: Working Conditions	
ACTIONS TO BE DEVELOPED	Action 20: Have all the data of working conditions and representativeness disaggregated by sex. To obtain a better analysis of the situation such as mobility data.
IMPROVEMENT AREA DETECTED	<ul style="list-style-type: none"> • Identification of information that is not disaggregated by gender. • Obtaining data and information broken down by gender to know the working conditions of workers.
OBJECTIVES	Obtain all the data of working conditions broken down by sex, to improve gender analysis to make corrective decisions and to improve gender equality.
RECIPIENTS	<ul style="list-style-type: none"> • The HR department. • The whole squad.
RUN TIMER	Action 20: 3rd semester 2021
TASKS TO BE PERFORMED	<ul style="list-style-type: none"> • Identify data that is not disaggregated by sex. • Obtain data disaggregated by sex. • Analysis of data disaggregated by sex.
INDICATORS	<ul style="list-style-type: none"> • Number of new data disaggregated by sex. • Number of terminations of affiliation and reason. • Number of people who have requested permissions. • Number of permissions granted. • Number of people who have been mothers and fathers.

Action Plan 9: Reconciliation of personal, family and work life	
ACTIONS TO BE DEVELOPED	<p>Action 21: Incorporating a new measure every 5 years that makes the reconciliation between personal, family and work life difficult. Especially focusing on those professional categories that do not easily benefit from measures applied by the organization.</p> <p>Action 22: Create communication channels and ne-caesarean strategies to receive suggestions to reconcile perso-nal and work life.</p>
IMPROVEMENT AREA DETECTED	Improve the reconciliation policies of the organization that increase the levels of job satisfaction of its dancers and workers.
OBJECTIVES	<p>Action 21: Incorporate new reconciliation measures and the satisfaction and well-being of the workforce.</p> <p>Action 22: To collect the proposals of the workforce in terms of reconciliation, in order to design measures that are aligned with their true needs and those of the organization.</p>
RECIPIENTS	Actions 21 and 22: The entire workforce.
RUN TIMER	<p>Action 21: 3rd semester 2021</p> <p>Action 22: 1st semester 2021</p>
TASKS TO BE PERFORMED	<p>Action 21:</p> <ul style="list-style-type: none"> • Work meeting. • Inform the staff of their existence to make pro-laying. <p>Action 22:</p> <ul style="list-style-type: none"> • Develop communication channels as a virtual mailbox system. • Designate responsible for the reception and treatment of ideas and suggestions provided. • Prepare an annual report on proposals. • Evaluation of ideas. • Choice of measures to be implemented.
INDICATORS	<ul style="list-style-type: none"> • Number of proposals and ideas received. • List of proposals and ideas. • Establishment of the choice of measures.

- | | |
|--|---|
| | <ul style="list-style-type: none"> • Number of new reconciliation measures. • Implementation of each action or measurement. |
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Action Plan 10 : Physical conditions of the work environment	
ACTIONS TO BE DEVELOPED	<p>Action 23: Communicate the risk factors and corrective measures that the organization uses so that the workforce has a better knowledge, especially the jobs represented by women.</p> <p>Action 24: Take into account in the organization and management of personal, the physical conditions of the work environment, such as toilets, resources or changing rooms, among others.</p>
IMPROVEMENT AREA DETECTED	<p>Action 23: Communicate to the staff the existence of corrective measures of security at work.</p> <p>Action 24: Obtain information on the physical conditions of the work environment taking into account gender. (Spaces, resources).</p>
OBJECTIVES	<p>Action 23: Explain and make existing security measures more explicit.</p> <p>Action 24: Incorporate the systematic analysis of the resources, spaces and conditions of the environment in a gender perspective.</p>
RECIPIENTS	Action 23 and 24: The entire squad.
RUN TIMER	<p>Action 23: 2nd semester 2021</p> <p>Action 24: 3rd semester 2021</p>
TASKS TO BE PERFORMED	<p>Action 23: Communicate the security measures to the organization.</p> <p>Action 24: Obtain information on indicators of the physical conditions of the work environment in perspective of gender.</p>
INDICATORS	<p>Action 23:</p> <ul style="list-style-type: none"> • Number of communications. <p>Action 24:</p> <ul style="list-style-type: none"> • Identify indicators to obtain information on (spaces, resources, among others).

