

1st Equality Plan
of the Barcelona
Graduate School
of Economics
Foundation
(BSE)

2023-2027

May 2023

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BSE's commitment to equal opportunities for women and men and to intersectional gender equality

On May 12, 2023, the Barcelona Graduate School of Economics, Private Foundation (BSE) approved its first Equality Plan, which is valid for 4 years.

This plan applies to all employees of the Foundation, regardless of their contractual relationship and the work center where they work.

With the approval of this first Equality Plan, BSE consolidates its commitment to equal opportunities for women and men and undertakes to work to ensure intersectional gender equality within the organization.

This commitment is translated into concrete actions to achieve the strategic objectives of this plan:

FIRST. Consolidate a corporate culture of BSE shared with the staff committed to equal treatment and opportunities between women and men.

SECOND. To guarantee the implementation of the gender perspective in the management of people, ensuring that all processes guarantee equal treatment and opportunities between women and men. And to favor a greater presence of women in research.

THIRD. To endorse an equitable composition by gender in the political governing bodies and to make women visible within BSE and within the field of economics.

FOURTH. To use training as an instrument to consolidate BSE's commitments to equal opportunities for women and men and to consolidate a committed and shared corporate culture; and to incorporate gender transversality in continuous training.

FIFTH. To guarantee equal pay for women and men by ensuring that the decision-making processes related to remuneration, remuneration policy, and structure are based on objective and totally neutral criteria in relation to gender issues.

SIXTH. To consolidate a policy of work conciliation, personal and family life that adapts to the specific needs of the daily life of the staff and to the life cycle and that assures co-responsibility. And to demonstrate the commitment of BSE to co-responsibility and to ensure that research is compatible with care responsibilities.

SEVENTH. To promote the gender perspective in occupational risk prevention and health surveillance in order to guarantee equal conditions.

EIGHTH. To consolidate a work environment free of any manifestation of sexual or gender-based harassment through the generation of a culture of zero tolerance for situations of

gender violence and respect for equality and diversity and the implementation of the necessary instruments.

NINTH. To consolidate BSE's commitment to communication with a gender perspective and facilitate the existing resources so that everyone shares this commitment.

TENTH To consolidate BSE's commitment against sexism and violence in any form and maintain strict vigilance against any sign of aggression against women workers.

All individuals and legal entities that collaborate or work with BSE must be aware of and share these commitments, which will be carried out jointly.

BSE will not accept behaviors that go against the commitments assumed in this equality plan.

1.- Introduction

1.1.- Presentation of the document

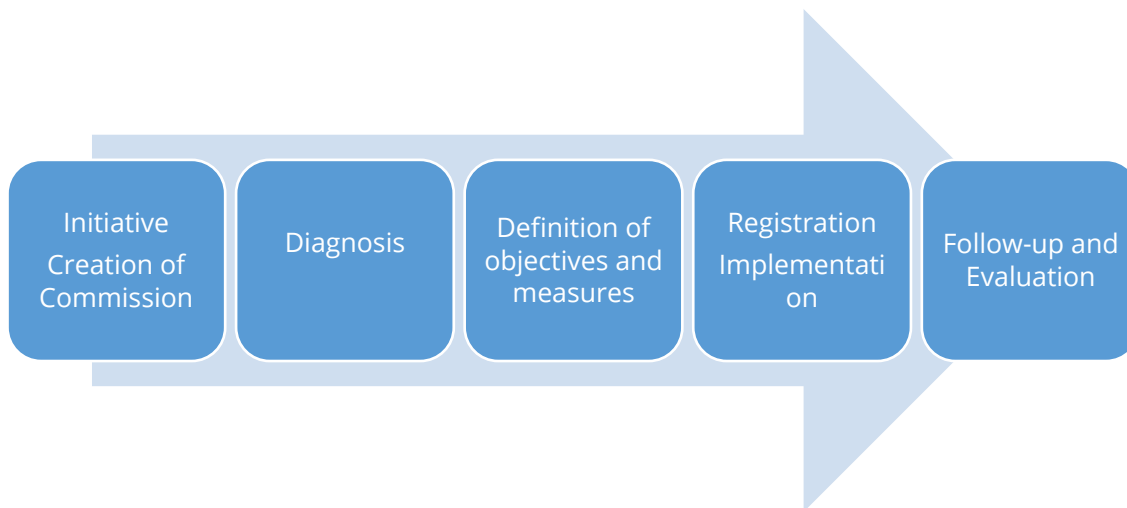
This document contains the essential contents to understand what the BSE Equality Plan consists of and how it has been carried out.

Firstly, we will explain the phases followed to elaborate the equality plan. Secondly, the methodologies undertaken during the diagnosis and its main conclusions. Finally, the objectives of the plan, based on the areas of improvement detected in the diagnosis. We will finish by presenting the monitoring method and the evaluation of the Equality Plan.

The document presents 3 annexes, the first one gathers the reference regulations, the second one explains the methodology and in the third one, you will find a glossary of the main concepts used.

1.2.- Process of elaboration of the Equality Plan

The phases followed to elaborate the Plan, have been the following ones:



PHASE 1: Initiative

Compliance with regulations: the initiative to carry out an equal opportunities plan arises from the obligation to comply with various regulations.

Creation of the Negotiation Committee for the Equality Plan:

- It was created on December 22, 2022.
- Joint committee with the participation of people representing the organization and people representing the staff. The trade unions UGT and CCOO participated in the committee on behalf of the workers.
- This committee is responsible for the negotiation and approval of this equality plan.

PHASE 2: Diagnosis

The diagnosis gathers a detailed analysis of the situation of women and men at BSE, describing the reality of the foundation from a gender perspective.

The diagnoses analyze the following matters, which constitute the different parts of the report:

Organizational culture and management	Working conditions and professional classification	Selection and hiring process	Training
Promotion and professional development	Female representation	Remuneration: salary audit	Working time and co-responsible exercise of personal, family and work life rights
Prevention of and action against sexual and gender-based harassment	Occupational health	Communication with a gender perspective and use of inclusive, non-sexist and non-androcentric	gender violence

The diagnosis of this plan is the result of the conclusions obtained from the combination of five research techniques:

1. Documentary information.
2. Statistical data.
3. In-depth interviews.
4. Staff perception questionnaire on equal opportunities for women and men.
5. Focus groups with BSE staff.

PHASE 3: Definition of the objectives and actions to be carried out

Based on the conclusions obtained from the diagnosis, the strategic objectives to be achieved and the actions to be taken to achieve them were decided.

For each action, the plan identifies its objective, implementation schedule, department responsible, target audience, associated resources (material, human, and economic), and monitoring and evaluation indicators.

