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# Gender Equality Plan 2026 – 2030

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**We move forward in equality**



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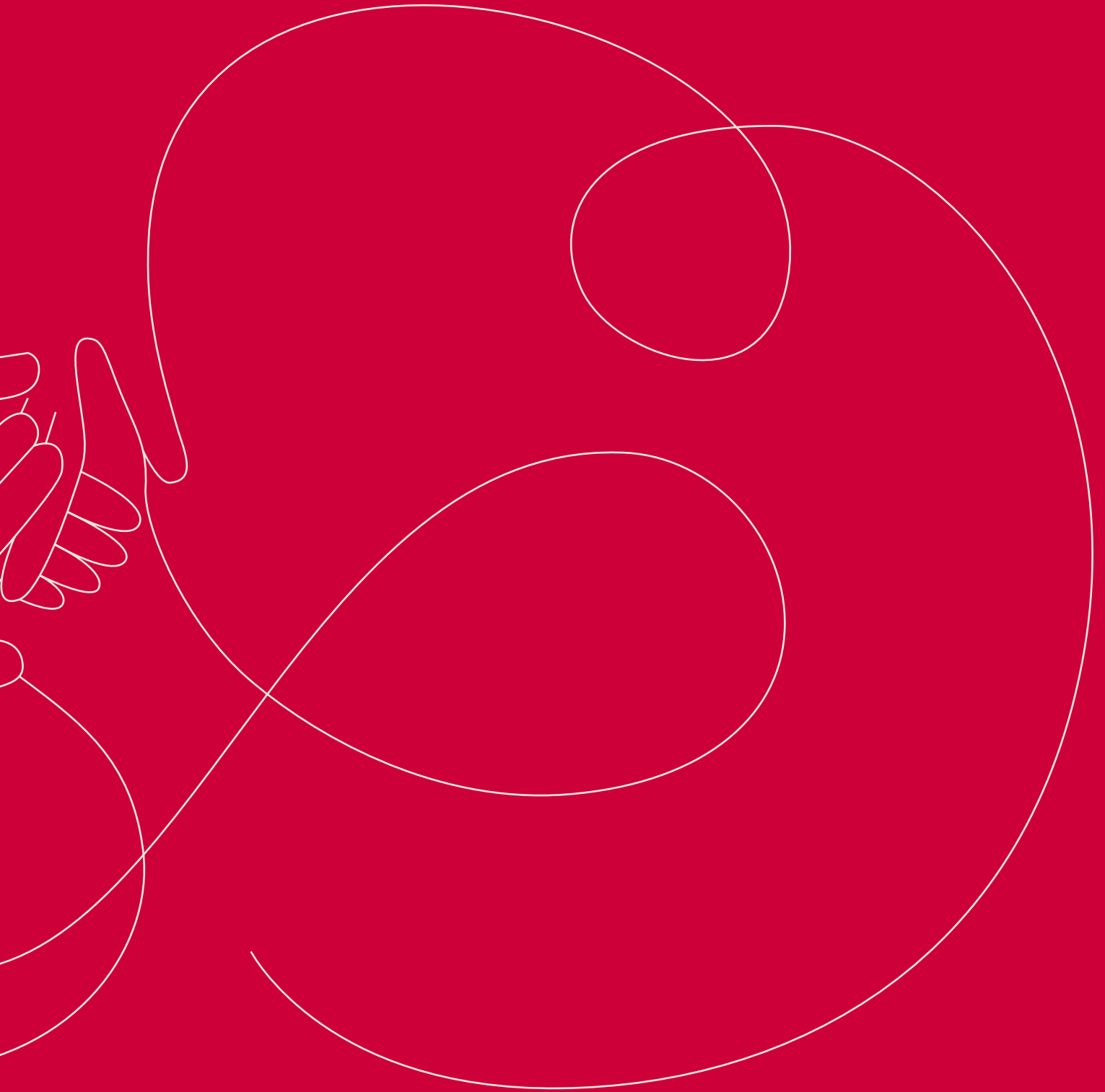
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# Science to feed



**a sustainable welfare future.**



# 1. Identity, context and commitment to equality

Equal treatment and opportunities between women and men is a **universal legal principle** recognised in the main international human rights treaties, as well as a fundamental right in our legal system. This principle is not limited to a mere declaration of intent, but demands the **active, equitable and balanced participation** of all people in all spheres of life, both in the public and private spheres, regardless of gender.

However, despite its formal recognition, reality shows that structural barriers and cultural biases persist that hinder full and effective equality. In the workplace, these inequalities are often manifested in the difficulty of access, occupational segregation or the wage gap, preventing all workers from benefiting from the labour market under conditions of real equality.

Faced with this scenario, **IRTA expresses its firm commitment** to the establishment and development of policies that integrate equal treatment and opportunities, without direct or indirect discrimination

based on gender. The promotion of these measures aims to achieve real equality within the organization, consolidating equal opportunities as a strategic principle of our corporate policy.

As a leading institution, we want to highlight that we count on outstanding **female talent** at the service of innovative research. For this reason, we reaffirm our commitment to actively work to remove any barriers or obstacles that prevent effective equality from a gender perspective.

In short, we consider this **Equal Opportunities Plan** as a vital strategic tool aimed at enhancing the capacities and talent of all the people who are part of **IRTA**. Our goal is to eradicate any stereotype, attitude or obstacle based on gender or other potentially discriminatory conditions, promoting an organizational culture based on respect, transversality and recognition of merit.



## Who are we?

**IRTA (Institute for Agri-food Research and Technology)** is a leading public company attached to the Department of Agriculture, Livestock, Fisheries and 3 GENDER EQUALITY PLAN Food of the Generalitat de Catalunya. With a consolidated trajectory since 1985, our institution has emerged as a key engine in the generation of knowledge, responses and technological solutions for the Catalan Agri-food sector, with which we collaborate closely to promote its modernisation and competitiveness.

In the current scenario, marked by the challenges of climate change and the constant growth of the world's population, our mission acquires a strategic dimension: to lead the transformation towards **resilient and sustainable Agri-food systems**. Our commitment covers the entire value chain, from primary production to the final consumer ("from the field to the table"), with the aim of guaranteeing food safety, product accessibility and environmental sustainability, without forgetting the economic viability of producers and companies in the sector.

To achieve these objectives of excellence and innovation, **IRTA** relies on its most asset: **people**. We are aware that scientific progress and the ability to offer disruptive solutions depend directly on having an inclusive, diverse and equitable work environment. In this sense, our research work is inextricably linked to a firm commitment to society and to the values of social justice. This Equality Plan is, therefore, the tool that allows us to align our technological excellence with a corporate culture that promotes talent without barriers, ensuring that innovation at **IRTA** always has a transversal and gender perspective.

## 2. The Equality Plan Committee

This Gender Equality Plan has been drawn up and agreed upon by consensus between the company's management and the legal representation of the workers, through the **Negotiating Committee of the IRTA Gender Equality Plan**.

Both parties mutually recognise their legitimacy and capacity to negotiate this document. This Committee has jointly examined and analysed the diagnosis of the previous situation in terms of equal opportunities among workers and, as a result of this process of negotiation and social dialogue, this Plan has been approved. In compliance with **Articles 45 and 46 of Organic Law 3/2007**, of 22 March, for effective equality

between women and men, and in accordance with the regulatory framework established by Royal **Decree-Law 6/2019**, of 1 March, and Royal Decrees 901/2020 (regulation of equality plans and their registration) and **902/2020** (equal pay), the Negotiating Committee has been formally constituted.

This Commission is characterised by being a joint body, guaranteeing the balanced representation of both parties. It is made up of ten people: five representing the Works Council and five representing the Management.

Name	Position in the company	Social / Business Part
<i>Julia Ribó</i>	Director of Corporate Communications	Business Part
<i>Aurora Hostench</i>	Human Resources contact from the Food Industries Area	Business Part
<i>Núria Tous</i>	Researcher of the Animal Nutrition programme	Business Part
<i>Maria José Aranzana</i>	Head of the Genomics and Biotechnology programme	Business Part
<i>Moisès Castillo</i>	IRTA Health and Safety Officer	Business Part
<i>Cristina Cuadrat</i>	Communication Technician	Business Part
<i>Neus Mas</i>	Support Technician for the Fruit Growing programme (CGT)	Social Part
<i>Laura Garcia</i>	Administrative Support Staff at Lleida (CGT)	Social Part
<i>Sandra Franquesa</i>	In Vitro Laboratory Technician for the Fruit Growing programme (CGT)	Social Part
<i>Montse Pastó</i>	Head of CReSA Proximity Corporate Services (UGT)	Social Part
<i>Almudena Sánchez</i>	Support Staff for the Monells Administrative Services (UGT)	Social Part

On **3 October 2025**, IRTA signed the **Directorate's Commitment** to the establishment and development of policies that integrate equal treatment and opportunities between women and men. This document, signed by the Directorate General, establishes as a strategic principle of the institution the effective integration of equality in all its areas.

With the aim of negotiating and validating the process of developing the Gender Equality Plan, the **Negotiating Committee of the Gender Equality Plan** was constituted on **2 October 2025**, made up of the people listed in the previous table.

The main functions of the Negotiating Committee are:

- Negotiation and preparation of the diagnosis of the company's situation and the measures that will make up the Gender Equality Plan.
- Identification of the priority measures, in the light of the diagnosis, their scope of application, the material and human resources necessary for their implementation, as well as the persons or bodies responsible, including a schedule of actions.
- Promotion of the implementation of the Gender Equality Plan in the company.
- Definition of the measurement indicators and information collection instruments necessary to monitor and evaluate the degree of compliance with the measures of the Gender Equality Plan implemented.
- Submission of the Gender Equality Plan that is approved before the competent labour authority for the purposes of its registration, deposit and publication.
- The promotion of the first information and awareness-raising actions for the workforce.

# 3. Application scope of the Equality Plan



This Gender Equality Plan has been drawn up in accordance with the current regulatory framework, based on **Organic Law 3/2007**, of 22 March, for the effective equality of women and men; **Royal Decree-Law 6/2019**, of 1 March, on urgent measures to guarantee equal treatment and opportunities at work; **Royal Decree 901/2020**, which regulates equality plans and their registration; and RD **902/2020**, on equal pay.

This Gender Equality Plan is mandatory for all **IRTA staff**, regardless of the type of employment contract, professional group, job position or seniority. It also directly links the management of the entity in its commitment to equality.

The scope of this document extends to all **IRTA's centers**, present in the Catalan territory, including both administrative headquarters and research centers and experimental stations.

In order to achieve the established objectives and allow adequate monitoring and evaluation of the measures, a period of validity of 4 years is determined, counting from its official signature, comprising the period 2026-2030.

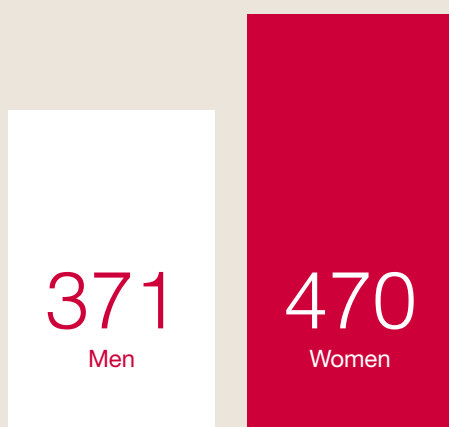
# 4. Main results of the equality diagnosis

## 4.1. Workforce profile

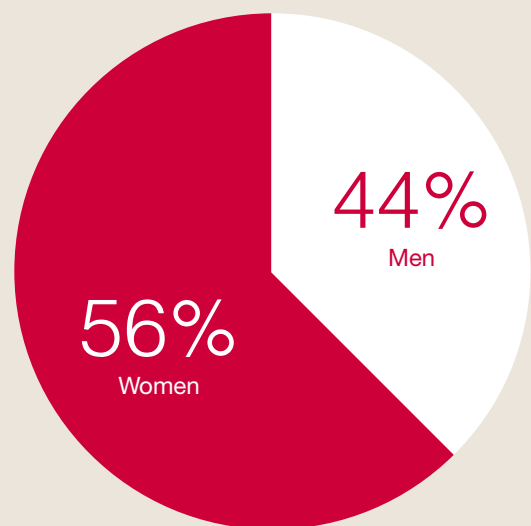
In accordance with the results of the analysis of the distribution of the workforce carried out during the diagnosis phase, the following data have been found that define the composition of the entity:

At the time of the study, the **IRTA** workforce consisted of a total of **841 people**, with the following gender distribution:

It has a **majority presence of women** (55.89%), placing the organisation within a balanced representation scenario according to regulatory criteria (neither sex exceeds 60%). This reality, identified during the diagnostic phase, guided the rest of the analysis in order to determine whether this distribution is homogeneous across all levels and to identify the measures required to maintain and improve this balance in the future.



