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GENDER EQUALITY PLAN EOH-FOR-GOOD



TABLE OF CONTENTS

04	Introduction
07	Background and experience
08	Scope of application and validity of the Eoh-GEP
08	Values and guiding principles of the Eoh-GEP
09	The Eoh-for-Good guiding principles for advancing gender equality
11	Benefits of implementing a Gender Equality Plan
12	General objectives
12	Objectives of the Eoh-GEP
13	Implementation
14	Protocol for the prevention of and action against sexual harassment and harassment based on sex in the workplace
16	Conclusion
20	References

ABBREVIATIONS

CV	Curriculum Vitae
EfG	Eoh-for-Good
EU	European Union
GEP	Gender Equality Plan
HR	Human Resources
LGBTIQ+	Lesbian, Gay, Bisexual, Trans, Intersex and Queer
SO	Specific Objective
SDGs	Sustainable Development Goals



Introduction

This **Eoh-for-Good (EfG) Gender Equality Plan (GEP)** has been drawn up to list, establish, implement and integrate a series of measures to promote equal treatment and opportunities between all persons involved in the company. From the international arena, the need to work on gender equality in the SDGs¹ of the United Nations has been stated. There is a specific goal for the cause, number five. To end all forms of discrimination against all women and girls worldwide. Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other forms of exploitation.

Equality between men and women and non-binary people (along with LGBTIQ+ people)² is a universal legal principle recognised in numerous international, European and national laws and texts. Thus, the European Union included it as a fundamental principle in the **Treaty of Amsterdam**³.



The **Treaty of Lisbon**, which amended the previous Treaty and entered into force on 1st December 2009, makes the principle of equality between men and women people an essential value of the European Union (Article 2 of the EU Treaty), promoting equality (Article 3.3 of the EU Treaty) and setting itself the objective of eliminating inequalities between men and women in its actions (Article 8 of the Treaty on the Functioning of the EU).

The **Charter of Fundamental Rights of the European Union**⁴, adopted in December 2000 and integrated into the Lisbon Treaty in 2009, contains a chapter entitled "equality", which comprises, among other things, the principles of non-discrimination and equality between women and men. The European Pillar of Social Rights⁵ also includes the gender perspective through equal treatment and opportunities between women and men to be ensured and promoted in all areas, including labour market participation, employment conditions and career progression. Together with the Commission's related action, **European Gender Equality Strategy**⁶.



In 2005, the European Commission adopted a **European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers**. It is a set of general principles and requirements that specify the roles, responsibilities and rights of researchers and their employers or funders. This also reflects the need and priority of having a GEP, which is essential for assessing a project application for leading funding programmes such as Marie Skłodowska Curie Actions.

Regarding national legislation, Article 14 of the Spanish Constitution⁷ of 1978 proclaims the right to equality of all Spaniards and non-discrimination on the grounds of sex. Article 9.2 also provides for the obligation of the public authorities to promote the conditions for the equality of the individual and of the groups in which they are integrated to be accurate and effective, removing obstacles that prevent or hinder its full realisation.



Background & Experience



Toñi Caro has been interested in inclusion, equity, gender balance and non-discrimination throughout her career. She started early deepening on these issues with her studies at the Christina Institute of the University of Helsinki (1995- 1996), the anthropology courses at the the Universidad Mayor de San Simón (UMSS), Cochabamba (Bolivia) (1998-1999) and the Feminism school at Lanbroa, Bilbao.

During her experience at the University of Deusto, she was one of the ideators and active participant in the **GEARING ROLES project**⁸ (2019-2022), an international Horizon 2020 project funded by the European Union's Research and Innovation Programme, which pursued the promotion of sustainable structural gender change in higher education and research at an institutional level, through the implementation of six Gender Equality Plans.

In the framework of the mentioned project, Toñi Caro participated in the elaboration of the Guide titled: **Guide for the incorporation of the gender perspective in teaching and research** and has developed capacity building courses for academics and professionals, being intersectionality one of the 14 'i' dimensions of the Eoh-for-Good multi-i collaborative vortexes©.

Scope of application and validity of the Eoh-GEP

This Gender Equality Plan applies to all Eoh-for-Good staff and actions. The target groups of the Eoh-GEP are hired persons and collaborators as **equality**, **inclusion** and **diversity** are EfG driving principles for persons working on equal terms and with equal opportunities. Intersectionality⁹ plays a key role in analysing how a person's various social and political identities combine to create different modes of discrimination and privilege¹⁰. Intersectionality identifies multiple factors of advantage and disadvantage, such as gender, caste, sex, race, ethnicity, class, sexuality, religion, disability, weight and physical appearance. Recognising that everyone has unique experiences of discrimination and oppression, EfG will pay special attention to anything that can marginalised people, supporting the entitlement of persons to get to their full potential.