PHASE 4: Approval of the plan

The negotiation committee of the BSE plan, once the negotiations were closed, approved the proposed measures on May 12, 2023, at which time the minutes of approval of the Plan were signed and monitoring and evaluation committee of this Plan was constituted.

The 1st Equality Plan of the Barcelona Graduate School of Economics, Private Foundation, has been registered in the Registry of Collective Bargaining Agreements, Collective Labor Agreements and Equality Plans of the Territorial Services of the Department of Business and Work Under the code 08119522112023, on June 30, 2023.

2.- Gender diagnosis

2.1.- Organizational Culture and Management

What do we analyze?

How BSE interprets and applies the concepts of equal opportunities for women and men and gender perspective.

Main results obtained:

- BSE is committed to equal opportunities for women and men and gender equality, as made visible through the design of this first Equality Plan and the elaboration, in the research area, of its Gender Equality Plan (GEP), which is being developed by the BSE Diversity Committee.
- The Ethical Code, which binds the entire workforce and all collaborators and suppliers, incorporates equal opportunities.
- It is possible to improve the management of equality by betting on specific tools in the processes of people management.
- The staff perceives the equality plan as an opportunity for improvement that will allow us to work to eradicate those sexist behaviors that some men engage in at BSE, and that they do not identify as inappropriate, as well as to consolidate a corporate culture clearly committed to the equality of women and men

2.2.- Working conditions and professional classification

What do we analyze?

The working conditions of the BSE staff from a gender perspective and whether there are gender biases, such as horizontal and vertical segregation.

Main results obtained:

- 58% of the workforce is female.
- There is parity between women and men in management positions and all the middle managers are women.
- There is horizontal segregation. Women are concentrated in management and administrative tasks, while men are concentrated in research and are hired as researchers.
- Horizontal segregation involves vertical segregation when analyzing the workforce by professional groups.

2.3.- Selection and hiring process

What do we analyze?

The selection and hiring processes from a gender perspective in order to assess whether equal opportunities between women and men are being achieved.

Main results obtained:

- BSE has created instruments to ensure that recruitment is objective, in which a broader gender perspective can be incorporated.
- The ethical code guarantees non-discrimination in the selection and hiring process.
- In recent years there has been a change and an improvement in the presence of women hired in research, although BSE does not apply positive discrimination measures to promote the hiring of women.

2.4.- Training

What do we analyze?

The Training offered by BSE to its staff from a gender perspective, in order to assess whether both sexes have the same training opportunities and whether the training needs of women and men are taken into account.

If the staff is trained in gender equality and if the training offered has incorporated the gender perspective.

Main results obtained:

- Equality is taken into account as a training objective even though there is no document that recalls this commitment (BSE does not have a training plan, but it has a procedure that details the management of training). Whenever possible, it is done during working hours and at the workplace.
- BSE does not offer training on issues related to equal opportunities for women and men to its staff. Neither does it require companies that provide continuous training to BSE employees to incorporate the gender perspective in training and teaching.
- The staff considers training as a key strategy to create a shared corporate culture committed to gender equality and non-discrimination.

2.5.- Professional development and promotion

What do we analyze?

If the processes of professional promotion and development have been designed with a gender perspective and ensure equal opportunities between women and men, breaking a possible “glass ceiling”.

Main results obtained:

- BSE is committed in the ethical code to promote the professional and personal development of all its employees, ensuring equal opportunities through its policies.
- Women consider that having care responsibilities can still be experienced or perceived as a limitation in their professional careers, especially in the field of research.
- Existence of a glass ceiling, which goes beyond the internal management of BSE, that prevents women from pursuing a career in the research world.

2.6.- Female representation

What do we analyze?

The presence of women in leadership and management positions at BSE.

Main results obtained:

- In the governing bodies: board of trustees, scientific council, academic council and study council, there is no gender parity in its composition, i.e. women do not represent 40% of its composition.
- The representation of women in the political leadership of BSE is important: the president and the director of BSE are women. The Deputy Director for Academic Programs is also a woman.
- The greater concentration of men in the field of research implies that there is a greater representation of men than women in the professional group 1.

2.7. Remuneration: salary audit

What do we analyze?

Existence or not of the principle of equal pay, as well as the existence of other possible discriminations, both direct and indirect.

Main results obtained:

- The gender wage gap in BSE, calculated by total compensation per hour worked, is - 2.10% (in favor of women).

- The gender pay gap when calculated by base salary is 5.54%. Wage supplements favor women.
- BSE's ethical code confirms its commitment to the principle of equal pay and non-discrimination on the basis of sex.

2.8.- Working time and the responsible exercises of personal, family and work life rights.

What do we analyze?

The importance that BSE gives to personal, family and work time and the type of measures that BSE offers regarding conciliation and co-responsibility.

Main results obtained:

- BSE applies measures of flexibility in time and location. The corporate culture is to encourage maximum self-management of time, taking into account the specific characteristics of each workplace.
- BSE has approved a protocol for working from home, and flexible working hours.
- It is important to guarantee the right to disconnect and to create a space for reflection on work-life balance and the world of research.
- Co-responsibility is part of BSE's corporate culture.
- Not everyone is aware of the existing work-life balance policies and BSE's commitment to balancing personal, family, and work time. More diffusion and publicity are needed.

2.9.- Prevention of and action against sexual and gender-based harassment

What do we analyze?

BSE's policy to prevent and act against sexual and gender-based harassment.

Main results obtained:

- On November 20, 2022, BSE approved its protocol for prevention and action against sexual and gender-based harassment. This protocol is part of the document Compliance Plan: code of ethics.
- The protocol regulates the complaint and the process. The Compliance Committee is responsible for opening the process, carrying out the investigation, and writing the final report. Some aspects of the protocol need to be improved.

- It is foreseen to do training on the subject, but it is still pending at the time of writing this report.
- Everyone must accept and sign the code of conduct and all the regulations concerning the prevention and action in situations of sexual and/or gender-based harassment. This acceptance does not imply, in all cases, that they are aware of the content of the protocol.
- The staff is still not familiar with the protocol and the process; and demands training on this subject.
- The people in charge have not been yet selected at the time of writing this report.
- In the staff perception questionnaire it was acknowledged that there are women who have experienced situations that are considered sexual and gender-based harassment, but who have not filed a complaint.

2.10.- Occupational health and safety

What do we analyze?

If occupational risk prevention applies the gender perspective, that is, if it takes into account how sex and gender influence occupational risks.

Main results obtained:

- The agreement signed with the occupational health and safety company specifies that necessary measures will be taken to guarantee the health of women in maternity or maternity leave situations.
- The signed agreement does not establish that the services to be provided will incorporate the gender perspective or incorporate the equality of women and men as one of the objectives of occupational health and safety.
- BSE does not have a study on psychosocial risks from a gender perspective.
- 77% of leaves due to temporary disability were female.