Total workforce distribution during last year by sex (No)



Total workforce distribution during last year by sex (%)

### Distribution by work centers

The analysis of the distribution by workplace allows us to know their composition in terms of sex to check if there are differences in access, permanence, etc. in them and to know the causes.

At the time of the company's study, it had **17 work locations**, which are which were analysed, but as of January 2026 the company already has 21 centers.

The centre with the most staff is the **Torre Marimon center** with **185 people, 120 women** and **65 men**. Of the total number of women, the majority, 25.53% are in this centre, as are most men, who are 17.52% of the total number of men.

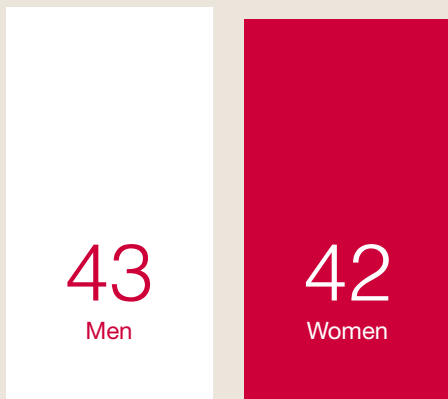
Work centers	Men			Women			Total		
	No.	% Vertical	% Horizontal	No.	% Vertical	% Horizontal	No.	% Vertical	% Horizontal
02 Cabrils	22	5,93%	46,81%	25	5,32%	53,19%	47	5,59%	100,00%
03 Monells C	9	2,43%	42,86%	12	2,55%	57,14%	21	2,50%	100,00%
04 Monells A i B	44	11,86%	51,16%	42	8,94%	48,84%	86	10,23%	100,00%
05 Fruitcentre	43	11,59%	39,81%	65	13,83%	60,19%	108	12,84%	100,00%
06 Mas Bové	37	9,97%	55,22%	30	6,38%	44,78%	67	7,97%	100,00%
08 Amposta	12	3,23%	52,17%	11	2,34%	47,83%	23	2,73%	100,00%
09 Mas Badia	21	5,66%	51,22%	20	4,26%	48,78%	41	4,88%	100,00%
11 CReSA	37	9,97%	31,09%	82	17,45%	68,91%	119	14,15%	100,00%
20 La Ràpita	31	8,36%	46,97%	35	7,45%	53,03%	66	7,85%	100,00%
23 CRAG	11	2,96%	50,00%	11	2,34%	50,00%	22	2,62%	100,00%
29 Granja d'Alcarràs	3	0,81%	100,00%		0,00%	0,00%	3	0,36%	100,00%
30 Torre Marimon	65	17,52%	35,14%	120	25,53%	64,86%	185	22,00%	100,00%
31 Finca Gimènells	7	1,89%	100,00%		0,00%	0,00%	7	0,83%	100,00%
32 Finca Mollerussa	4	1,08%	100,00%		0,00%	0,00%	4	0,48%	100,00%
33 Agrònoms	19	5,12%	63,33%	11	2,34%	36,67%	30	3,57%	100,00%
40 EVAM	6	1,62%	54,55%	5	1,06%	45,45%	11	1,31%	100,00%
90 Encàrrecs Servei		0,00%	0,00%	1	0,21%	100,00%	1	0,12%	100,00%
<b>Grand total</b>	<b>371</b>	<b>100%</b>	<b>44,11%</b>	<b>470</b>	<b>100%</b>	<b>55,89%</b>	<b>841</b>	<b>100%</b>	<b>100%</b>

### Age

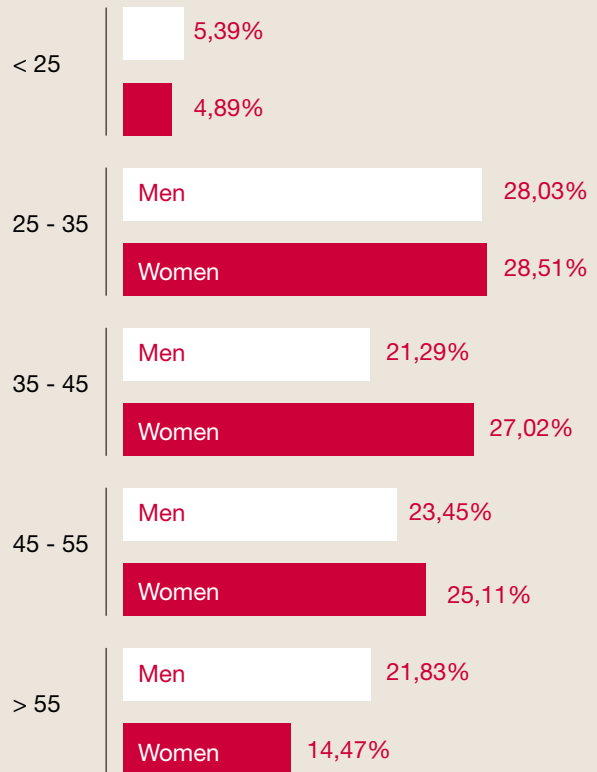
According to data provided by IRTA, the average age of the workforce is **42 years old**. The average age of women is 42 years old and 43 years old for men. Therefore, it can be said that it is a balanced workforce, with parity among all workers.

By age group, the highest concentration is in the 25-35 age group, where there are 238 people (28.30%), and the lowest concentration is in the less than 25 age group, with 43 people (5.11%).

By gender, both women and men are mostly concentrated in the 25-35 age group, with 134 women (28.30%) and 104 men (28.51%).



Average age by sex



Workforce distribution by age and sex ranges (%)

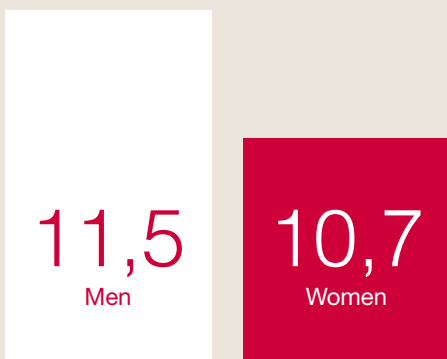
### Seniority

As for the data on seniority in the company, the average is **11.1 years**, being **11.5 years** in the case of **men** and **10.7 years** in the case of **women**. These figures reflect an organization committed to the stability and permanence of its staff. The difference of 0.8 years between women and men is minimal and, therefore, practically non-existent.

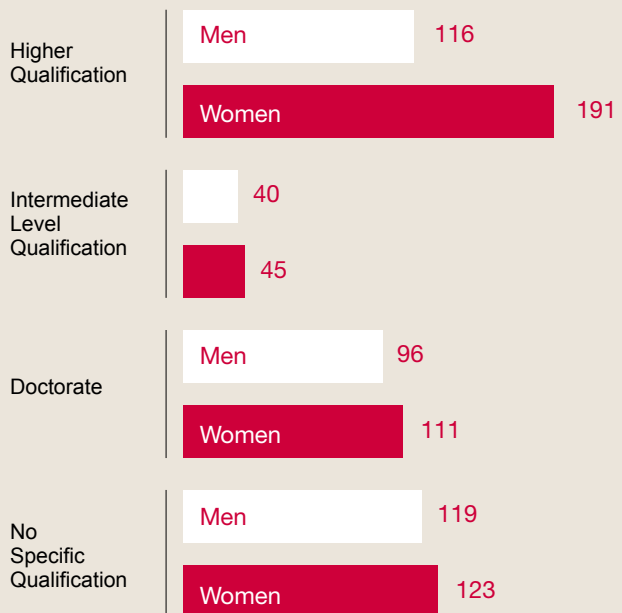
### Level of education

In the case of **IRTA**, as a research centre, a high level of general qualification is observed. According to the data analysed, **more than 60% of the workforce has a university degree or higher** (Higher Degree or Doctorate). If we analyse these data by sex, we can see that **women have a higher level of formal education than men**:

- **Doctorate:** There is a greater presence of women (111) than men (96).
- **Higher Qualification:** The difference is even more remarkable, with 191 women compared to 116 men.
- **Intermediate Level Qualification:** A slightly higher balance is maintained in women (45 out of 40).
- **No Specific Qualification:** This is the group where the figures are more equal, with 123 women and 119 men.



Average seniority by sex



Workforce distribution by level of studies and sex (No)

## 4.2. Professional classification and underrepresentation of women

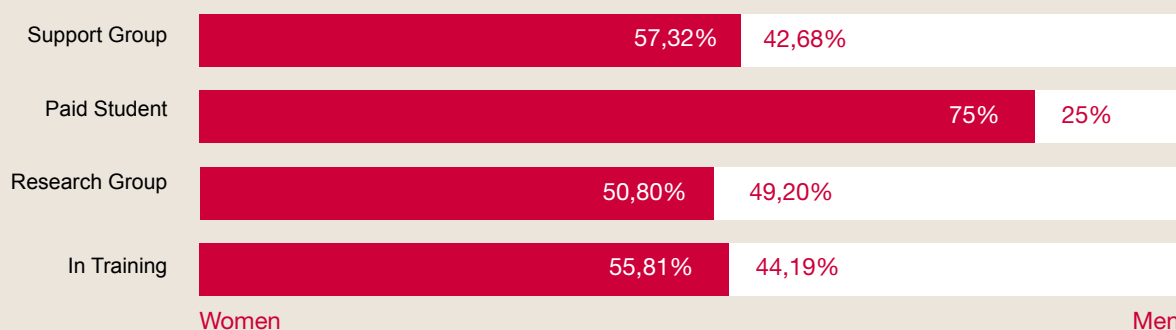
### Hierarchical level

Vertical segregation is observed on the upper levels. According to data from the salary and workforce register, the “Fora de Conveni” group, which brings together senior management and strategic positions, has a historical masculinisation, with a majority presence of men. This situation contrasts with the base of the

workforce, where the female presence is superior or balanced. This shows the existence of a “glass ceiling” that makes it difficult for women to access positions of maximum responsibility, despite having an equal or higher level of training.

### Professional groups

- **Support Group:** This group has a **clear feminization** (321 women out of 239 men), concentrating 57% of the total number of women in administrative and management areas. This is indicative of **horizontal segregation**.
- **Research Group:** It presents a more balanced composition in absolute numbers (95 women out of 92 men), although it will be necessary to monitor the internal distribution by categories of researcher to ensure that there is no stagnation in the initial levels on the part of women.
- **In Training:** 38 men and 48 women; also, slight feminization in the formative stages. This female presence in students can anticipate future female talent pools, but if they are not later promoted to higher categories, there will be a “funnel” and underrepresentation of women in stable positions of power.
- **Paid Student:** this is a very marginal but also feminized group, 6 women out of 2 men, also focusing on the previous point.



Composition of professional groups by sex (% of the total of each group)

### Departments

If we look at the different departments within IRTA, the data show horizontal segregation.

- Departments such as **Economic Management and Human Resources Department** are feminized.
- Operational areas in the field, such as **Farms and Agricultural Estates**, tend to be male dominated.
- In the scientific areas (Research Programmes), the distribution varies.

## 4.3. Working conditions and occupational health

### Contract type

Job stability is a determining factor in guaranteeing effective equality and professional career development. In the analysis of **IRTA's hiring**, the following trends have been discovered:

- **Permanent Contracts:** There is a high rate of personnel with permanent contracts (code 100), with a distribution that slightly favours the female gender (**131 women compared to 113 men**). This figure is a positive indicator of the quality of employment and the entity's ability to retain female talent in stable structures.

- **Initial and Training Stage:** About training or pre-doctoral contracts (code 404), the presence of women is also higher (**49 women out of 40 men**). Although it is positive to have a feminized research base, the Gender Equality Plan will focus on monitoring these trajectories to ensure that consolidation in stable positions occurs in the same proportion for both genders, avoiding losses of female talent in the transition to a senior research career.

### Working time

The configuration of the working day is one of the points where indirect inequalities often manifest themselves. At **IRTA**, the situation can be summarised in the following points:

- **Prevalence of Full-Day:** The full-time modality (37.5h) is the majority in the organization. This figure is positive, as it reflects a change in trend with respect to the historical prevalence of the full-time working day in the male group, now achieving full equality between both sexes.
- **Reductions in working hours due to legal guardianship:** Despite the full-time culture, the diagnosis detects a feminisation of reductions in working hours due to legal guardianship or care of family members. These requests, which entail a proportional decrease in salary, are exercised almost entirely by women.

**IRTA** has a regulated remote work system. It is important to analyse whether it is used as a tool for real flexibility or whether it is becoming a "feminised" work-life balance tool that isolates women from the face-to-face decision-making environment.



## Occupational health

IRTA maintains a firm commitment to the protection of the health of its entire workforce, integrating the gender perspective in a transversal way in its prevention policy. The institution's **Occupational Risk Prevention Plan** is fully updated and complies with current legislation, evolving towards a model that recognises that risks can affect women and men differently.