Values and guiding principles of the Eoh-GEP

Eoh-for-Good believes it is essential to adopt a new collective **mindset of change** and **resilience** to find opportunities for collaboration and inclusion. We must lay the foundations and equality within our structure for this to happen. The Eoh-GEP envisages achieving, as far as possible, in line with the company's principles and policies, the absence of discrimination and a balance in the following aspects.



The Eoh-for-Good guiding principles for advancing gender equality

1 Continuous improvement

To have data that allows us to know how the Gender Equality Plan is progressing, what impact it is having and in which aspects it is necessary to improve to continue advancing towards gender equality throughout the university.

2 Transforming knowledge

Producing and transmitting non-androcentric knowledge that promotes equality and avoids inequalities.

3 Adopting an intersectional transformative approach

Incorporate this transformation in all areas and processes of the organization, paying attention to how gender creates realities of inequality and designing actions that adapt to them, eliminating discrimination.

The Eoh-for-Good guiding principles for advancing gender equality

4 Non- discrimination

Detect, prevent and redress any discrimination based on sex, gender identity or expression or sexual orientation, such as sexual harassment, in any workplace.

5 Equity

Promote that the representation of persons in any area of the company is equal and accompanied by measures to consolidate an egalitarian organisational culture.

6 Recognition of diversity

Understanding difference as a source of richness and encouraging the use of diverse and inclusive narratives and languages that challenges social reality in its complexity and the representativeness of the entire workforce.

Benefits of implementing a Gender Equality Plan

We must refer to improving competitiveness when discussing the implementation of the Eoh-GEP. But, at the same time, other values are reinforced, such as:



- ▶ A working environment that favours improved productivity.
- ▶ Recruitment and loyalty of more qualified professionals, improving their commitment to the company.
- ▶ Corporate Social Responsibility, assuming the commitment to society by contributing a grain of sand to the transition of the world of work with a gender perspective.
- ▶ Gender Equality Plan as an eligibility criterion under Horizon Europe.
- ▶ Elimination of past models of conduct that are unfavourable to and promote gender inequality.
- ▶ It helps to put an end to problems of discrimination and/or sexual harassment.



Objectives of the Eoh-GEP

The objectives of the Eoh-GEP are divided into two main groups. On the one hand, the **general purposes** refer to the GEP as a whole and based on these, **specific goals** are developed, determining actions, responsible persons and a timetable for each of them.