2.11.- Communication with a gender perspective and use of inclusive, non-sexist, and non-androcentric language.

What do we analyze?

If BSE communicates, from the internal and external point of view, taking into account a gender perspective. A communication with a gender perspective means a communication free of gender stereotypes and sexist stereotypes, which recognizes the importance of women and makes them visible.

Main results obtained:

- BSE communicates mainly in English. Spanish and Catalan are mostly used in informal communications.
- Both the website and official communications are done with a gender perspective, giving equal importance to women and men and placing value on everything that is carried out from BSE with a gender perspective.
- More than 65% of women and men say that BSE's corporate image promotes the value of equality.
- BSE does not have a document or protocol establishing the criteria for non-sexist communication. The staff admits shortcomings in relation to the correct use of inclusive and non-sexist language in Catalan and Spanish.

2.12.- Gender violence

What do we analyze?

What actions does BSE take to prevent and address situations of gender-based violence in and outside the workplace?

Main results obtained:

- BSE has clearly stated its zero tolerance to violence against women, but has no protocol for employees who are victims of gender violence.
- Staff is unaware of the labor rights of women victims of gender violence.

3.- Action Plan

Taking into account the conclusions of the diagnosis, an action plan with objectives to achieve, has been designed with a scope of four years.

3.1.- Strategic objectives

Area of intervention	Strategic objective	Strategic result
Institutional culture	To consolidate a BSE corporate culture shared with the staff committed to equal treatment and opportunities between women and men.	That all staff members know the Equality Plan, and its content and share its values. Eradicate those sexist behaviors, that some men perform within BSE and that they do not identify as inappropriate.
Working conditions and professional classification: hiring and promotion	To guarantee the implementation of the gender perspective in the management of people, ensuring that all processes guarantee equal treatment and opportunities between women and men. To promote a greater presence of women in research.	Incorporate the gender perspective in all people management processes to ensure equal opportunities between women and men and avoid the creation of gender gaps. To promote the presence of a greater gender parity in research.
Female underrepresentation	To endorse an equitable gender composition in political governing bodies. To make women visible in BSE and in the economic field.	To improve towards an equal gender composition in the Board of trustees , scientific council and study council. To increase the visibility of women in Economics research and BSE's commitment to female expertise.

<p>Training</p>	<p>To use training as an instrument to consolidate BSE's commitments to equal opportunities for women and men and to consolidate a committed and shared corporate culture. Incorporate gender mainstreaming in continuous training.</p>	<p>That BSE staff is trained in key aspects to ensure the introduction of gender equality in their daily work. That training done by BSE aimed at upskilling personnel has a gender perspective (continuous training).</p>
<p>Compensation policy</p>	<p>To guarantee equal pay for women and men by ensuring that decision-making processes related to remuneration, remuneration policy, and structure are based on objective and completely gender-neutral criteria.</p>	<p>Ensure transparency and objectivity in the BSE's remuneration policy.</p>
<p>Co-responsible exercise of personal, family, and work-life rights</p>	<p>To consolidate a policy of reconciliation of work, personal, and family life that adapts to the specific needs of the daily life of the staff and the life cycle and ensures joint responsibility.</p> <p>To demonstrate the BSE's commitment to co-responsibility and to make research compatible with care responsibilities.</p>	<p>That the entire workforce is aware of their work-life balance rights and to promote the harmonization of everyone's life time as much as possible.</p>
<p>Occupational health with a gender perspective</p>	<p>To promote the gender perspective in occupational risk prevention and health surveillance in order to guarantee equal conditions.</p>	<p>Inclusion of the gender perspective in the research and studies carried out on occupational health.</p> <p>That the staff is aware of the measures implemented in occupational health and occupational risk prevention specifically aimed at women.</p>

Prevention of sexual and gender-based harassment	To consolidate a work environment free of any manifestation of sexual or gender-based harassment based on the generation of a culture of zero tolerance for situations of gender-based violence and respect for equality and diversity and the implementation of the necessary instruments.	That the entire staff knows the protocol, the people of reference and has no doubts about what to do in case of experiencing or observing a behavior of harassment. That everyone is clear about the behaviors that are not tolerated within BSE. To create a culture of zero violence shared by everyone.
Communication with a gender perspective	To consolidate BSE's commitment to communication with a gender perspective and facilitate existing resources so that everyone shares this commitment.	That the gender perspective is part of BSE's communication policy. That all the staff knows and applies the principles of communication with a gender perspective and inclusive and non-sexist language.
Gender violence	To consolidate BSE's commitment against sexism and violence in any form and maintain strict vigilance against any sign of aggression against women workers.	To have a protocol as a guarantee for any woman who is in a situation of gender violence. That the entire staff is aware of the existence of the protocol and the labor rights of women in situations of gender violence.

3.2.- Specific objectives and actions

Area of intervention	Specific objectives	Actions
Institutional culture	1.- To publicize BSE's commitment to equal	ACTION 1. Internal and external dissemination of the Equality Plan:

	<p>opportunities for women and men.</p>	<p>dissemination of the Plan in the networks and send e-mail to all employees.</p> <p>ACTION 2. Translation of the Equality Plan into English and dissemination: publication on the website.</p>
	<p>2.- To generate a corporate culture committed to gender equality shared with the workforce.</p>	<p>ACTION 3. Summarize the main commitments assumed by BSE in its Equality Plan in a Decalogue and publicize it among the staff, collaborators, and suppliers.</p> <p>ACTION 4. Incorporate the figure of the equality agent within BSE and provide him/her with resources. Describe the functions of the equality agent, look for a candidate within the company, and offer him/her the necessary training to carry out the new responsibilities.</p> <p>ACTION 5. Collect all information related to the workforce disaggregated by sex and include the disaggregated information in all reports made by BSE.</p> <p>ACTION 6. Incorporate compliance with equality regulations among the requirements requested of companies that collaborate with BSE.</p> <p>ACTION 7. Create a mailbox for proposals on improvements that could be applied to the different issues regulated in the Equality Plan: hiring, professional promotion, conciliation, female presence in management bodies, prevention and action against sexual harassment and gender-based harassment, and gender-based violence, occupational health prevention and communication with a gender perspective.</p> <p>ACTION 8.- Communicate to the workforce the main conclusions of the follow-up report on the Equality Plan.</p>
<p>Working conditions and professional</p>	<p>1.- To guarantee objectivity and gender perspective in the</p>	<p>ACTION 9 .- Incorporate a section on equality of women and men in the BSE recruitment and selection guide and provide</p>