### Comprehensive Assessment and Health Surveillance

IRTA's preventive activity is based on a permanent and dynamic analysis of the work environment through:

- **Evaluations by job:** Initial, periodic and specific evaluations are carried out that cover the disciplines of Safety, Hygiene, Ergonomics and Applied Psychosociology.
- **Intersectional perspective:** Both risk assessments and internal safety inspections are executed considering key variables such as the gender, age, and special needs of staff.
- **Health surveillance:** Specific medical examinations are offered that allow the early detection of pathologies derived from work activity, adjusting the protocols according to the biological profile and the functions performed.

## Psychosocial factors and well-being

A key element of occupational health at IRTA is the assessment of psychosocial risks. The entity uses the **INSST's FPSICO 4.0** method to identify organizational factors that can impact mental and physical health.

- **Points of improvement detected:** The latest global assessment identifies situations of high risk in factors such as the Workload and Participation-Supervision.

- **Preventive action:** In view of these results, IRTA is working on social support measures and role clarity to minimise stress, especially in groups where time pressure is higher.

## Protection of maternity and breastfeeding

IRTA has a specific and guaranteeing action protocol for the protection of pregnant or breastfeeding workers, ensuring that work does not pose a risk to their health or that of the baby:

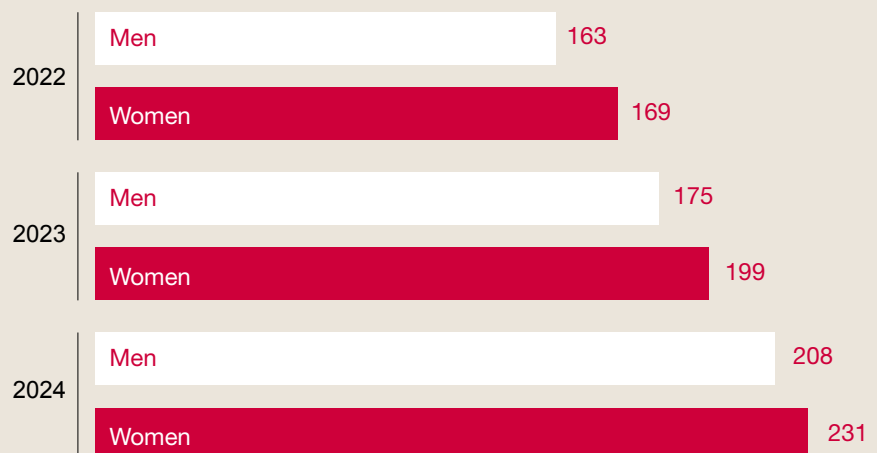
1. **Communication and Ad Hoc Report:** Once the worker communicates her condition, the **Health Surveillance service** will draw up a report on the suitability of the job.
2. **Adaptation of functions:** Measures are agreed with the worker and her direct management to avoid risky tasks, such as contact with certain chemical agents, handling loads or limiting international travel.

3. **Risk-free jobs:** The entity has technically defined risk-free jobs (Register **R-58-01-01**). If it is not possible to adapt to the current position, the worker will be relocated to one of these safe places.
4. **Suspension due to risk:** If adaptation or relocation is not possible, IRTA manages with the Mutual Society the benefit for **Risk Situations during Pregnancy or Breastfeeding**, guaranteeing the economic and occupational protection of the woman.

## 4.4. Selection and recruitment process

The analysis of the IRTA access system has focused on verifying how the principles of equality are applied in the different phases of talent acquisition, considering the nature of the entity as a public sector body.

- Procurement Framework:** It has been found that IRTA uses competitive selection processes that guarantee, by default, the principles of publicity, merit and capacity. This regulatory framework acts as a first guarantee of neutrality in access.
- Advertising and Dissemination Channels:** The management of job offers has been analysed, which are systematically published on the institutional website and on specialised portals in the scientific and technological sector. In this analysis, the focus has been on the descriptions of the functions and requirements of the jobs in order to detect whether the use of language and the design of the profiles favour a balanced competition, avoiding elements that may discourage the participation of women in technical positions or men in support positions.
- Functioning of the Tribunals and Interviews:** The composition and functioning of the selection bodies and tribunals has been examined. The analysis of the diagnosis has made it possible to identify the relevance of specific training in the field of equality of the people who carry out the interviews. It has been observed that this training is the mechanism used by the entity to ensure that the assessment of competences is free of unconscious biases and gender stereotypes.
- Analysis of Incorporations (2022-2024):** The diagnosis has collected and analysed data on new hires in the last two years to observe the distribution of incoming talent:
  - A significant volume of hires has been confirmed, where a trend towards feminization is observed in the areas of support and administration.
  - At the same time, access to the Research group has been analysed, confirming IRTA's ability to attract female talent in the scientific field, a fact that is considered key to maintaining gender balance in the entity's research structure.



Evolution of highs in recent years (2022 - 2024) by sex:

## 4.5. Professional promotion

The analysis of professional promotion is one of the fundamental pillars of any equality diagnosis, as it makes it possible to assess whether the entity’s progression system is truly neutral or whether, on the contrary, invisible barriers persist that hinder women’s promotion. Monitoring how and where workers are promoted is key to identifying phenomena such as **vertical segregation** or the “**glass ceiling**”, fac-

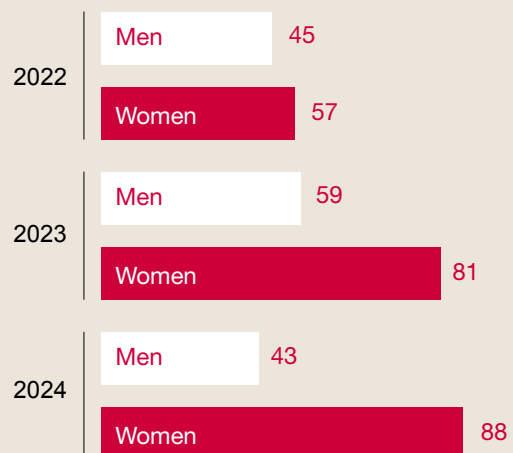
tors that have a direct impact on the wage gap and the underrepresentation of women in decision-making bodies. An equitable promotion policy not only guarantees social justice, but also ensures that IRTA takes advantage of its full human potential, avoiding the loss of talent at the levels of greater strategic responsibility.

### Analysis of the evolution 2022-2024

The study of professional progression at IRTA has been carried out by analysing the evolution of internal movements during the last three years. According to the data found, the distribution of people who have promoted by year and sex is as follows:

- **Positive gender dynamics:** It is observed that the volume of women who promote is consistently the majority. Especially noteworthy is the figure for **2024**, where women represent **67.2%** of total promotions, a figure that significantly exceeds their weight in the overall workforce (55.89%).
- **Talent retention capacity:** The growth in the absolute number of female promotions indicates that IRTA is an environment where women find active professional development pathways, a key factor in avoiding the “talent drain” to other organizations.

- **Challenge of verticality:** Despite these success figures in volume, the diagnosis shows that the main challenge is not the promotion itself, but the leap towards the levels of **Senior Management**. The high number of female promotions at the technical and research levels must serve as a basis for nurturing, in the near future, the positions of maximum strategic responsibility, definitively breaking down any vertical barrier detected.



Distribution of men and women who promoted by year (No)

## 4.6. Salary and remuneration audit

In compliance with **Royal Decree 902/2020**, the salary audit of the **IRTA** workforce has been carried out, segregated by professional categories and gender. This document analyses the total annual remuneration, including base salary, supplements, variables and overtime.

### Validity and methodology

- **Validity:** This audit has the same validity as this Gender Equality Plan. A commitment is made to carry out a new one together with the diagnosis of the next plan.
- **Analytical system:** For the assessment of jobs, a system of comparison of the **average and median total annual remuneration** has been used, also corrected by **hourly remuneration** to consider reductions in working hours, leaves of absence or affiliation after 1 January.

### General results of the wage gap

The analysis of the remuneration information for 2024 shows that **IRTA's** aggregate wage gap is moderate:

- **Gap in total annual remuneration:** It presents **6% in the average** and **- 1% in the median**.
- **Gap per hour:** The difference is reduced to **3% on average** and **0% on median**.

### Categories with a gap of more than 25%

The diagnosis identifies inequalities concentrated in specific groups:

- **Out of Agreement:** It has the highest gap with **26% in the average** and **30% in the median**. The main cause is the historical composition of this group: men have an average age of **16 years**, while women have **9.5 years**.
- **Support Level 1:** It has an extreme gap of **-451%** (in favour of women), derived from the testimonial presence of men at this level with very short working hours.

### Analysis by remuneration concepts

- **Base Salary:** It has an overall gap of **5%**. In the “Out of Agreement” group, the difference in base salary is **22% (average)** and **35% (median)**.
- **Salary Supplements:** The general gap in supplements is **22%**. However, in the “subjective” supplements (positions or voluntary improvements), the gap rises to **32% (average)** and **57 % (median)**. This indicates that responsibility tasks are still mostly concentrated in men.
- **Variables and Bonuses:** The global gap is **12%**. It should be noted that **50% of female directors** perceive objectives, compared to **36% of male managers**.
- **Extra-salary Payments:** Total masculinisation is detected in **centre guards** (8 men and 0 women) and a slight difference in **company vehicles** (2 women and 3 men).

### Action plan for the correction of inequalities

IRTA establishes the following action plan based on the recommendations of the audit to correct the structural inequalities detected:

1. **Job evaluation:** Review the job evaluation model to effectively incorporate the gender perspective.
2. **Transparency in salary supplements:** Guarantee objective criteria and transparency in the assignment of complements to positions and assignments of functions.
3. **Promotion of female leadership:** Encourage a greater presence of women in command and in positions “Outside the Agreement” to balance seniority and historical responsibility.
4. **Homogenization of variables:** Establish a more predictable system of variable remuneration and bonuses.

## 4.7. Co-responsible exercise of the rights to personal, family and work life

**IRTA** recognises the reconciliation of personal, family and work life as a fundamental right to guarantee equal opportunities. The analysis of the diagnosis confirms that the entity has an advanced time management model, with measures that exceed the legal minimums and that seek to facilitate the balance between the professional responsibilities and the personal needs of its staff.

The bank is committed to flexible working hours as the main tool to avoid the rigidity that often penalizes people with family responsibilities:

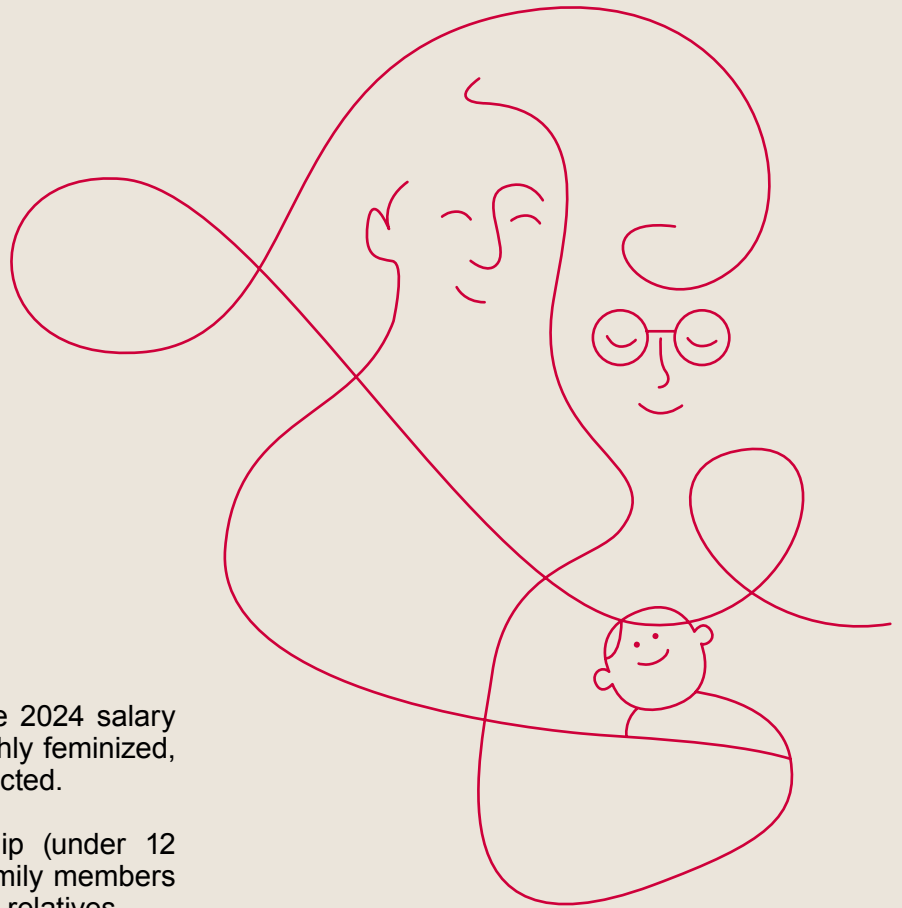
- **Intensive Days:** A day from 8:00 a.m. to 3:00 p.m. is planned between June 15 and September 15, in addition to designated days (January 5, Holy Thursday, April 23 and December 24). A voluntary intensive day is also offered at the beginning of June and during the Christmas period through a system of recovery of hours.
- **Ordinary Time Flexibility:** The schedule establishes a mandatory stay from 9:00 a.m. to 1:30 p.m., allowing the rest of the 7.5-hour day to be distributed with a margin of freedom between 8:00 a.m. and 7:00 p.m.
- **Specific measures for childcare:** Staff with children under 12 years of age enjoy extended flexibility, being able to set the check-in time until 9:30 a.m. (or 9:00 a.m. in an intensive day).