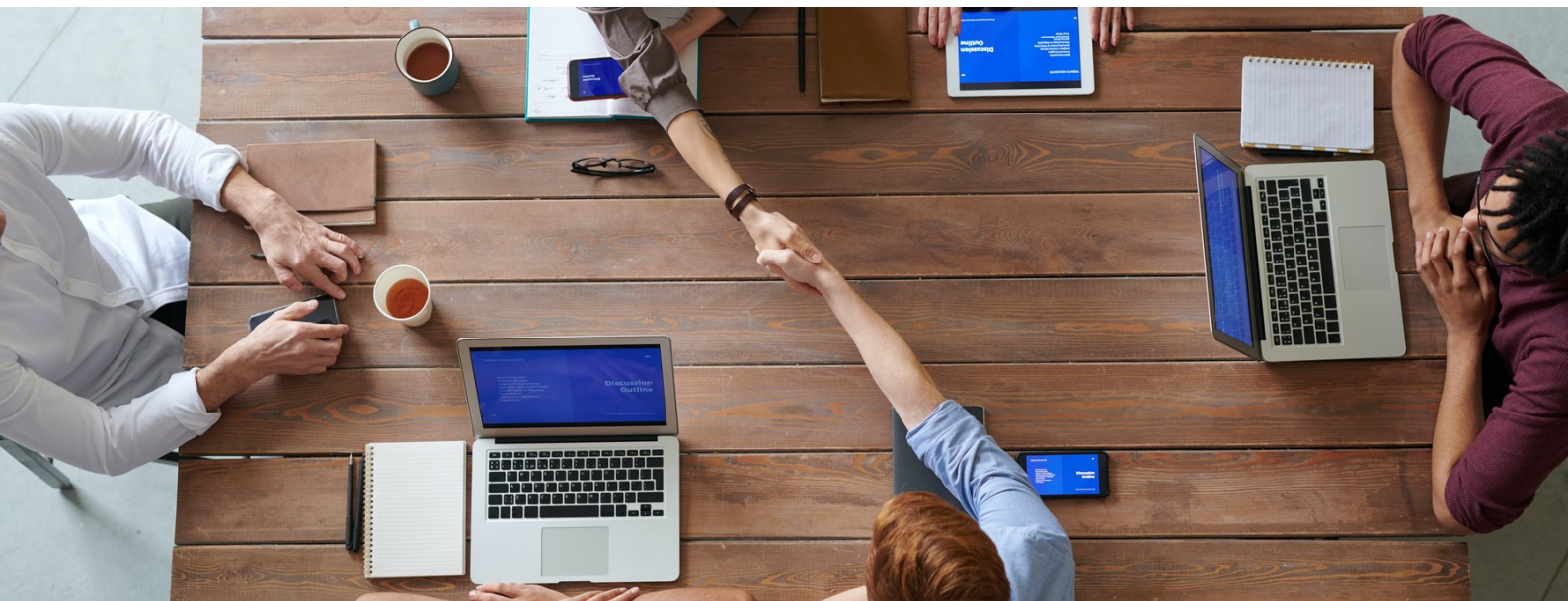
General objective

The general objective of the Eoh-GEP is to guarantee equal treatment and opportunities between persons within the company, ensuring a working environment free of discrimination, particularly on the grounds of sex or gender bias according to the provisions of **Organic Law 3/2007 of 22 March**.

Implementation

This GEP is framed around seven implementation areas: **1** access to employment: selection and recruitment, **2** career development, **3** conciliation and co-responsibility, **4** non-sexist communication and language, **5** actions to avoid gender violence, **6** retributions and **7** occupational health with a gender perspective.

To be effective and applied on a daily basis and to form an intrinsic part of the company, this GEP will be based on a) the implementation of actions is of a permanent nature; b) a monitoring framework and c) control actions to ensure compliance:



- ▶ Monitoring measures defined and adopted (a set of rules for the functioning of the monitoring committee will be drawn up)
- ▶ Holding as many targeted meetings as necessary to adapt, adjust and reorient the measures based on the analysis in the different monitoring processes, after agreement
- ▶ Checking whether the measures carried out have produced any improvement
- ▶ Reassessment of objectives if necessary
- ▶ Modification of measures or adoption of new ones if appropriate

Protocol for the prevention of and action against sexual harassment and harassment based on sex in the workplace

Sexual or gender-based harassment in the workplace is an expression of violence that violates several **fundamental rights** and has a devastating effect on workers' physical, psychological and moral integrity. It goes against several fundamental rights and has a disastrous impact on people's physical, psychological and moral integrity, especially women. It contradicts to the principle of equal treatment and constitutes gender discrimination between persons. Moreover, they pollute the working environment and significantly affect the operating environment of the company or entity in which they occur.

The protocol for the prevention of and action against sexual harassment and harassment on the grounds of sex responds to the need to prevent, raise awareness of and, where appropriate, tackle these forms of violence and discrimination in the workplace, as well as to comply with the need to prevent, raise awareness and, where appropriate, tackle these forms of violence and discrimination in the workplace, as well as to comply with current legislation, especially with article 48 of Organic Law 3/2007, of 22 March, for the effective equality of women and men.

We have a protocol in **two versions** (English and [Spanish](#)) for the prevention of and action against sexual harassment and harassment on grounds of sex in the company, available to staff and anyone else who wishes to consult it.



Conclusion

Diversity and Inclusion are core and driving values and principles of Eoh-for-Good practices. We collaborate with individuals assuming diversity as a driver and bridge of organisational innovation. This will allow us to acquire a more holistic view of society, including ourselves.

One of the main consequences that Eoh-for-Good seeks is to contribute to improving employees' quality of life, breaking down career barriers, enhancing a better balance between personal and professional life promoting gender equality present in Eoh-for-Good's strategic people management agenda.

About the **2023-2024 Gender Equality Plan**, Eoh-for-Good continues its steps to strengthen an environment of well-being, respect, equal opportunities and productivity for all its members.

Eoh-for-Good constantly seeks to foster a culture that attracts and promotes talent, stimulates personal and professional development, is committed to flexibility, values individual and group capabilities and agency and recognises and rewards excellence and merit.



The Eoh-GEP is arranged around 7 areas, broken down into 18 specific objectives as specified in the table below. These objectives and actions will be monitored, revised and updated every 2 years should correction measures be needed. All efforts have a transversal scope and an ongoing application through the 2-year application timeframe.