<p>classification: hiring and promotion</p>	<p>processes of professional classification, hiring, and professional promotion.</p> <p>To encourage greater recruitment of women in the field of research.</p>	<p>this guide to all persons participating in the recruitment process for administrative and research staff.</p> <p>Incorporate the gender perspective in the process through the following proposals:</p> <ul style="list-style-type: none"> - Incorporate equality of women and men as a principle and value. - Develop strategies to ensure the equality of women and men in the drafting of offers, the external dissemination of offers, the reception of applications, the selection process, and the development of selection tests. - Incorporate the principle of positive discrimination to favor the hiring of women in positions where women are underrepresented: research (clause to be applied only as a resolution in the event of a tie between candidates). <p>ACTION 10. Offer training on equality of women and men to all persons participating or with decision-making capacity in the contracting process.</p> <p>ACTION 11.- Include a clause in the contract with external companies that participate in the hiring process regarding their commitment to comply with the guidelines included in the section on equality of women and men in the BSE recruitment and selection guide.</p>
<p>Female underrepresentation</p>	<p>1.- To introduce within the regulation of the political bodies of BSE that the bodies must have a gender-parity composition, whenever possible.</p>	<p>ACTION 12. Introduce a gender clause in the regulation of the governing bodies of the BSE and approval of the new draft by the Board of Trustees.</p>
	<p>2.- To make women and female experts in economics more visible.</p>	<p>ACTION 13. To organize every February 11, International Day of Women and Girls in Science, an action that values the research</p>

		<p>work of women in general and of the work done at BSE by women researchers.</p>
<p>Training</p>	<p>1.- To include gender equality as one of the objectives of the BSE training plan.</p>	<p>ACTION 14. Organize a BSE Training Plan that incorporates equal opportunities for women and men as an objective and ensures that everyone receives training in equal opportunities and non-discrimination:</p> <ul style="list-style-type: none"> - When schedules are decided, the schedules of people with reduced working hours must be taken into account, and whenever possible, training sessions will be carried out during working hours. - The possibility of taking the training in an online format will be taken into account when problems of conciliation in relation to space and timetable are identified. - When necessary, a reservation of places will be made for people who come back from leaves of absence or other leaves. - Every year several courses will be proposed on relevant topics to ensure equality between women and men. <p>ACTION 15. Organize training proposals within the Training Plan with the objective that staff shares and participates in the corporate culture committed to gender equality and diversity:</p> <p>Design training that focuses on the values that BSE has assumed in relation to equality and non-discrimination. Work on behaviors that are considered contrary to BSE's corporate culture as manifestations of gender microaggressions.</p> <p>ACTION 16. Prepare an annual report, to be included in the plan's follow-up report, with data disaggregated by sex on the training carried out by BSE employees, both internally and externally.</p>

	2.- To ensure that all courses done at BSE for its employees (continuous training) incorporate the gender perspective.	ACTION 17. Include in the contracts with companies responsible for training a clause in which they commit to include the gender perspective in their proposals and to use an inclusive and non-sexist language.
Compensation policy	1.- To supervise the evolution of the wage gap.	ACTION 18. Annual analysis of the gender pay gap by category, professional group and job positions of the same value. ACTION 19. Review the objective evaluation of Jobs from a gender perspective.
	2.- To ensure greater pay transparency	ACTION 20. Publish and disseminate a summary document of the BSE's remuneration policy.
Co-responsible exercise of personal, family, and work life rights	1.- To disseminate the existing measures for the reconciliation of work, personal, and family life and to ensure equal enjoyment of women and men.	ACTION 21. Inform all employees of their work-life balance rights: 1) create a summary document of all work-life balance rights at BSE; 2) publish the document on the intranet; 3) communicate and explain this document to all team leaders.
	2.- To consolidate a business culture that facilitates the harmonization of work-life and co-responsibility.	ACTION 22. Approve and publish a plan of conciliation and co-responsibility adapted to the specific characteristics of BSE and which, for example, regulates flexibility (upon request of the employee, the adaptation of the working day will be assessed, without reducing it, when there are needs of conciliation, such as not using whatsapp outside working hours; call meetings at times that facilitate conciliation and the presence of people with reduced working hours, include in the call the end time; do not travel if it is possible to do the work through videoconferences, etc. ACTION 23. Promote with the four academic units [DEE-UPF, UFAE-UAB, CREI and IAE-CSIC] the creation of a space for dialogue with doctoral students on the harmonization of time to talk about

		<p>motherhood and fatherhood in the research career and the problems related to the uses of time in this moment of the life cycle to break with stereotypes and promote a better personal balance and mental health.</p>
Occupational health with a gender perspective	1.- To incorporate the gender perspective in the prevention of occupational hazards.	ACTION 24. Inclusion of the gender perspective in the services provided by the external occupational risk prevention service.
	2.- To advertise existing resources	ACTION 25. Compile the measures implemented in occupational health and occupational risk prevention specifically aimed at women.
Prevention of sexual and gender-based harassment	1.- To improve the existing Protocol	ACTION 26. Revise the protocol to incorporate the name of the persons of reference and guarantee the diligence and speed of the procedure, establish a timing for the resolution of complaints; and include the respect to the principle of presumption of innocence of the alleged offender.
	2.- To generate a culture of respect for equality and zero tolerance towards situations of sexual and/or gender-based harassment.	<p>ACTION 27. Organize an annual dissemination action to inform about the process, the reporting channels, and the people of reference.</p> <p>ACTION 28. Conduct a mandatory 2-hour workshop for everyone with the objective of clarifying the behaviors that constitute sexual and gender-based harassment. Offer this training to all new hires.</p>
Communication with a gender perspective	1.- To consolidate the commitment to communication with a gender perspective.	<p>ACTION 29. Publish the commitments of BSE to include the gender perspective in its communication policy and communicate these commitments to all staff.</p> <p>ACTION 30. Conduct training on communication with gender perspective and inclusive and non-sexist language.</p>

Gender Violence	1.- To approve a protocol of detection and treatment within the company of situations of gender violence produced inside and outside the workplace.	ACTION 31. Approve and disseminate the protocol for the detection and treatment within the company of situations of gender violence produced inside and outside the workplace, which will incorporate the labor rights of women in situations of gender violence.
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3.3.- Calendar of actions