7. MONITORING AND EVALUATION OF THE ACTION PLAN

In order to monitor and evaluate the Plan, it is proposed to consider and specify that the equality committee must play a prominent role in the monitoring and evaluation of the Plan.

It is also important to highlight that in the evaluation it is important to collect the opinions of personnel, identify and highlight possible problems that may appear during the development of the plan in order to find solutions. It is also important to collect information about the actions already executed in order to know the effects that its implementation is having on the organization and also, periodically inform the people responsible for the Plan, that is, the management, about its development and evolution.

It is proposed to hold 2 meetings with an expert in equality plans together with the commission. These half-yearly meetings should allow monitoring of the Action Plan and collect all incidents to correct those that do not advance the development of the plan and highlight those that improve the situation.

To monitor and evaluate the actions implemented through the Equality Plan, the Monitoring Sheet included below will be used.

The Monitoring Sheet consists of different parts, a first part that collects the basic data, the number and name of the action, the timing provided in the Action Plan and the dates of implementation, as well as the person responsible. Another part of the file includes, of each action, its degree of implementation, that is, the moment in which it is in the selected follow-up period, the people who have participated, and the actions carried out. This part provides information on the process, degree of participation and/or involvement of the workforce or specific persons according to each action.

There is a part that measures the immediate results through the indicators associated with each of the actions, indicating if there has been advance, if we obtain the same value, or if on the contrary a delay has been detected in it.

This file allows you to collect information and evaluate the information of both qualitative and quantitative indicators.

TRACKING SHEET
AREA: (1-10)
Action #%:Action name:
Timing: (see action plan page)
Start date:Expected end date:
Recipients:

Responsible for the implementation:
Provisional results
Indicator 1: (see Action Plan tab)
Indicator 2:
Indicator 3:
Resources/Budget:
Objectives achieved:
Observation: (obstacles, proposals of correction or adjustment)
Generated/derived needs

Once the improvement actions implemented have been evaluated, the impact of the that the Equality Plan has had, carrying out, if necessary:

- Meetings with various interlocutors (responsible, staff from different parties or service areas, RLP where possible).
- Realization of questionnaires and surveys to the groups that need to be.
- Analysis of the implementation of the Equality Plan.
- Indicators of the actions defined. Identification of new indicators

After carrying out the evaluation of the Equality Plan implemented, other accesses can be incorporated to correct and improve the results obtained through the realization of an IMPROVED EQUALITY PLAN, which could be structured in the following elements:

1. Identification of problems

List the problems detected during the implementation of the Equality Plan, as well as other assignments related to equal opportunities that have appeared as a result of the different changes in the organization.

2. Definition of objectives

Define the objectives (at the operational level) that we propose to correct the problems arising or the new needs that have arisen.

3. Definition of improvement actions

Define improvement actions to meet the objectives, specifying:

- Description
- Human resources needed
- Material resources
- Term of execution
- Timing

The sets of actions can be designed and developed following the structure of the Equality Plan that identifies 10 areas of action.

4. Implementation of improvement actions

Implement the defined improvement actions.

5. Monitoring and evaluation of actions

Monitor the actions and evaluate the degree of achievement of the new objectives.

It should be noted that this Equality Plan must be approved by the Equality Committee in order to be able to register with the Department of Labor of the Generalitat.

APROVACIÓ DEL PLA D'IGUALTAT DEL CENTRE DE RECERCA MATEMÀTICA

A Bellaterra, a 8 de febrer de 2021.

REUNITS

D'una part, Lluís Alsedà i Soler, amb núm. DNI 39307868V, Director del Consorci del Centre de Recerca Matemàtica, i José Antonio Fuentes Pérez, amb núm. DNI 45461475C, Gerent del Consorci del Centre de Recerca Matemàtica.

I, de l'altra, Gemma Martínez Barrera, amb núm. DNI 36522336S, presidenta del Comitè d'Empresa, i Josep Sardanyés Cayuela, amb núm. DNI 52160785M, com a secretari del Comitè d'Empresa, en representació dels treballadors i treballadores del Consorci del Centre de Recerca Matemàtica

ACORDEN

ÚNIC. – Firma del Pla d'Igualtat del CRM

Totes les parts han analitzat i revisat el document final del Pla d'Igualtat del CRM. La representació dels treballadors i la representació del centre manifesten que estan d'acord en signar el Pla d'Igualtat del CRM per la seva aprovació.

I, perquè així consti, signen ambdues parts aquest document.

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