1. ACCESS TO EMPLOYMENT: SELECTION AND RECRUITMENT

Measure to be implemented	Indicator
SO1.1 To generate a gender neutral selection process	
Review and amend the documents used in the selection process to eliminate questions unrelated to the CV and/or the job: marital status, number of children, data on professional activity in previous companies that are not necessary to accredit the experience or professional progression claimed and those referring to job preferences will appear as "optional" and, in any case, subject to the will of the candidates.	Information, on an annual basis, on the selection processes carried out with data differentiated by gender, stating, where applicable, the existing impediments to the search for persons of a particular sex for the posts in which they are less represented.
SO1.2 To generate communication as neutral and as inclusive as possible	
Review the language of job advertisements and existing communication practices for recruitment, using non-sexist terms and incorporating gender-neutral language in job advertisement processes to contribute to gender balance in the workforce.	<ol style="list-style-type: none"> 1. A non-sexist language is adopted in job offers in all areas, both external and internal to the Company. 2. Job offers shall not respond to stereotypes of either sex. To this end, in advertisements for vacant positions, language shall be used in the name and description of the position. 3. The Eoh-GEP's Monitoring Committee shall be informed.
SO1.3 To select personnel according to unbiased and objective criteria	
Analyse and review the criteria used for job application, selection and recruitment of people in the company in order to avoid gender biased procedures.	Measures for application, selection and recruitment and record of improvement actions introduced, if applicable.
SO1.4 To select staff according to objective criteria and tests	
In the event of the need for temporary recruitment, the under-represented gender will be chosen in the case of equal professional profile.	Presentation of the number of recruitments segregated by sex and professional classification.



2. CAREER DEVELOPMENT

Measure to be implemented	Indicator
SO2.1 To promote and improve women’s possibilities of access to positions of responsibility, contributing to reducing inequalities and imbalances that, regardless of their origin, may occur in the Company	
Provide specific training on equal opportunities to the persons in charge of proposing and assessing applications to ensure that this is done in an objective, non-stereotyped manner.	Training on equal opportunities between persons for those responsible for proposing and assessing applications.
Create a mechanism whereby workers can express their interest in promotion.	Evaluation of the development, means or mechanism for workers to express their interest in promotion.
SO2.2 To favour employment stability mechanisms	
Seek contractual relationships, whenever possible, that favour a gradual decrease in temporary employment, with special attention to women.	To inform the Eoh-GEP Monitoring Committee, on a biannual basis, of the conversions of temporary contracts to permanent contracts carried out.
SO2.3 To provide equal training opportunities to company's workforce, ensuring objectivity & non-discrimination in selection, classification, promotion, access to training...	
Favour training on equality accessible to all staff.	Reporting by those responsible to the Eoh-GEP Monitoring Committee, on a biannual basis, of the percentage of training completed by the staff and the number of participants in each training action.
SO2.4 To raise awareness of gender equality among the workforce.	
Include the gender perspective as a transversal dimension in all EfG actions (intersectionality, inclusive language). Participation in at least one initiative or activity per year to raise awareness.	Activities content.
SO2.5 To incorporate equality training in the Company's training actions.	
Include information on the current GEP in the induction activities for new staff or collaborators.	Content of the Eoh-for-Good info pack.
Incorporate training and information on the GEP in the induction training of staff (with special attention to long-term staff).	Content of the information material.



3. CONCILIATION & RESPONSIBILITY

Measure to be implemented	Indicator
<p>SO3.1 To promote a culture that facilitates work-life balance and co-responsibility: time control, planning meetings, fostering an efficiency-based culture, prioritising tasks and switching off communication channels</p> <p>In alignment and according with the legal framework for parental, sick leave or caring of dependent relatives to facilitate the work-life balance and responsibility. Working meetings shall always take place during working hours unless a work pick requires otherwise and has been notified in advance and then compensated in dialogue with the workers.</p>	<p>Sampling of meetings held during working hours.</p>
<p>SO3.2 To encourage the use of co-responsibility measures between persons in the workforce</p> <p>Annual awareness-raising campaigns aimed at all staff on the importance of co-responsibility and equality.</p>	<p>Sampling of campaigns conducted.</p>