Actions	2023		2024				2025				2026				2027	
	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q
INSTITUTIONAL CULTURE																
ACTION 1. Dissemination Equality Plan	X															
ACTION 2. Translate and publish the Equality Plan	X															
ACTION 3. Decalogue of main commitments		X														
ACTION 4. Equality Agent			X													
ACTION 5. Gender disaggregated data		X														
ACTION 6. Companies supplying compliance with equality regulations				X												
ACTION 7. Mailbox for proposals			X													
ACTION 8. Disseminate follow-up report				X				X				X				
WORKING CONDITIONS AND PROFESSIONAL CLASSIFICATION: HIRING AND PROMOTION																
ACTION 9. Recruitment and selection guide							X									
ACTION 10. Training on equal opportunity for the employment hiring team											X					
ACTION 11. Equality clause for external companies									X							
FEMALE UNDERREPRESENTATION																
ACTION 12. Gender parity clause in the regulation of BSE's governing bodies					X											
ACTION 13. International Day for Women and Girls in Science: workshops			X				X				X				X	
FORMACIÓ																
ACTION 14. Training plan			X				X				X				X	
ACTION 15. Training in equality		X	X				X				X				X	
ACTION 16. Annual report on training and education		X				X				X				X		

ACTION 17. Gender perspective clause in contracts with external companies									X								
REMUNERATION POLICY																	
ACTION 18. Gender pay gap analysis				X					X				X				X
ACTION 19. Review the Obj. Assess. of the JD. from a gender perspective.													X				
ACTION 20. Document remuneration policy									X								
CO-RESPONSIBLE EXERCISE OF PERSONAL, FAMILY AND WORK LIFE RIGHTS																	
ACTION 21. Inform conciliation rights									X								
ACTION 22. Reconciliation and co-responsibility plan												X					
ACTION 23. Propose a space for reflection for doctoral students			X														
HEALTH LABOR																	
ACTION 24. Gender perspective in the selection criteria for ext. services PRL													X				
ACTION 25. Compile measures aimed at women															X		
PREVENTION OF SEXUAL AND GENDER-BASED HARASSMENT																	
ACTION 26. Review the protocol		X															
ACTION 27. Campaign dissemination		X				X				X					X		
ACTION 28. 2-hour mandatory workshop				X					X				X				X
COMMUNICATION WITH GENDER PERSPECTIVE																	
ACTION 29. BSE commitments with a communication policy with gender perspective													X				
ACTION 30. Inclusive language training			X					X					X				X
GENDER VIOLENCE																	
ACTION 31. Protocol on gender violence						X											
TOTAL		8		16					14				15				6

4.- Follow-up and evaluation

The follow-up and evaluation phase contemplated in the BSE Equality Plan will make it possible to know the development of the Plan and the results obtained in the different areas of action during and after its implementation.

The follow-up will be done on a regularly scheduled basis and will provide information on possible needs and/or difficulties encountered in the execution of the measures contemplated, which will allow for their coverage and correction, providing the Plan with the flexibility necessary for its success.

The results of the follow-up of the development of the Plan will be an integral part of the evaluation.

The monitoring and evaluation of the Plan will be carried out by the BSE Equality Monitoring and Evaluation Committee, created to evaluate the fulfillment of the Plan, the objectives set and the actions programmed.

4.1.- Follow-up and Evaluation Committee of the 1st BSE Equality Plan

The Committee for the follow-up and evaluation of the Equality Plan will be responsible for the following functions:

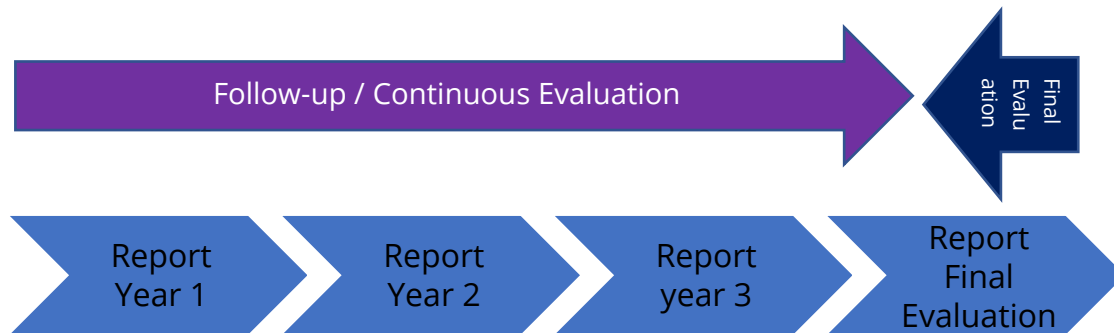
- Follow-up of the fulfillment of the measures foreseen in the Plan.
- Participation and advice on how to adopt the equality measures proposed in the Plan.
- Evaluation of the different measures carried out.
- Elaboration of an annual report that will reflect the progress made with respect to equality objectives within BSE, in order to verify the efficiency of the measures implemented to achieve the desired goal, proposing, if necessary, corrective measures.
- Knowledge and resolution of the conflicts arising from the application and interpretation of the Equality Plan. In these cases, the intervention of the Committee will be perceptive, prior to going to the competent jurisdiction.

The Follow-up and Evaluation Committee of the BSE Equality Plan will be formed, on an equal basis, by the same representation of the company and of the employees' representation of the Negotiating Committee.

The Committee will meet every 6 months and will make an annual follow-up report on the implementation of the Equality Plan.

4.2.- Annual follow-up report and Final evaluation report

In the preparation of the annual report, the Follow-up and Evaluation Committee of the BSE Equality Plan shall indicate the degree of implementation of the actions planned for the specific year, indicating whether work has begun on the actions included in the Plan.



The evaluation concludes the process of elaboration and implementation of an Equality Plan in the company. This phase allows us to know the degree of fulfillment of the defined objectives and the measures of the plan carried out from the information and documentation collected during its implementation and follow-up.

The main objectives pursued during the evaluation are:

- To know the degree of fulfillment of the Plan and to know its development.
- Check if the Plan has achieved the proposed objectives.
- To evaluate if the resources methodology and strategies used have been adequate for its implementation.
- Identify areas of improvement or new needs.

An evaluation of the results, the process and the impact of the actions of the Equality Plan will be carried out:

Evaluation of results:

- Degree of achievement of the objectives set.
- Degree of achievement of expected results.
- Level of correction of identified inequalities.

Evaluation of the process:

- Level of development of the actions carried out.
- Degree of difficulty encountered and/or perceived in the development of the actions.
- Type of difficulties identified and solutions provided.

- Changes in the actions and development of the plan.
- Degree of incorporation of equal opportunities between women and men in the management of BSE.

Impact assessment:

- Changes in corporate culture: management and staff attitudes and human resources practices.
- Reduction of imbalances in the presence and participation of women and men.

Annex 1. Normative framework

Having equal opportunities between women and men is an international legal principle recognized in numerous international conventions and treaties and is also a fundamental principle of the European Union, Spain, and Catalonia.