The permission system allows for personalised management of rest time:

- **Splitting:** Holidays can be divided into up to three periods (minimum 7 days), with the possibility of using 5 days individually.
- **Personal days:** There are 45 paid hours per year (6 days), with a margin of enjoyment until January 15 of the following year.

**IRTA** applies and facilitates leave related to the care of life and personal situations:

- **Birth and Care of a Minor:** 17 weeks of suspension with the possibility of advancing international adoptions.
- **Breastfeeding:** One hour a day until 9 months, with the option of full-day compaction.
- **Measures for pregnant women:** Leave for prenatal examinations and the possibility of making the working day fully flexible during the last month of pregnancy to facilitate remote work or carrying out tasks without travelling.
- **Support for Disability and Health:** Specific leave for the care of children with disabilities (2 hours of flexibility per day) and for hospitalisation or serious illness of first-degree relatives.
- **Situations of Gender Violence:** Absences caused by this cause are considered fully justified by accreditation of the corresponding services.



### Reductions in working hours and leaves of absence

These measures are key, although the 2024 salary audit indicates that their use is still highly feminized, which contributes to the wage gap detected.

- **Reductions:** For legal guardianship (under 12 years of age), care of dependent family members or very serious illness of first-degree relatives.
- **Leaves of absence:** IRTA provides for various modalities (particular interest, care of a child or family member, cohabitation, gender violence or incompatibility), maintaining the reservation of the job and the calculation of seniority in cases related to the care of people and gender violence.

As a distinctive element of a research institution of excellence, IRTA offers:

- **Leave for training (Sabbatical Year):** From the category of Researcher “C”, one year can be requested every seven years for further training in centers of international relevance, with the possibility of maintaining up to 100% of the remuneration.
- **External stays:** From 3 months to 2 years in prestigious centers, maintaining salary and job.

In summary, we can see that IRTA has a very robust work-life balance ecosystem. However, the data analysis confirms that reductions in working hours, and care leave are mostly requested by women, which has a direct impact on their total annual remuneration. The challenge of this Plan will be to promote co-responsibility so that male staff make equivalent use of these measures, preventing work-life balance from penalizing only the career and salary of the entity's researchers.

## 4.8. Prevention of sexual and gender-based harassment

IRTA assumes a firm commitment to **zero tolerance** for any conduct that may constitute sexual harassment, based on sex, sexual orientation or gender identity. The organisation recognises that the most effective instrument to protect the health and dignity of its workforce is **prevention and early intervention**. For this reason, IRTA not only has reaction mechanisms, but also integrates prevention as an active policy at all levels of the organisation.

Currently, the entity is governed by the **Protocol for the prevention and treatment of sexual and gender-based harassment**. This tool is mandatory for all staff, including trainees, volunteers and external staff who carry out activity at IRTA's facilities. The aim is to ensure a work environment free of any intimidating, degrading or offensive behaviour.

The protocol clearly defines what behaviours are considered unacceptable, including examples of character:

- **Verbal:** Spreading rumours, rude comments about the body or sexual jokes.
- **Non-verbal:** Lewd looks, obscene gestures or use of sexually explicit images.
- **Physical:** Unsolicited deliberate physical contact, excessive closeness, or touching.

### Preventive actions and awareness

To ensure that the regulations are known to everyone, the Prevention Service has carried out rounds of face-to-face talks in all workplaces. This dissemination strategy is complemented by:

- **Welcome Manual:** All new additions are informed of the existence of the protocol.
- **Specific training:** IRTA is committed to specially training the management team and the people with staff in charge to improve the detection of possible signs of harassment.
- **Psychosocial Studies:** Periodically evaluations are carried out (such as the study carried out using the Fpsico 4.0 method) to monitor the climate of relationships and social support (RAS). In the 2022 analysis, 72.2% of the workforce assessed this situation as adequate, although the need to continue raising awareness to avoid "apparently invisible situations" was identified.



### Effectiveness of the procedure: cases and resolution

The forcefulness of **IRTA** in the application of the disciplinary regime has been manifested in the resolution of two recently detected cases. Following the principles of **speed, confidentiality and protection of the victim** set out in the protocol:

1. The Commission of Inquiry was activated to ascertain the facts with technical rigor.
2. Although there was no physical violence, the seriousness of the events led to the **dismissal of the two harassers**, applying the maximum sanction provided for very serious violations.
3. The **principle of indemnity was guaranteed**, ensuring that victims could continue in the same job without suffering reprisals or revictimization.

In addition to the harassment protocol, the entity has the **Conflict Management Protocol**. This tool allows interpersonal discrepancies to be analysed and resolved early, preventing poor relationship management from leading to situations of psychological or discriminatory harassment.

Despite not currently having a specific Protocol against LGBTI-phobia, after the entry into force of Law 13/2025, of 29 December, approved by the Parliament of Catalonia, the **IRTA** Equality Commission is committed to starting, during 2026, the process of creating this Protocol.

In summary, we can say that IRTA has a robust procedural framework and an organizational culture that does not allow ambiguity in the face of harassment. Experience in the management of real cases shows that the reporting channels work and that the entity acts with the utmost firmness to expel discriminatory behaviour from the system, always protecting the integrity of the people affected.



## 4.9. Gender violence

IRTA expresses an active and unavoidable commitment in the fight against gender violence, understanding that this social scourge requires a coordinated and protective response from the workplace. As a public entity, IRTA not only complies with current legislation, but also positions itself as a space of support and protection for women who may be suffering from this situation, guaranteeing their **employment protection** and their right to security.

The entity effectively guarantees all the labour rights established in **the Workers' Statute** and in Organic Law 1/2004, on Comprehensive Protection Measures against Gender Violence. These measures seek to make it easier for the victim to maintain their job and their economic independence in safe conditions:

- **Reorganisation and Reduction of Working Hours:** Right to adapt working hours and reduce working hours with a proportional reduction in salary to facilitate their protection or comprehensive social assistance.
- **Geographical mobility:** Preferential right to occupy a job of the same category in any other IRTA center if the victim is forced to leave the place where he or she provided services to make his or her protection effective.
- **Suspension of the Contract:** Possibility of suspending the employment relationship with reservation of the job when the situation of violence requires it.
- **Justification of Absences:** Total or partial absences due to the physical or psychological situation resulting from the violence are considered fully justified according to the criteria of social or health services.

Beyond administrative rights, IRTA provides victims with resources to facilitate their recovery and reporting process:

- **Specialised Support:** The organisation provides psychological support and, if necessary, refers the person to specialised external care services.
- **Legal and Administrative Advice:** Help and accompaniment are provided in case the person wants to initiate actions before the police or the courts.
- **Absolute Confidentiality:** All procedures and data related to these situations receive a high security treatment to protect the privacy and life of the worker.

### Information and Awareness Actions

IRTA believes that prevention is born from collective awareness. For this reason, the consolidation of symbolic and informative actions that give visibility to the institutional rejection of violence is positively valued:

- **Commemoration of 25N:** on the International Day for the Elimination of Violence against Women, IRTA carries out internal awareness campaigns to remind people of support channels and reinforce the culture of respect.
- **Dissemination of Protocols:** The entity undertakes to provide the entire workforce with information on how to act in the event of any sign of violence, eliminating the taboo and promoting an environment where the victim feels safe to ask for help.

## 4.10. Communication and non-sexist language

Language is not just a means of transmitting information, but a cultural acquisition that reflects our thoughts, values, and the way we conceive of the world. In an organization committed to equality such

as **IRTA**, the use of non-sexist language becomes an indispensable instrument of positive action to promote real equality and guarantee the visibility of women in science and research.

### IRTA communication channels

The entity has a consolidated and diversified communication structure that reaches both the workforce and society in general. The analysis of the diagnosis identifies the following channels as vital for the dissemination of equality values:

**Internal Communication Channels:** These are the pillars to guarantee the internalization of corporate values and the active participation of staff:

- **Weekly Bulletin (Information Collection - RDI):** Reference channel that reaches about 900 people every Friday, collecting news of interest to the **IRTA community**.
- **IRTAnet:** Intranet platform (currently in the process of being improved) that acts as a central repository of information and resources.
- **#CompartimIRTA:** Direct communication sessions from the General Management to the workers, fundamental for transparency.
- **Operational Communication:** Conversations via TEAMS, emails and the interpersonal relationships that make up the daily work environment.

**External Communication Channels:** They project IRTA's image and commitment to the outside world:

- **Website:** With around 170,000 visits per year, it is the main showcase for the organisation's scientific activity.
- **Social Networks:** A growing community with more than 27,000 followers on LinkedIn, 12,000 on X (formerly Twitter) and 3,000 subscribers on YouTube (with 20,000 views per year).
- **Newsletter and Press Releases:** Aimed at a base of 2,900 external subscribers and specialized journalists from all over Spain.
- **People as Ambassadors:** IRTA staff project the institution in each forum or conference, becoming living communication channels of the entity's culture.



### Use of language and image representation

The qualitative analysis of IRTA's communication shows a constant effort to use respectful language. However, the Gender Equality Plan establishes clear guidelines to consolidate this practice:

- **Use of Neutral Terms:** Priority is given to the use of groups that include women and men in a balanced way ("the workforce" instead of "the workers", "the research team" or "the management"). The aim is to replace the generic masculine with formulas that make the dual reality of the entity visible.
- **Visual Diversity and Stereotype Breaking:** It is vital that corporate images (activity reports, brochures, social media) show women leading research teams or driving machinery, as well as men in administrative or care tasks. The visual representation of women's contribution to the world of science is an essential part of IRTA's commitment.

These are some images taken from the IRTA website that show a good representation of women as scientific staff in the company.

### Participation and continuous improvement

To ensure that equality policy is in line with real needs, IRTA has feedback and participation mechanisms:

- **Quality System (Complaints and Opportunities for Improvement):** Allows any member of the staff to alert about inappropriate uses of language or suggest improvements in terms of equality.
- **Feedback in the RDI:** The internal journal allows comments to be sent on the information published, facilitating a two-way dialogue.



# 5. Objectives of the Equality Plan

## 5.1. General objectives

The preparation and implementation of this Gender Equality Plan at **IRTA** does not only respond to compliance with current legislation but is born from the institution's firm desire to articulate actions that guarantee real **and effective equal opportunities**.

The central objective is the integration of the gender perspective in a transversal way in the management system and in the research culture of the institution itself. This Plan allows the results of the diagnosis to be grounded in a framework of tailor-made action, with the following strategic purposes:

- **Leadership and institutional image:** To project an image of IRTA fully committed to the principle of equality, becoming a benchmark for female talent in the Agri-food and scientific sector.
- **Diagnosis and continuous improvement:** Consolidate a cross-sectional analysis with a gender perspective that allows for periodic monitoring of strengths and areas for improvement, especially in terms of remuneration and vertical promotion.
- **Promotion of co-responsibility:** Formalise new measures that go beyond the classic concept of work-life balance, focusing on promoting the active co-responsibility of men in care tasks to avoid the professional penalisation of women.
- **Gender mainstreaming:** Integrate the gender perspective in all spheres of the organization, from the definition of research projects to the evaluation of performance.
- **Neutrality in talent:** Implement access and recruitment measures that guarantee absolute neutrality, eliminating any bias or barrier that may hinder the entry of diverse talent into traditionally segregated areas.
- **Culture and training:** Promote, through communication and training actions, awareness of equality at all hierarchical levels, with special emphasis on the management and management teams.
- **Evidence-based management:** Establish a system of indicators with a gender perspective that allows the evolution of equality in key areas of intervention to be measured with data.
- **Safe and violence-free environment:** Disseminate and rigorously apply the **Sexual and Gender-Based Harassment Protocol (PG-114)**, ensuring that all staff are aware of the reporting and protection channels.

## 5.2. Specific Objectives by Lines of Action

### Axis 1: professional classification and underrepresentation of women

- Balance gender composition across departments and categories, actively monitoring both horizontal and vertical segregation.
- To promote the development and retention of female talent, ensuring that most women in the initial stages (pre-doctoral) progress in a stable way towards a senior research career.

