

**Objective 1: Establish a culture of gender equality within the organization.**

The objective is to eliminate unconscious gender biases in all aspects of human resource management, including recruitment, retention, career progression, and work-life balance. To achieve this objective, several actions are proposed:

**Action 1.1**

Establishment of a monitoring system for HR management activities and Research Projects, with specific indicators to monitor the key actions of the Gender Equality Plan (GEP).

**Action 1.2**

Development of a comprehensive annual reporting system that will allow continuous monitoring of the operational objectives set to achieve gender equality. An evaluation analysis of gender equality measures will be conducted at the end of each GEP period by the Director and the Secretary of the organization.

**Action 1.3**

Use of gender-sensitive language in all official documents of the organization and in all channels of external communication, such as the website.

**Objective 2: Promote a gender-inclusive organizational culture and eliminate unconscious gender biases in all aspects of human resource management, including recruitment, retention, career progression, and work-life balance.**

To achieve this objective, several actions are proposed:

**Action 2.1**

Formulation of an inclusive non-discriminatory HR policy that covers all aspects of human resource management. This policy will ensure transparency and gender sensitivity in selection processes, particularly for leadership positions. It also aims to mainstream gender-neutral communication policy.

**Action 2.2**

Raise gender awareness among personnel to address unconscious bias and promote the importance of gender equality through targeted training and workshops.

**Objective 3: Integrate sex and/or gender dimensions into research content to increase excellence.**

To achieve this objective, several actions are proposed:

**Action 3.1**

Leverage our Advisory Board to develop liaisons with experts for exchanging experiences and developing knowledge and capacity building for gender equality when designing new research proposals.

**Action 3.2**

Inclusion of a gender-sensitive statement in all hiring calls for research associates to encourage more women to apply.

**Action 3.3**

Ensure gender-balanced formation of research teams.

**Action 3.4**

Provide specific guidance and training sessions on incorporating sex/gender in research content.

The Director, the Secretary, and all Project Managers appointed by the Management Board of the organization will be responsible for implementing these actions.

The Director



Guillermo Aracil  
Signed on 15th January 2023