International regulations

Universal Declaration of Human Rights

Article 1 of the Universal Declaration of Human Rights, adopted by the UN General Assembly on December 10, 1948, declared that "*all human beings are born free and equal in dignity and rights*" and in the article 2 declared that "*every person has all the rights and freedoms enshrined in this Declaration, without distinction of any kind, such as race, color, sex, language, religion, birth or any other condition*".

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

The Convention was approved by the General Assembly of the United Nations on December 18, 1979, and ratified by Spain in 1983. In its article 4.1. points out that: "*The adoption by States Parties of special measures of a temporary nature aimed at accelerating de facto equality between women and men shall not be considered discrimination in the form defined in this Convention, but shall in no way lead to, as a consequence, the maintenance of unequal or separate standards; these measures will cease when the objectives of equal opportunity and treatment have been achieved*".

Beijing Declaration and Platform for Action on equal opportunities and treatment for all working women

In 1995, the Fourth World Conference on Women in Beijing marked an important turning point in the global agenda for gender equality. The Beijing Declaration and its Platform for Action, unanimously approved by 189 countries, is an agenda for women's empowerment and is considered the key global policy document on gender equality. It establishes the strategic objectives and actions for the advancement of women and the achievement of gender equality in 12 areas of special concern, which include poverty, education, health, male violence, etc. Thus, the Beijing conference, built on the political agreements reached in the three previous world conferences, consolidated five decades of legal progress aimed at guaranteeing the equality of women and men, both in legislation and in practice.

Before the Beijing Conference, the United Nations had organized three world conferences on women. These were held in Mexico City in 1975, Copenhagen in 1980, and Nairobi in 1985.

Global Pact and the Sustainable Development Goals

The United Nations Global Compact pursues 2 main objectives: (1) to incorporate the 10 Principles into business activities around the world. (2) Channel actions to achieve the Sustainable Development Goals (SDGs).

The 10 Principles of the Global Compact have been essential values since the birth of the initiative in 2000. They are based on various declarations of the United Nations in the field of human rights, labor, environmental, and anti-corruption standards and enjoy universal consensus. Principle number 6 states that "*companies must support the abolition of discriminatory practices in employment*".

The SDGs provide organizations with a universal and coherent framework to guide their contributions to sustainable development and create shared value. Goal 5 "*Achieve gender equality and empower all women and girls*" calls for the involvement of organizations to achieve this goal.

European regulations:

Convention for the Protection of Human Rights and Fundamental Freedoms (1950)

Agreement signed by the members of the Council of Europe. It establishes in its article 14 the prohibition of discrimination on the basis of race, sex, color, language, religion, political or other choices, national or social origin, belonging to a national minority, fortune, birth or any other situation.

European Social Charter (1961)

The Council of Europe adopted the European Social Charter in 1961, which complements the Convention for the Protection of Human Rights and Fundamental Freedoms and which recognizes the right of workers of both sexes to equal remuneration and refers to workers with family responsibilities. The European Social Charter of 1996 (which replaces the previous one) expressly prohibits discrimination, direct or indirect, on grounds of sex, offers special protection in case of pregnancy and maternity and dedicates an article to the right to dignity at work.

Treaty establishing the European Community. Treaty of Amsterdam (1997)

Article 8 (former article 3, section 2, TCE) says that in all its actions, the Union seeks to eliminate inequalities between women and men and to promote their equality. And in article 10, when it regulates the definition and execution of its policies and actions, it states that the Union seeks to fight against any discrimination based on sex, race or ethnic origin, religion or convictions, disability, age or sexual orientation.

The Art. 141.4 of this treaty establishes that "*In order to guarantee in practice full equality between women and men in working life, the principle of equal treatment will not prevent any Member State from maintaining or adopting measures that offer specific advantages aimed at to make it easier for the less represented sex to exercise professional activities or to avoid or compensate disadvantages in their professional careers*".

European legislation on gender equality has forced many member states to pass laws against employment discrimination, sexual harassment or gender-based violence.

Charter of Fundamental Rights of the European Union (2000)

The Charter of Fundamental Rights of the EU proclaimed by the Presidents of the Council, the Parliament and the Commission at the beginning of the European Council in Nice on 7-12-2000 (OJ C 364 of 18.12.2000, p.1) establishes the principle of gender equality in all areas and includes several provisions with the aim of promoting equality between women and men.

In chapter III, article 23, enshrines equality between women and men, which must be guaranteed in all areas, including employment, work and remuneration, and enables the adoption of measures that offer specific advantages in favor of the less represented sex.

Treaty on the Functioning of the European Union (TFEU) (2010)

The treaty in its article establishes that the Union will pursue the objective of eliminating inequalities between women and men and promoting their equality (Article 8); will support the action of the Member States to achieve equality between women and men in relation to opportunities in the labor market and treatment at work (article 153.1.i); and prohibits discrimination based on sex in terms of remuneration for the same work or work of equal value. This principle also applies to the professional classification systems used to determine remuneration (Article 157).

European Charter for Women (2010)

The European Commission approved this charter to more effectively promote equality between women and men in Europe and in the world. Gender inequalities directly affect economic and social cohesion, as well as sustainable growth, competitiveness, and demographic development.

The Commission highlights the need to consider gender equality in all its policies and the Charter proposes five specific areas of action: economic independence, equal pay, the representation of women in decision-making and positions of responsibility, the dignity and integrity of women and the external action of the EU.

Spanish regulations:

The **Spanish Constitution of 1978** recognizes equality from a triple dimension:

A) With higher value (article 1.1 SC):

Art.1.1 SC: Spain is constituted as a Social and Democratic State of Law, which advocates freedom, justice, equality and political pluralism as the highest values of its legal system.

B) As a clause on the objectives of the power or material equality (Article 9.2 SC):

Art.9.2 SC: It is up to the public authorities to promote the conditions so that the freedom and equality of the individual and of the groups in which they are integrated are real and effective;

remove the obstacles that prevent or hinder its fullness and facilitate the participation of all citizens in political, economic, cultural and social life.

C) As a principle of equality or formal equality (Article 14 SC):

Art.14 SC: Spaniards are equal before the law, without any discrimination based on birth, race, sex, religion, opinion, or any other personal or social condition or circumstance.

The Statute of Autonomy of Catalonia of 2006 provides in article 19.2, in the area of rights and duties of people "that women have the right to participate under conditions of equal opportunities with men in all public and private areas".

The **Organic Law 3/2007, of March 22, for the effective equality of women and men** aims to establish the normative, institutional and public policy framework to guarantee the right to equality of women and men, in particular through the elimination of discrimination against women, whatever their circumstance or condition, in any of the areas of life and, singularly, in the political, civil, labor, economic, social and cultural spheres.