### Axis 2: working conditions and occupational health

- Integrate the gender perspective into the strategy for promoting health, safety and well-being, acting on the psychosocial risks detected in workload and participation.
- Apply the gender perspective in the prevention of sexual violence and harassment in the workplace through the **PG-114** protocol.

### Axis 3: selection and contracting process

- Guarantee equal opportunities in job offers and selection systems, eliminating gender biases in job descriptions.
- Ensure neutrality in selection boards through specific training in unconscious gender biases.
- Correct the horizontal segregation detected in certain areas of support or research to avoid the feminization or excessive masculinization of certain roles.

### Axis 4: professional promotion

- Guarantee transparency and the application of equality criteria in all internal promotion processes, with a special focus on access to senior management.
- Eliminate the “glass ceiling” by making it easier for the volume of female promotions to translate into an effective presence of women in strategic decision-making positions.



### Axis 5: training

- Train staff in gender equality and harassment prevention.
- Ensure that the training offer is accessible to the entire workforce, carrying out actions preferably within working hours to facilitate the participation of people with care responsibilities.

### Axis 6: remuneration

- Guarantee the principle of equal pay for work of equal value, especially in the “Outside Agreement” group where the highest gaps have been detected.
- Improve transparency and objectivity in the allocation of salary supplements (positions and assignments of functions), an area where a significant gap persists.

### Axis 7: co-responsible exercise of the rights of personal, family and work life

- Promote the active co-responsibility of men in care tasks to prevent the right to conciliation from exclusively penalising women’s remuneration and careers.

### Axis 8: prevention of sexual and gender-based harassment

- Guarantee a safe work environment through the systematic dissemination of the **PG-114** protocol and zero tolerance for any discriminatory conduct.
- Raise awareness among staff about sexual diversity and gender identity, including the protection of the LGBTI community.

### Axis 9: gender violence

- Consolidate comprehensive support policies (mobility, flexibility and job reservation) for women victims of gender-based violence.
- Promote a culture of prevention and early detection of gender-based violence through awareness-raising actions such as those of 25N.

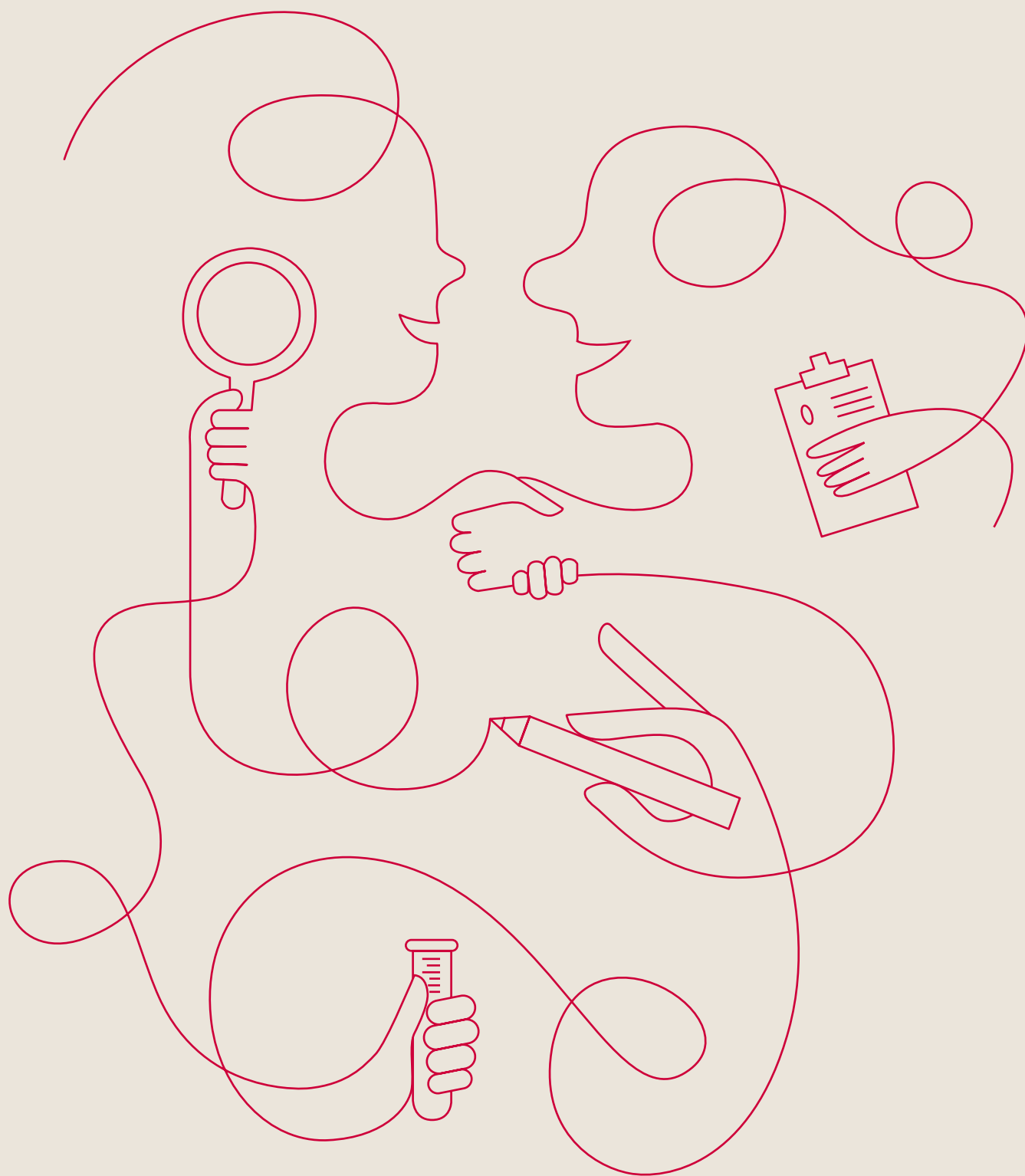
### Axis 10: communication and non-sexist language

- To ensure the widespread use of inclusive and neutral language in all IRTA’s internal and external communications.
- To project a corporate image that gives visibility to diversity and the fundamental contribution of women in scientific research, breaking with gender stereotypes.

# 6. Summary Table of Measures by Axes and Objectives

Axes	Specific Objectives	Measurements
Professional Classification and Underrepresentation of Women	Correct the underrepresentation of women in management and reduce the 26% wage gap detected in this group.	<b>Recruitment and Succession Plan for the Management.</b> Commitment of the Management so that, on equal terms and assessments of future candidates to fill vacancies or for new positions in the management team, favour the hiring of women to reach the target of 40% by 2029.
	Breaking the glass ceiling and creating an internal quarry of female talent ready to take on management and leadership roles.	<b>Women with Talent Program.</b> Within the mentoring program, there will be special sensitivity to female leadership. Monitoring indicators will be incorporated to monitor women's professional careers.
	To guarantee the balanced participation of women and men in IRTA's strategic decision-making.	<b>Parity in selection committees:</b> Whenever possible, ensure that both sexes are represented on selection committees. When there is no parity, the Committees must record in the minutes
Working Conditions and Occupational Health	Guarantee a safe environment and comply with current regulations on sexual freedom.	<b>Update of the Sexual and Gender-Based Harassment Protocol. Adaptation to Organic Law 10/2022,</b> explicitly including cyberbullying and sexual violence as an occupational risk.
	Detect and prevent occupational health such as risks that affect women and men in a differentiated way. Beyond identifying the risks, the objective must be to eliminate them.	<b>Psychosocial Risk Assessment with a gender perspective. Specific analysis</b> of factors such as double presence or stress linked to the research career from a gender perspective. Obligation to implement corrective measures once the risks are detected.
Selection and Recruitment Process	Correct horizontal segregation in masculinised (Estates) and feminised (Economic Management) departments.	<b>Positive action in hiring. Prioritisation</b> of the hiring of people of the sex with the most under-representation in the event of equal curricular and competency merits.
	To attract female talent and prevent language from acting as a barrier to entry into masculinised sectors.	<b>Review and guarantee of inclusive language in all job offers. Periodic audit of published offers</b> to ensure the use of neutral language and the visibility of the commitment to equality. Compulsory training for all people who participate in selection processes.

Axes	Specific Objectives	Measurements
Professional Promotion	Guarantee an objective assessment of women's performance, free of bias, to encourage their positive assessment and promote their internal promotion.	<b>Annual monitoring of promotions granted. Design and implementation of a procedure or guide for the annual evaluation of performance</b> from a gender perspective.
Training	To ensure equal access to training and professional development for the entire workforce.	<b>Design and implementation of an annual training plan aimed at covering the training needs</b> of the workforce.
	Raise awareness and train staff on equality to promote an inclusive culture.	<b>Provide training in equal opportunities</b> between women and men to all staff on a co
	Avoid gender bias in research, merit assessment and decision-making.	<b>Provide compulsory training on unconscious gender biases</b> to all staff (especially scientific staff).
Remuneration	Correct gender segregation in access to extra-salary payments and guarantee equal opportunities.	<b>Review of extra-salary benefits (Vehicle, Housing/Guards). Analysis of the sites</b> that enjoy these benefits (masculinised) to detect and correct possible biases in access requirements (availability, etc.).
	Monitor the effectiveness of corrective measures and guarantee remuneration transparency.	<b>Annual Remuneration Register and Salary Audit. Continue with the detailed analysis</b> of the gap, focusing on the evolution of the "Out of Agreement" group and the complements.
Co-responsible Exercise of the Rights to Personal, Family and Work Life	Defeminize care and prevent work-life balance from exclusively penalizing women's professional careers.	<b>Campaign to Promote Co-responsibility aimed at men.</b> Specific awareness-raising actions to encourage men to take advantage of work-life balance measures (reductions, leaves of absence).
	To ensure that researchers with family responsibilities do not miss opportunities for <i>networking</i> and scientific visibility.	<b>Conduct a survey to identify whether care responsibilities limit participation</b> in congresses, trips or multi-day stays, and what measures they consider IRTA could offer to facilitate attendance. For example, grants for scientific stays with children, if so determined.
Prevention of Sexual and Gender-based Harassment	Ensure that the training started in October 2025 is kept up to date and reaches all new additions to guarantee the effectiveness of the Protocol.	<b>To provide periodic training in the prevention and detection of sexual harassment, gender-based violence</b> and gender-based violence to the entire workforce (retraining and new recruits).
	Remind staff of the existence of the protocol and mechanisms for reporting situations of harassment.	<b>Periodic dissemination of the Harassment Protocol and the reporting channels.</b> Especially on symbolic dates such as 25N or 8M. <b>Annual monitoring of the number of incidents and resolution time.</b>



Axes	Specific Objectives	Measurements
Communication and Non-sexist Language	Promote the use of non-sexist language and images in all company communications.	<b>Review of the Manual of Good Practices in Communication and Inclusive Language</b> and also give it visibility among workers.
	To create female role models and combat gender stereotypes in the sector.	<b>To give visibility to leading women</b> in the scientific and technological field on the company's platforms.
	To create female role models, empower internal talent and attract scientific vocations.	<b>Visibility of women scientists at IRTA ("Role Models")</b> . Internal and external communication campaign to publicize the Principal Investigators (PIs) of the institute.
Gender Violence	Inform the victim workers of their rights and the resources available to the company.	Preparation of a Guide to labour rights <b>for workers who are victims of Gender Violence</b> .
	Offer support to victim workers to facilitate their recovery, keeping their jobs.	Design of measures to improve legal rights <b>for victims of gender violence</b> .
	Give visibility to the commitment against gender violence and raise awareness among the workforces.	Carrying out commemorative awareness campaigns and actions <b>on key dates such as 25N (International Day for the Elimination of Violence against Women) and 8M</b> . 11 February, Women in Science Day.
Organizational Culture	Evaluate the real impact of the Gender Equality Plan and encourage the participation of the workforce.	<b>Carrying out an annual equality survey. Assessment of the degree</b> of satisfaction of the workforce with the measures of the Plan and detection of needs.
	Integrate equality into IRTA's DNA and keep the workforce informed and engaged.	<b>Inclusion of equality as a strategic value in communication. Periodic dissemination</b> of the progress of the Plan and the commitment of the Management in internal and external channels.
	To educate on equality concepts in an entertaining and constant way, reinforcing inclusive language in everyday life.	<b>Visual Pills "IRTA Dictionary of Equality"</b> . <b>Creation of short and visual definitions</b> for screensavers or intranet that explain key concepts with data or humor (e.g. Glass ceiling, Sticky floor, Unconscious bias).
	To publicise the work and functions of the Equality Commission.	<b>Design of a communication and dissemination plan of the Equality Commission</b> to the company's staff.