4. NON-SEXIST COMMUNICATION & LANGUAGE

Measure to be implemented	Indicator
<p>SO4.1 To review, correct and monitor the language and images used in communications for both internal and external use, in order to eliminate gender stereotypes</p> <p>Develop a protocol of criteria and recommendations for the use of inclusive language and a non-sexist image.</p> <p>Establish training actions, aimed at all personnel and especially at those in charge of the company's media (website, press relations, etc.) on all staff and especially those in charge of the company's media (website, press relations, etc.), on equality and the non-sexist use of language.</p>	<p>Our protocol (mentioned in the text).</p> <p>A training action a year.</p>
<p>SO4.2 To encourage the use of co-responsibility measures between persons in the workforce</p> <p>To inform and raise awareness among the staff on equality issues on a permanent basis, as well as on the content of this GEP.</p>	<p>Publications and media used.</p>



5. ACTIONS TO AVOID GENDER VIOLENCE

Measure to be implemented	Indicator
SO5.1 To ensure the fulfilment of the rights of women victims of gender-based violence in the workplace	
Ask to HR team on their awareness on legal rights of women victims of gender-based violence and the management of such situations.	Consultation by those affected
Disseminate the rights of women workers who suffer gender-based violence among the workforces.	Dissemination channels.
Accept as accreditation of gender-based violence for the rights to geographical mobility and reorganisation of working time, a certificate or report accrediting specialised care, issued by a public body competent in matters of gender-based violence.	Certificate or report (without personal data).
SO5.2 To ensure that the rights of women workers who suffer from gender-based violence are managed in an expeditious manner and that women who report that they have suffered or are suffering from gender-based violence are treated well by the company	
Develop a protocol for managing situations in which a female worker informs the company that she is a victim of gender-based violence.	Our protocol (mentioned in the text).



6. RETRIBUTIONS

Measure to be implemented	Indicator
SO6.1 In compliance with current legislation, monitor that no wage gap is created between men and women	
Establishing, fixing and equitably rewarding new recruits and/or promotions irrespective of gender.	Incorporations carried out, with an indication of their remuneration grouped and differentiated by sex.
Produce an annual report on the average remuneration per category segregated by sex.	Study based on the report.



7. OCCUPATIONAL HEALTH WITH A GENDER PERSPECTIVE

Measure to be implemented	Indicator
SO7.1 Introducing the gender perspective in the area of occupational risk prevention	
Provide facilities for maternity protection and the management of pregnancy and breastfeeding risk.	Presentation of facilitating measures.

References

- [1] Goal 5. (s/f). [Sdgs.un.org](https://sdgs.un.org/goals/goal5). available at: <https://sdgs.un.org/goals/goal5>
- [2] At Eoh-for-Good, we have an inclusive vision, not only between men and women, but we adapt to the current context and the needs and responses it requires. We include people who do not identify with any gender, the so-called non-binary and the wide range of individuals who are part of the LGBTIQ+ collective. Therefore, we prefer to speak of people as an all-encompassing concept that will be used in the rest of the text. However, we want to clarify that in this text, we emphasise the idea of persons as an all-encompassing concept that will be used in the rest of the text. We wanted to go further after seeing how international texts dealt with the issue and how they only referred to men and women. However, we would like to clarify that this text emphasises the role of women, who are the most directly and indirectly affected.
- [3] European Union: Council of the European Union, Treaty of Amsterdam Amending the Treaty on European Union, The Treaties Establishing the European Communities and Related Acts, 10 November 1997, available at: <https://www.refworld.org/docid/51c009ec4.html>
- [4] Charter of fundamental rights of the European union. (s/f). [Europa.eu](https://www.europarl.europa.eu/charter/pdf/text_en.pdf). available at: https://www.europarl.europa.eu/charter/pdf/text_en.pdf
- [5] European pillar of social rights. (s/f). European Commission., , available at: https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/economy-works-people/jobs-growthand-investment/european-pillar-social-rights_en
- [6] *Gender equality strategy*. (s. f.). European Commission. https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en
- [7] Spanish Constitution (1978) Constitución española de 1978, Parte I Derechos Fundamentales y Obligaciones
- [8] Gender Equality Actions in Research Institutions to traNsform Gender ROLES. Horizon 2020 Project. <https://cordis.europa.eu/project/id/824536>
- [9] Intersectionality broadens the scope of first- and second-wave feminism, which focuses primarily on the experiences of white, middle-class and cisgender women, to include the different experiences of women of color, poor women, immigrant women and other groups. Intersectional feminism aims to separate itself from white feminism by acknowledging women's diverse backgrounds and identities. In doing so, it takes a holistic view of the situation and accurately identifies the issues that affect all women.
- [10] Crenshaw, K. W. (2017). *On intersectionality: Essential writings*. The New Press.