Article 45 of this law states that companies are obliged to respect equal treatment and opportunities in the workplace and, to this end, must adopt measures aimed at avoiding any type of employment discrimination between women and men, measures that they must negotiate, and if necessary agree, with the legal representatives of the workers in the manner determined by the labor legislation.

In the case of companies with fifty workers or more, the equality measures referred to in the previous section must be aimed at the preparation and application of an equality plan, which must also be subject to negotiation as determined by labor legislation.

Article 46 of the Organic Equality Law defines the equality plans of companies as an ordered set of measures, adopted after making a diagnosis of the situation, aiming to achieve equality of treatment and equality in the company opportunities between women and men and to eliminate discrimination based on sex.

Equality plans set the specific equality objectives to be achieved, the strategies and practices to be adopted to achieve them, as well as the establishment of effective monitoring and evaluation systems of the set objectives.

This same law, in Article 48, presents the measures that the company must take to prevent sexual harassment and harassment based on sex at work.

Within the **workers' statute (Royal Legislative Decree 2/2015, of October 23)** there are a large number of articles that refer to equal treatment between the sexes in companies, among these articles the following should be highlighted:

Article 4.2.c. In the employment relationship, workers have the right to:

c) Not be discriminated against directly or indirectly for work, or once employed, for reasons of sex, marital status, age within the limits set by this Law, racial or ethnic origin, social status,

religion or convictions, political ideas, orientation sexual, affiliation or not to a trade union, as well as because of language, within the Spanish State.

Article 4.2.e. In the employment relationship, workers have the right to:

e) With respect to their privacy and the consideration due to their dignity, including protection against harassment due to racial or ethnic origin, religion or convictions, disability, age or sexual orientation, and against sexual harassment and harassment based on sex.

Article 17.1. Non-discrimination in labor relations.

The regulatory precepts, the clauses of the collective agreements, the individual agreements, and the unilateral decisions of the employer that take place in the work, as well as in matters of remuneration, working hours, and other working conditions, are understood to be null and void. , to situations of unfavorable direct or indirect discrimination due to age or disability or to situations of direct or indirect discrimination due to sex, origin, including racial or ethnic origin, marital status, social status, religion or beliefs, political ideas, orientation or sexual status, membership or not of trade unions and their agreements, family ties with people belonging to the company or related to the company and language within the Spanish State.

Article 54.2.g. Contractual breaches will be considered:

g) Harassment due to racial or ethnic origin, religion or beliefs, disability, age or sexual orientation and sexual harassment or due to gender to the employer or to the people who work in the company”.

The Royal Decree 901/2020, of 13 October, which regulates equality plans and their registration and which modifies Royal Decree 713/2010, of 28 May, on registration and deposit of agreements and agreements with work groups aims at the regulatory development of equality plans, as well as their diagnosis, including registration, deposit and access obligations.

Its articles 4, 5 and 6 regulate the constitution procedure and the powers of the negotiating commission of the Equality Plan in which the representation of the company and the working people will participate equally, and that, to the extent if possible, it will have a balanced composition between women and men.

However, articles 7 and 8 determine the minimum content of equality plans and article 9 the validity, monitoring, evaluation and review of the plan.

Finally, Chapter IV of the aforementioned Royal Decree establishes the obligations of mandatory registration and voluntary deposit of the plan's measures.

The **Royal Decree 902/2020, of 13 October, on equal pay between women and men** establishes the essential elements to combat pay inequality, developing the mechanisms to identify and correct discrimination in this area and fight against it, promoting the necessary conditions and removing the existing obstacles, through a transparent remuneration system, complemented by an appropriate information access procedure and a correct definition of the relevant aspects in the conceptualization of work of equal value.

Articles 3 and 4 respectively establish the principles of pay transparency, identifying discrimination and specifically those due to incorrect evaluations of jobs and the obligation of equal pay for work of equal value binding on all companies, regardless of the number of employees, and to all collective agreements and agreements.

In the third chapter, the instruments are established to make the principle of pay transparency effective: the pay register, the pay audit that applies to all companies that have the obligation to have equality plans and transparency in collective negotiation.

In this sense, the pay equality regulation complements the regulation contained in the aforementioned RD 901/2020, of October 13, which regulates equality plans and their registration, while developing articles 22.3 and 12.4.d) of the Workers' Statute, which were modified by Royal Decree-Law 6/2019, of March 1, and which establish, respectively, the obligation that the professional classification be carried out in accordance with criteria free from discrimination, and the guarantee of the absence of discrimination, both direct and indirect, between women and men, also in the case of part-time contracts.

Annex 2. Methodology

1.- Documentary and statistical analysis: compilation and analysis of all existing documentation on the situation of women and men within the company and on business culture and diversity management. Information provided by the Human Resources Unit.

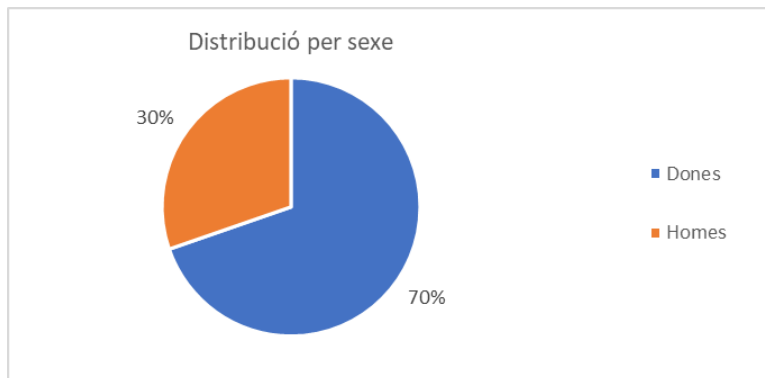
Statistical data from the BSE foundation. The gender diagnosis has been carried out using data from the BSE workforce as of January 1, 2023.

The salary audit data corresponds to 2022.

2.- Questionnaire of perception on equality in the company: tool to assess the knowledge that the workforce has of the existing resources and their perception on the issues of equality and diversity.

The employee perception questionnaire was carried out through a Google form (online form), which was answered from October 18, 2022 to November 6, 2022. A total of 33 people participated, which represents 54% of the workforce. 23 women and 10 men took part in the questionnaire, representing respectively 70% and 30% of the total.

Chart 1 - Participation template questionnaire by gender



3.- In-depth interviews with people who have been considered key for the role they play within the BSE. Qualitative methodology to deepen the information obtained through documentation and statistics. The interviews carried out were:

1 December 2022: Eva Pujol, human resources.

18 January 2023: Eva Pujol, Marsel Meeuwsen (Manager) and Bruno Guallar (responsible for the gender plan in the field of research).

4.- Discussion group or focus group. The discussion group can be defined as a socialized conversation in which a group communication situation occurs that serves to obtain information on a specific area of interest.