# 7. Measurement sheets by axes

## Axis 1: Professional Classification and Underrepresentation of Women

Measure 1	Recruitment and Succession Plan for the Management.			
	<b>Specific Objective</b>	Progressively increase the presence of women in the management team to reach at least 40% of women by 2029.		
	<b>Description of the Measure</b>	Commitment of the Management so that, on equal terms and assessments of future candidates to fill vacancies or for new positions in the management team, favour the hiring of women in order to reach the target of 40% by 2029.		
	<b>Target Group</b>	Management Team. People with management potential identified in the career plan (men and women), with special emphasis on the development of female talent.		
	<b>Resources</b>	Personnel: <b>General Management, Human Resources</b> , Selection and Development <b>Managers, Equality Commission</b> , department heads involved in processes for the provision of managerial positions.		
	<b>Responsible Persons</b>	General Management / Human Resources Department		
	<b>Timing</b>	Start of the measure: 2026. Validity: until 31/12/2029.	<b>Calendar</b>	2026-2029
	<b>Monitoring and Evaluation Indicators</b>	Percentage of women in the management team out of the total number of managers. Annual evolution of the percentage of women candidates finalists in selection processes and provision of management positions.		

<b>Measure 2</b>	<b>Women with Talent Program.</b>			
	<b>Specific Objective</b>	To promote female leadership through a structured mentoring and training programme aimed at women with potential to occupy management and management positions.		
	<b>Description of the Measure</b>	Development itinerary (mentoring, training in managerial skills and internal networking) aimed at women in the organization with a career and leadership potential. Within the mentoring program, there will be special sensitivity to female leadership.		
	<b>Target Group</b>	Women in the workforce with a consolidated career and/or identified potential to access positions of coordination, project manager, middle managers or management. Managers with experience in people management who will act as mentors within the program.		
	<b>Resources</b>	Personal: <b>Human Resources Department</b> , General Management (sponsorship), internal mentors, possible external support specialized in mentoring with a gender perspective.		
	<b>Responsible Persons</b>	Human Resources Department		
	<b>Timing</b>	Execution of each edition: annual mentoring cycles (8–12 months).	<b>Calendar</b>	2026-2029
<b>Monitoring and Evaluation Indicators</b>	Number of women participating in the programme per edition and percentage of the total number of women in medium-high qualification groups. Percentage of participating women who, in the following 2–3 years, access positions of greater responsibility. Degree of satisfaction of mentors.			
<b>Measure 3</b>	<b>Parity in Selection Committees.</b>			
	<b>Specific Objective</b>	Reduce possible gender biases in selection and promotion processes through documented justification in cases of lack of absolute parity.		
	<b>Description of the Measure</b>	To guarantee the balanced participation of women and men in <b>IRTA's</b> strategic decision-making. Whenever possible, ensure that both sexes are represented on the selection committees. When there is no parity, the committees must record in the minutes of the actions and reasons, with a report to the Equality Commission.		
	<b>Target Group</b>	Members of IRTA's selection, promotion and strategic decision-making committees. Directorate General, Directorate of People and Negotiating Committee of the Gender Equality Plan. All staff involved in selection processes or strategic decisions.		
	<b>Resources</b>	Personnel: Directorate of People, Equality Commission. Materials/organisational: models of standardised minutes and reports.		
	<b>Responsible Persons</b>	General Management / Human Resources		
	<b>Timing</b>	2027–2029: systematic application to all committees and bodies, with annual review.	<b>Calendar</b>	2026-2029
<b>Monitoring and Evaluation Indicators</b>	Number and percentage of committees with absolute parity; number of cases without parity and justified reasons in the acts.			

## Axis 2: Working Conditions and Occupational Health

Measure 4	Update of the Sexual and Gender-Based Harassment Protocol.		
<b>Specific Objective</b>	Update the existing Protocol on sexual and gender-based harassment to align it with <b>Organic Law 10/2022</b> , explicitly incorporating cyberbullying and sexual violence as psychosocial occupational risks.		
<b>Description of the Measure</b>	<b>Update of the Sexual and Gender-Based Harassment Protocol</b> , adapting it to <b>Organic Law 10/2022</b> , with the explicit inclusion of cyberbullying (via networks, email, etc.) and sexual violence as an occupational risk, integrating it into the occupational risk prevention plan.		
<b>Target Group</b>	All IRTA staff (staff, civil servants, external collaborators).		
<b>Resources</b>	Personnel: Equality Commission / General Directorate / Occupational Risk Prevention Service. Materials: updated protocol model, reporting channels, online training materials.		
<b>Responsible Persons</b>	Equality Commission / Human Resources Department / Occupational Risk Prevention Service.		
<b>Timing</b>	Start of the measure: 2026, until an agreement is reached.	<b>Calendar</b>	Punctual action
<b>Monitoring and Evaluation Indicators</b>	Approval and publication of the updated protocol (yes/no; date of implementation). Number of people trained in the harassment protocol and prevention (coverage % staff). Number of complaints received for sexual harassment/gender-based harassment, average resolution time and measures taken.		

<b>Measure 5</b>	<b>Psychosocial Risk Assessment with a gender perspective.</b>			
	<b>Specific Objective</b>	Detect and prevent occupational health risks that affect women and men in a differentiated way.		
	<b>Description of the Measure</b>	Specific analysis of factors such as double presence or stress linked to the research career from a gender perspective. Obligation to implement measures once needs have been detected.		
	<b>Target Group</b>	The entire <b>IRTA</b> staff, with a focus on vulnerable groups: women with family responsibilities, researchers in the early stages of their careers, staff with a double presence.		
	<b>Resources</b>	Personnel: Prevention Service / Human Resources Department, support from the Equality Commission and external experts in psychosocial risks with gender.		
	<b>Responsible Persons</b>	Equality Commission / Human Resources Department / Occupational Risk Prevention Service.		
	<b>Timing</b>	During the validity of the Gender Equality Plan.	<b>Calendar</b>	Punctual action
	<b>Monitoring and Evaluation Indicators</b>	<p>Number of psychosocial risks identified with differential impact by sex.</p> <p>Number of corrective measures implemented and reported stress reduction (pre/post surveys).</p> <p>Evolution of absences due to mental illness disaggregated by sex and evolution of job satisfaction in annual surveys.</p>		

## Axis 3: Recruitment and Hiring Process

<b>Measure 6</b>	Positive action in hiring.			
	<b>Specific Objective</b>	Correct horizontal segregation in masculinised (Estates) and feminised (Economic Management) departments.		
	<b>Description of the Measure</b>	Prioritisation of the hiring of people of the underrepresented sex in the event of equal curricular merits and competences.		
	<b>Target Group</b>	External and internal candidates in recruitment processes or promotion to departments with horizontal segregation. The entire workforce via transparency in selection processes.		
	<b>Resources</b>	<b>Personnel:</b> Human Resources Department / Program <b>Managers.</b> <b>Materials:</b> selection protocols with positive action clause, objective assessment sheets		
	<b>Responsible Persons</b>	Equality Commission / Human Resources Department / Occupational Risk Prevention Service.		
	<b>Timing</b>	Continuous action: application to all procurement processes since the approval of the Plan (2026).	<b>Calendar</b>	Initial analysis by departments: 2026.
	<b>Monitoring and Evaluation Indicators</b>	% of new hires of the underrepresented sex in equal merits. Evolution % of women/men by department (Estates, Economic Management) in new hires. Annual report disaggregated by sex on recruitment and horizontal segregation.		

Measure 7	Review and guarantee of inclusive language in all job offers.			
	<b>Specific Objective</b>	To attract female talent and prevent language from acting as a barrier to entry into masculinised sectors.		
	<b>Description of the Measure</b>	Periodic audit of published offers to ensure the use of neutral language and the visibility of the commitment to equality. Compulsory training for all those who participate in the selection processes.		
	<b>Target Group</b>	Candidates for all vacant positions, especially in male-dominated areas. Personnel of the People Directorate responsible for drafting and publishing offers. Programme Heads who participate in the definition of professional profiles.		
	<b>Resources</b>	<b>Personnel:</b> Directorate of People / Equality Commission. <b>Materials:</b> inclusive language guide for job offers.		
	<b>Responsible Persons</b>	Equality Commission/ Directorate of People.		
	<b>Timing</b>	Continuous action: application to all offers since the approval of the Plan.	<b>Calendar</b>	2026-2029
	<b>Monitoring and Evaluation Indicators</b>	Evolution of the % of female candidates in maledominated areas (farms) pre/post implementation. Results of the quarterly audit: incidents detected and average correction time.		

## Axis 4: Professional Promotion

Measure 8	Design and implementation of a guide procedure for annual evaluation.			
	<b>Specific Objective</b>	Guarantee an objective assessment of women's performance, free of bias, to encourage their positive assessment and promote their internal promotion.		
	<b>Description of the Measure</b>	Annual monitoring of promotions granted and denied, for the evaluation of compliance with a gender perspective.		
	<b>Target Group</b>	All staff subject to annual performance evaluation. Special focus on women and underrepresented groups in promotion. Endorsers: programme heads, department heads and Human Resources Department.		
	<b>Resources</b>	<p><b>Personal:</b> People Directorate, support from the Equality Commission for reviews.</p> <p><b>Materials:</b> procedure guide, online training materials.</p>		
	<b>Responsible Persons</b>	Equality Commission / People Directorate		
	<b>Timing</b>	Specific action: design and approval of the guide in 2026.	<b>Calendar</b>	2026-2029
	<b>Monitoring and Evaluation Indicators</b>	<p>% of annual evaluations carried out with the new procedure (objective: 100%).</p> <p>% of women vs men with positive ratings (excellent/remarkable) and subsequent promotion, disaggregated by professional category.</p> <p>Number of evaluators trained in gender perspective (% coverage).</p> <p>Rate of complaints due to bias in evaluations.</p>		

## Axis 5: Training

<b>Measure 9</b>	Design and implementation of an annual training plan aimed at covering the training needs of the workforce.			
	<b>Specific Objective</b>	Ensure equal access to training and professional development for the entire workforce, correcting possible inequalities by sex or professional category.		
	<b>Description of the Measure</b>	Annual preparation of a training plan based on a diagnosis of needs disaggregated by sex, category and department, with priority given to actions that balance competences in segregated areas (techniques for women, management for men).		
	<b>Target Group</b>	The entire <b>IRTA</b> staff, especially underrepresented groups in advanced training.		
	<b>Resources</b>	Personal and economic.		
	<b>Responsible Persons</b>	Human Resources Department.		
	<b>Timing</b>	Annual.	<b>Calendar</b>	Q4 each year: diagnosis of needs and preparation of a plan. Next year: quarterly execution and monitoring.
<b>Monitoring and Evaluation Indicators</b>	% of the workforce participating in training (disaggregated by gender). % women/men in strategic training by category. Formative satisfaction (survey $\geq 80\%$ ).			
<b>Measure 10</b>	Provide training on equal opportunities between women and men to all staff.			
	<b>Specific Objective</b>	Raise awareness and train staff on equality to promote an inclusive culture.		
	<b>Description of the Measure</b>	Mandatory annual/biannual sessions on equality (basic concepts, inclusive language, co-responsibility), adapted by department.		
	<b>Target Group</b>	100% staff.		
	<b>Resources</b>	Personal and economic.		
	<b>Responsible Persons</b>	Human Resources Department.		
	<b>Timing</b>	Annual / biannual.	<b>Calendar</b>	Even-numbered year: full training squad. Odd year: recycling/reinforcement
<b>Monitoring and Evaluation Indicators</b>	% trained workforce (target 100%). Improvement in knowledge (pre/post test $\geq 20\%$ ). Reduction of discrimination incidents.			

## Axis 5: Training

<b>Measure 11</b>	Compulsory training on unconscious gender bias (especially scientific staff).			
	<b>Specific Objective</b>	Avoid biases in research, merit assessment and decisions.		
	<b>Description of the Measure</b>	Specific training (2-4h) on unconscious biases, with examples from the scientific sector (evaluation of articles, committees).		
	<b>Target Group</b>	Priority scientific staff, extension to all endorsers.		
	<b>Resources</b>	Personal and economic.		
	<b>Responsible Persons</b>	Human Resources Department.		
	<b>Temporalització</b>	Punctual / periodic.	<b>Calendar</b>	2026: Complete implementation. Every 2 years: refresher.
<b>Monitoring and Evaluation Indicators</b>	% of trained scientific staff. Reduction of biases in decisions (audit processes). Training satisfaction.			
<b>Measure 12</b>	Training of the agreement negotiation team with a gender impact report.			
	<b>Specific Objective</b>	Train the negotiating team for the next agreement to incorporate the gender impact report as a mandatory element, ensuring that regulatory modifications respect effective equality.		
	<b>Description of the Measure</b>	Specific training for the negotiating team on gender impact reports according to <b>Law 19/2021</b> and <b>RD 901/2020</b> : methodology, key indicators (remuneration, conciliation, classification), integration into collective bargaining.		
	<b>Target Group</b>	Negotiation team next agreement.		
	<b>Resources</b>	<b>Personal</b> (specialized internal/external trainer). <b>Economic.</b>		
	<b>Responsible Persons</b>	Directorate of People/ Equality Commission.		
	<b>Temporalització</b>	Punctual.	<b>Calendar</b>	<b>2026 1S</b> : Team Building. <b>2026 2S</b> : Support application during trading. <b>2027</b> : verification of the inclusion of the report in the agreement.
<b>Monitoring and Evaluation Indicators</b>	% team formed (100%). Inclusion of the gender impact report clause in the agreement. Quality report (audit by the Equality Commission). Training assessment.			

## Axis 6: Remuneration

<b>Measure 13</b>	<b>Review of extra-salary benefits (Vehicle, Housing/Guards).</b>			
	<b>Specific Objective</b>	Correct gender segregation in access to non-salary payments.		
	<b>Description of the Measure</b>	Analysis of current beneficiaries, access requirements (availability, mobility) and adjustment objectives to eliminate biases.		
	<b>Grup Destinatari</b>	Current and potential beneficiaries.		
	<b>Resources</b>	Personal.		
	<b>Responsible Persons</b>	Human Resources Department.		
	<b>Temporalització</b>	Punctual	<b>Calendar</b>	2026-2029
<b>Monitoring and Evaluation Indicators</b>	% of women beneficiaries pre/post (balance 40-60%). Modifications to implemented requirements.			
<b>Measure 14</b>	<b>Remuneration Register and Annual Salary Audit.</b>			
	<b>Specific Objective</b>	Monitor the wage gap, focus “Out of Agreement” and supplements.		
	<b>Description of the Measure</b>	Preparation of the annual register RD 901/2020, detailed audit, corrective actions if there is a gap >2%.		
	<b>Grup Destinatari</b>	The entire <b>IRTA</b> staff.		
	<b>Resources</b>	Personal.		
	<b>Responsible Persons</b>	Human Resources Department.		
	<b>Temporalització</b>	Annual.	<b>Calendar</b>	April every year.
<b>Monitoring and Evaluation Indicators</b>	Global wage gap/category. % equal complements. Publication of the register.			

## Axis 7: Co-responsible Exercise of the Rights of Personal, Family and Work Life

<b>Measure 15</b>	Campaign to promote men's co-responsibility.			
	<b>Specific Objective</b>	Defeminize care, promote men in conciliation measures.		
	<b>Description of the Measure</b>	Annual campaign: workshops, men's testimonials, incentives for the use of father's leave.		
	<b>Target Group</b>	Squad men.		
	<b>Resources</b>	Personal.		
	<b>Responsible Persons</b>	Equality / Communication Committee.		
	<b>Timing</b>	Annual.	<b>Calendar</b>	March (8M) and November (25N).
<b>Indicadors de Seguiment i Avaluació</b>	% men use conciliation leave (+10% per year). Campaign participation.			
<b>Measure 16</b>	Congress/Travel Barriers Survey.			
	<b>Specific Objective</b>	Identify limitations, design work-life balance grants.		
	<b>Description of the Measure</b>	Annual survey of researchers, grant (care, flexible travel).		
	<b>Target Group</b>	Researchers with care.		
	<b>Resources</b>	Economics (grant pool).		
	<b>Responsible Persons</b>	Management / Human Resources Department..		
	<b>Timing</b>	Continuous.	<b>Calendar</b>	Continuous.
<b>Monitoring and Evaluation Indicators</b>	% of respondents responded. Grants awarded (donated/rejected). Participation in women's congresses.			

## Axis 8: Prevention of Sexual and Gender-based Harassment

Measure 17	Periodic training on harassment prevention.			
	Specific Objective	Ensure that the training started in October 2025 is kept up to date for all staff and new additions, guaranteeing the effectiveness of the Protocol.		
	Description of the Measure	Mandatory biannual sessions (2h): prevention, detection, action according to <b>LO 10/2022</b> , for new incorporations and general recycling.		
	Target Group	All staff, priority new additions.		
	Resources	Personal, economic.		
	Responsible Persons	Directorate of People / Investigating Committee.		
	Timing	Continuous / Biannual	Calendar	Every 2 years: complete training. Quarterly: new additions.
Monitoring and Evaluation Indicators	% of the squad formed (100%). Pre/post knowledge test. Use of reporting channels.			
Measure 18	Periodic dissemination of the Harassment Protocol and reporting.			
	Specific Objective	Remember the existence of protocol and reporting mechanisms.		
	Description of the Measure	Annual 25N/8M campaigns: posters, intranet, newsletter, channel reminders (mailbox, confidential email).		
	Target Group	All templates.		
	Resources	Personal.		
	Responsible Persons	Human Resources Department / Communication.		
	Timing	Annual.	Calendar	25N, 8M and beginning of the year.
Monitoring and Evaluation Indicators	Dissemination coverage (% of staff). Protocol consultations. Complaints received.			

## Axis 9: Communication and Non-Sexist Language

Measure 19	Manual revision Good Practices Communication and Inclusive Language.			
	Specific Objective	Promote non-sexist language / images in communications.		
	Description of the Measure	Manual updating (neutral terms guide, various images), communicator training, intranet visibility.		
	Target Group	Communication team.		
	Resources	Personal.		
	Responsible Persons	Department of Communication / Human Resources Department.		
	Timing	Continuous.	Calendar	Annual review, permanent application.
Monitoring and Evaluation Indicators	% of documents reviewed. Inclusive language audit.			
Measure 20	Design of the communication and dissemination plan of the Equality Commission			
	Specific Objective	To make the <b>IRTA Equality Commission</b> known to the staff, promoting its function, activities and contact channels to encourage participation and transparency.		
	Description of the Measure	Preparation of the annual communication plan: presentation of the Committee (members, functions), quarterly bulletin of activities, dedicated intranet space (news, surveys, contact), information sessions for the centers. Includes initial presentation to full template.		
	Target Group	The entire <b>IRTA</b> staff.		
	Resources	Personal.		
	Responsible Persons	Equality Commission / Communication Department / Human Resources Department.		
	Timing	Continuous.	Calendar	<b>2026 2S</b> : Plan design and initial template presentation. <b>Quarterly</b> : newsletters / intranet news.
Monitoring and Evaluation Indicators	Communication coverage (% of staff contacted). Queries in the Commission's intranet space. Participation in Commission activities (surveys, suggestions). Satisfaction with knowledge Commission.			

<b>Measure 21</b>	<b>Visibility of women scientific / technological references.</b>			
	<b>Specific Objective</b>	Creating female role models, combating stereotypes.		
	<b>Description of the Measure</b>	Women's profiles on the web, social media, institutional news.		
	<b>Target Group</b>	External / internal audience.		
	<b>Resources</b>	Personal.		
	<b>Responsible Persons</b>	Communication Department.		
	<b>Timing</b>	Continuous.	<b>Calendar</b>	Monthly.
<b>Monitoring and Evaluation Indicators</b>	Number of profiles published. Impact on views.			
<b>Measure 22</b>	<b>Visibility of women scientists IRTA ("Role Models").</b>			
	<b>Specific Objective</b>	Empowering internal talent, attracting vocations.		
	<b>Description of the Measure</b>	IP campaign: videos, web/intranet interviews, events.		
	<b>Target Group</b>	IPs women, staff / audience.		
	<b>Resources</b>	Personal.		
	<b>Responsible Persons</b>	Communication Department.		
	<b>Timing</b>	Continuous.	<b>Calendar</b>	2026 release, semi-annual update.
<b>Monitoring and Evaluation Indicators</b>	Number of featured IPs. Campaign Reach.			

## Eix 9: Communication and Non-Sexist Language

<b>Measure 23</b>	Leaflet for all centers summarizing the Gender Equality Plan and its actions.		
<b>Specific Objective</b>	To disseminate in a synthetic way the content of the Gender Equality Plan and its main actions in all <b>IRTA centers</b> , promoting the awareness and adhesion of the workforce.		
<b>Description of the Measure</b>	Design of a compact leaflet (foldable A4 format) with a visual summary of the Plan: main objectives by axes, key schedule, managers and channels of participation. Physical distribution (center tables, common areas) and digital (intranet, screens). Include QR in annual equality survey.		
<b>Target Group</b>	All the staff of all <b>IRTA centers</b> .		
<b>Resources</b>	<b>Personal / Materials / Economics</b>		
<b>Responsible Persons</b>	Department of Communication / Human Resources Department / Equality Commission.		
<b>Timing</b>	Punctual.	<b>Calendar</b>	<b>2026 1S:</b> design and printing. <b>2026 2S:</b> allcentre + digital distribution.
<b>Monitoring and Evaluation Indicators</b>	Number of copies distributed per centre (% staff coverage). QR scanners (equality survey queries). Triptych references in annual satisfaction survey.		

## Axis 10: Gender Violence

<b>Measure 24</b>	Guide to labour rights for VG victims.			
	<b>Specific Objective</b>	Inform company rights / resources.		
	<b>Description of the Measure</b>	Printed / digital guide: permits, reductions, psychological support, referrals.		
	<b>Target Group</b>	Workers who may be victims of gender violence.		
	<b>Resources</b>	Personal.		
	<b>Responsible Persons</b>	Human Resources Department.		
	<b>Timing</b>	Punctual.	<b>Calendar</b>	Elaboration 2027.
<b>Monitoring and Evaluation Indicators</b>	Measures implemented. Supported cases.			
<b>Measure 25</b>	Awareness campaigns 25N, 8M, 11F.			
	<b>Specific Objective</b>	Visibility, commitment against violence.		
	<b>Description of the Measure</b>	Events, networks, intranet: round tables, videos, pins.		
	<b>Target Group</b>	Staff / audience.		
	<b>Resources</b>	Personal (Communication), economic.		
	<b>Responsible Persons</b>	Communication / Human Resources Department / Equality Commission.		
	<b>Timing</b>	Annual.	<b>Calendar</b>	November (25N), March (8M, 11F).
<b>Monitoring and Evaluation Indicators</b>	Participation in events. Network impact.			

## Axis 11: Organizational Culture

<b>Measure 26</b>	<b>Annual Equality Survey.</b>			
	<b>Specific Objective</b>	Evaluate the impact of the Plan, detect needs.		
	<b>Description of the Measure</b>	Annual digital survey: satisfaction, measurements, climate, equality.		
	<b>Target Group</b>	All templates.		
	<b>Resources</b>	Personal (survey tools).		
	<b>Responsible Persons</b>	People Directorate / Equality Commission.		
	<b>Timing</b>	Annual.	<b>Calendar</b>	June every year.
<b>Monitoring and Evaluation Indicators</b>	Response rate ( $\geq 70\%$ ). Equality satisfaction index.			

<b>Measure 27</b>	Equality, strategic value, communication.			
	<b>Specific Objective</b>	Integrate equality in IRTA DNA.		
	<b>Description of the Measure</b>	Progress reports Intranet Plan, RRSS, annual report.		
	<b>Target Group</b>	Staff / external.		
	<b>Resources</b>	Personal.		
	<b>Responsible Persons</b>	Management / Communication.		
	<b>Temporalització</b>	Continuous.	<b>Calendar</b>	Quarterly.
<b>Monitoring and Evaluation Indicators</b>	Publications equality. Template Feedback.			
<b>Measure 28</b>	Visual Pills "IRTA Equality Dictionary".			
	<b>Specific Objective</b>	Pedagogy entertains equality concepts.		
	<b>Description of the Measure</b>	Screensaving/intranet graphics: glass ceiling, biases, etc.		
	<b>Target Group</b>	Template.		
	<b>Resources</b>	Personal (design).		
	<b>Responsible Persons</b>	Communication.		
	<b>Timing</b>	Continuous.	<b>Calendar</b>	A new monthly pill.
<b>Monitoring and Evaluation Indicators</b>	Views. Surveys understanding concepts.			