2 discussion groups have been held, a first made up of people from the management departments and a second group with people from the research field.

The objectives of these discussion groups were:

- Obtain information on the perceptions, opinions and attitudes and/or experiences of the people who participate in the focus group in relation to the different thematic areas analyzed by the Equality Plan.
- To know their opinion on the results obtained in the questionnaire passed to the staff and the first conclusions in relation to the diagnosis.
- Collect contributions on the aspects that they consider more problematic or better worked on in relation to equal opportunities for women and men.
- Find out what they expect the Equality Plan to contribute.

The first focus group was held in person on December 1, 2022. 4 people participated, 3 women and 1 man.

The second focus group (research area) was held virtually, through the Zoom platform, on January 13, 2023. 6 people participated, 3 men and 3 women.

Annex 3. Glossary

Positive action: measure aimed at achieving effective equality of opportunity between women and men, granting specific advantages intended to facilitate the exercise of professional activities or to avoid or compensate for disadvantages in their professional careers, removing obstacles that may prevent or hinder women's professional development.

Sexual Harassment: any verbal, non-verbal or physical behavior of a sexual nature, which is carried out with the purpose or effect of attacking the dignity of a person, especially if it creates an intimidating, hostile, degrading environment, humiliating or offensive.

Definition contained in article 7.1 of Organic Law 3/2007, of March 22, for the effective equality of women and men; article 2, p) of Law 17/2015, of July 21, on the effective equality of women and men; and article 5 of Law 5/2008, of April 24, on the right of women to eradicate gender-based violence.

Harassment based on gender: any behavior carried out based on a person's sex/gender, with the purpose or effect of attacking their dignity and creating an intimidating, hostile, degrading or offensive environment.

Any behavior based on the sex/gender of a person, with the purpose of attacking their dignity and creating an intimidating, degrading or offensive environment.

Definition contained in article 7.2 of Organic Law 3/2007, of March 22, for the effective equality of women and men; and article 5 of Law 5/2008, of April 24, on the right of women to eradicate gender-based violence.

Gender pay gap: Difference between the average salary of women and men.

Reconciling personal and work life: making time, interests, obligations and needs compatible in these two areas of life.

Responsibility: shared responsibility of both parents in the care of children.

Discrimination: is the application of distinctions, differentiations, restrictions, exclusions, preferences and/or unequal, arbitrary, unfair, and unreasonable practices that occur in different areas (educational, social, economic, labor, cultural, etc.), which they are based on differences in sex, race or ideas, and which have a harmful effect.

Direct discrimination: a situation in which a person has been or may have been treated less favorably than another in a comparable situation because of sex.

Indirect discrimination: a situation in which an apparently neutral provision, criterion or practice places people of a certain sex at a particular disadvantage compared to people of the other sex.

Salary discrimination: a situation in which people who perform equal, equivalent or equal work receive different remuneration, without objective and reasonable justification, and because they are of different sexes, races, religions or ideas.

Gender stereotype: a set of clichés, conceptions, opinions or conventional images, simplified and often wrong, that attribute characteristics, abilities and behaviors to women and men. They are simplistic and stereotype people.

Gender: Refers to the socially constructed roles, behaviors, activities, and attributions that a specific society considers to belong to women or men. The concept therefore refers to the set of socio-culturally constructed social, cultural, psychological, and economic characteristics that society assigns to people differently, as belonging to women and men.

Gender equality: The condition of women and men being equal in the possibilities of personal development and decision-making, without the limitations imposed by traditional gender roles, so the different behaviors, aspirations, and needs of women and men are equally considered, valued and favored. Aligned with equality between the sexes, it emphasizes that what needs to be removed are the socially constructed roles, behaviors, activities, and attributions that a specific society considers to belong to women or men.

Equality of opportunities between women and men: absence of obstacles or barriers due to gender in the economic, political, cultural and social participation of people.

Intersectionality: intersectionality is understood as the analytical and political perspective that allows us to understand and respond to the ways in which gender intersects with other axes of inequality and how these intersections contribute to unique experiences of oppression and privilege.

Sexism: attitude based on the attribution of superiority to men over women. Men's domineering attitude towards women. Form of sexist discrimination characterized by the prevalence of men and what is considered masculine or traditionally performed by men.

Gender mainstreaming: is a long-term strategy that consists of the systematic integration of equal opportunities between women and men in the organization and its culture, in programs, policies and practices at all levels. Transversality entails the involvement of the gender perspective in all policies and actions to take into account the needs and interests of both women and men.

Gender perspective: taking into consideration the socio-cultural differences, interests and needs of women and men in an activity; or how a certain policy or action can affect women and men differently.

Equality plan: business strategy aimed at achieving real equality between women and men at work, eliminating stereotypes, attitudes and obstacles that make it difficult for women to access certain professions and certain workplaces on equal terms with men and promoting measures that favor the incorporation, permanence and development of their professional career, obtaining a balanced participation of women and men in all occupations and at all levels of responsibility.

Horizontal segregation: concentration in certain occupations which, in the case of women, are generally characterized by the fact that their associated value and remuneration are lower.

Vertical segregation: concentration in certain jobs which, in the case of women, are generally characterized by being those of lower responsibility and lower remuneration.

Sex: Physical, biological and anatomical differences that divide the individuals of a species into males and females.

Sexism in language: when the masculine is used as a generic, when the feminine is spoken only to refer to certain professions or professional categories.

Glass ceiling: refers to the invisible barriers that hinder or prevent women from accessing power, decision-making levels, or the highest levels of responsibility, keeping their professional or political careers stagnant in categories or lower organizational levels.

Underemployment: A phenomenon that occurs when a person occupies a job in a lower category than their professional qualification. This phenomenon is mostly female.

Sticky ground: Concentration of women at the lowest levels of the labor market, either in jobs that require lower qualifications or those that offer worse wages or more vulnerable conditions.

Sexist use of language: Use that belittles or devalues one of the two sexes.

Androcentric use of language: Use that makes it difficult to imagine the presence or performance of women in a given area.

Gender violence: it is that which, as a manifestation of discrimination, the situation of inequality and the power relations of men over women, is exerted on them by those who are or have been their spouses or those who are or have been tied to them by similar relationships of affectivity, without cohabitation yet. Organic Law 1/2004 on comprehensive protection measures against gender violence.

Gender Violence: is violence that is exercised against women as a manifestation of discrimination and the situation of inequality within the framework of a system of power relations of men over women and that, produced by physical, economic, or psychological, including threats, intimidation and coercion, results in physical, sexual or psychological harm or suffering, whether it occurs in the public or private sphere (article 3 of Law 5/2008, on the right of women to eradicate gender-based violence, modified by Law 17/2020).