# 8. Schedule of Actions

No.	Measure	2026		2027		2028		2029	
		1S	2S	1S	2S	1S	2S	1S	2S
1	Recruitment and Succession Plan for the Management (Continuous).	1S	2S	1S	2S	1S	2S	1S	2S
2	Women with Talent Program (Biannual, beginning 2026).		2S				2S		
3	Parity in selection committees (Continuous).	1S	2S	1S	2S	1S	2S	1S	2S
4	Harassment Protocol Update (Punctual, once agreed).		2S	1S					
5	Psychosocial Risk Assessment with a gender perspective.				2S	1S			
6	Positive action in hiring.	1S	2S	1S	2S	1S	2S	1S	2S
7	Review and guarantee of inclusive language in all job offers.	1S	2S	1S	2S	1S	2S	1S	2S
8	Design and implementation of a guide procedure for annual evaluation.		2S		2S		2S		2S
9	Design and implementation of an annual training plan aimed at covering the training needs of the workforce		2S		2S		2S		2S
10	To provide training in equal opportunities between women and men to the entire workforce.	1S		1S		1S		1S	
11	Compulsory training on unconscious gender biases (especially scientific staff).		2S						
12	Training of the agreement negotiation team with a gender impact report.	1S		1S		1S		1S	
13	Review of extra-salary benefits (Vehicle, Housing/Guards).	1S		1S		1S		1S	
14	Remuneration Register and Annual Salary Audit.		2S		2S		2S		2S
15	Periodic training bullying.	1S			2S	1S			2S

No.	Measure	2026		2027		2028		2029	
16	Campaign to promote co-responsibility for men.		2S		2S		2S		2S
17	Periodic training on harassment prevention.	1S		1S		1S		1S	
18	Periodic dissemination of the Harassment Protocol and reporting channels.	1S		1S		1S		1S	
19	Manual revision Good Practices Communication and Inclusive Language.	1S		1S		1S		1S	
20	Design of the communication and dissemination plan of the Equality Commission.		2S	1S					
21	Visibility of women as scientific/technological references.			1S	2S				
22	Visibility of women scientists <b>IRTA</b> ("Role Models").	1S	2S	1S	2S	1S	2S	1S	2S
23	Leaflet for all centers summarizing the Gender Equality Plan and its actions.	1S	2S						
24	Guide to labour rights for VG victims.	1S	2S						
25	Awareness campaigns 25N, 8M, 11F.	1S	2S	1S	2S	1S	2S	1S	2S
26	Annual equality survey.		2S		2S		2S		2S
27	Equality, strategic value, communication.	1S	2S	1S	2S	1S	2S	1S	2S
28	Visual Pills "IRTA Equality Dictionary".	1S	2S	1S	2S	1S	2S	1S	2S
<b>HALF-YEARLY MONITORING OF MEASURES</b>			2S		2S		2S		2S
<b>EVALUATION OF THE GENDER EQUALITY PLAN (Compulsory: intermediate and final).</b>					2S			1S	2S

# 9. Plan review and conflict resolution

Given that the **Gender Equality Plan** is a flexible and dynamic document that consists of measures, managers, indicators and a defined temporality, the content of this document may be modified by decision of the **Gender Equality Plan Monitoring Committee** in the following cases:

- **Error detection:** When errors are identified in the understanding or implementation of a measure that prevent its use or encourage its inappropriate use.
- **Deficiency of indicators:** When it is found that the established indicators are not correct or are insufficient to monitor the impact of the measure.
- **Organisational changes in responsibility:** If the entity eliminates the position designated as responsible for a measure and a new one with the appropriate powers must be appointed.
- **Temporality adjustments:** When it is detected that the established period is insufficient or, on the contrary, too long to correctly analyse the factors under study.
- **Continuous improvement:** The measures may be reviewed at any time during their validity to add, reorient, improve, correct or intensify actions depending on the effects that are seen in the achievement of the objectives.

Likewise, without prejudice to the specific review deadlines for each measure, the Gender Equality Plan must be revised when the following circumstances related to the legal framework occur:

- a) As a result of the results of the **monitoring and evaluation** provided for in **Royal Decree 901/2020**.
- b) When its lack of adequacy to legal requirements or its insufficiency as a result of an action by the **Labour and Social Security Inspectorate is demonstrated**.
- c) In the event of a **merger, absorption, transfer** or modification of the legal status of the institution.
- d) In the event of any incident that substantially modifies **IRTA's workforce**, its working methods, its organisation or remuneration systems.
- e) When a **judicial decision** condemns the entity for direct or indirect discrimination on grounds of sex or determines the lack of adequacy of the Plan to the regulatory requirements.

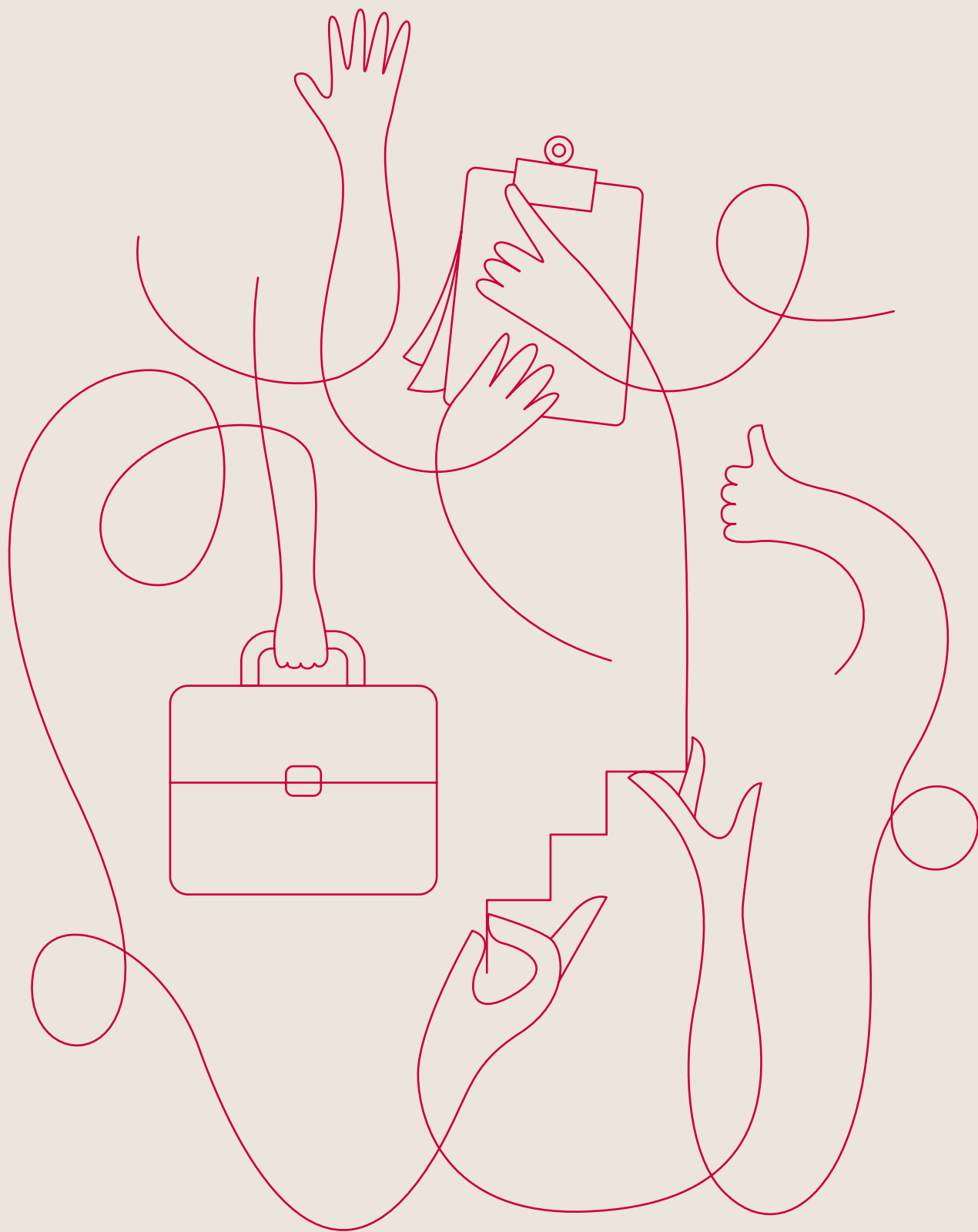
When the circumstances justify it, the review will involve updating **the diagnosis of the situation** and the measures of the Plan in the proportion that is necessary. All modifications made must be disseminated **to the entire workforce** to ensure general knowledge. Finally, if the legal or conventional regulations introduce changes that affect the content of this document, they will be modified within the deadlines designated by the regulation itself.



### Resolution of conflicts and discrepancies in the application, monitoring and evaluation of the Equality Plan

To guarantee the proper functioning of the Gender Equality Plan and consensual decision-making, the following procedure is established in the event of possible divergences within the Monitoring Committee:

- **Adoption of agreements by majority:** In the event of discrepancies between the members of the Monitoring Committee, the measures and agreements will be adopted by a majority of its members.
- **External advice:** The Monitoring Committee may propose the presence of expert advisors in the field of Equality, who will have a voice but not a vote in the deliberations.
- **Autonomous dispute resolution:** If the necessary majorities are not reached and there is a serious discrepancy that blocks the implementation or evaluation of the Plan, the Commission will go to the autonomous labour dispute resolution bodies (such as the Labour Court of Catalonia - TLC) for resolution.
- **Record in the minutes:** All discrepancies in reading, evaluation or revision that arise during the sessions will be duly reflected in the minutes of the meeting. These observations can be considered in the preparation of future plans with the aim of improving their design and effectiveness.



# 10. Composition and Functioning of the Monitoring and Evaluation Committee of the Equality Plan

**The Monitoring and Evaluation Committee of the Gender Equality Plan**, in charge of monitoring, evaluating and periodically reviewing the plan, will be made up of:

Name	Position in the company	Social / Business Part
<i>Julia Ribó</i>	Director of Corporate Communications	Business Part
<i>Aurora Hostench</i>	Human Resources contact from the Food Industries Area	Business Part
<i>Núria Tous</i>	Researcher of the Animal Nutrition programme	Business Part
<i>Maria José Aranzana</i>	Head of the Genomics and Biotechnology programme	Business Part
<i>Moisès Castillo</i>	IRTA Health and Safety Officer	Business Part
<i>Cristina Cuadrat</i>	Communication Technician	Business Part
<i>Neus Mas</i>	Support Technician for the Fruit Growing programme (CGT)	Social Part
<i>Laura Garcia</i>	Administrative Support Staff at Lleida (CGT)	Social Part
<i>Sandra Franquesa</i>	In Vitro Laboratory Technician for the Fruit Growing programme (CGT)	Social Part
<i>Montse Pastó</i>	Head of CReSA Proximity Corporate Services (UGT)	Social Part
<i>Almudena Sánchez</i>	Support Staff for the Monells Administrative Services (UGT)	Social Part

Its functions and operation are defined in point 11 of this Gender Equality Plan.

# 11. Monitoring and Evaluation

The monitoring and evaluation system of Gender Equality Plans is regulated by **Organic Law 3/2007**, of 22 March, for the effective equality of women and men, and its updates through **Royal Decree-Law 6/2019** and **Royal Decree 901/2020**. **Article 46 of the Equality Act** establishes that plans must set specific objectives, strategies and effective monitoring and evaluation systems.

## The Monitoring and Evaluation Committee

The signatories of this Gender Equality Plan agree to form a **Monitoring Committee**, a body responsible for interpreting, promoting and evaluating the degree of compliance with the programmed actions.

Its main functions are:

- **Dynamization and control:** To promote the implementation of the actions of the Plan.
- **Supervision:** Ensure the correct execution of the measures.
- **Information collection:** Collect and interpret data from monitoring indicators.
- **Impact assessment:** Analyse the results of the actions implemented.
- **Proposal for improvements:** Correct deficiencies and propose new actions that consolidate **IRTA's** commitment to equality.

## Functioning and Meetings of the Commission

The Commission is characterised by its equal nature and its commitment to social dialogue:

- **Frequency:** The Committee will meet in an ordinary way **twice a year** (every six months). In addition, extraordinary meetings may be convened at least fifteen days in advance if requested by half of its members.
- **Valid constitution:** It will be considered validly constituted with the attendance of half plus one of each of the two parties (representation of the company and legal representation of the workers).
- **Adoption of agreements:** The parties will negotiate under the principle of good faith. For the adoption of agreements, both partial and total, the majority of each of the parties will be required and, in any case, the agreement of most of the workers' representation.
- **Minutes:** Minutes of each meeting will be drawn up that will include the summary of the topics discussed, the agreements reached and the points of discrepancy.
- **External advice:** The Commission will be able to count on the support of experts in equality, who will have a voice but not a vote.

### Periodic Monitoring and Evaluation Process

- **Monitoring reports:** The information collected will be reflected in **annual reports** that will describe the evolution of the workplace and the degree of implementation of the measures. These reports will be forwarded to the Management for evaluation.
- **Punctual evaluations:** In accordance with RD 901/2020, at least one **intermediate and one final evaluation will be carried out**, without prejudice to the extraordinary evaluations that the Commission deems appropriate.
- **Instruments:** For the analysis, the indicators of the measurement sheets, the minutes of the meetings and any other documentation that the Commission considers relevant will be used.

### Duty of Confidentiality

All the people who make up the Monitoring Committee, as well as the external advisors, have the **duty of secrecy** with respect to all confidential information communicated by the company. No document submitted may be used outside the strict scope of the Commission or for purposes other than those provided for in this Plan.

### Replacement of Members

In the event of a vacancy, absence, resignation or termination of the mandate, the members will be replaced by the organisations that appointed them. Any substitution shall be formalised in writing, indicating the reason and the details of the outgoing and incoming persons, and shall be attached as an addendum to the minutes of constitution of the Commission.

