

Gender Equality Plan for Beawre

1. Introduction

Beawre is committed to promoting gender equality and creating an inclusive workplace where all employees have equal opportunities for career advancement and personal development. This Gender Equality Plan (GEP) outlines the measures and targets Beawre will implement to foster a gender-inclusive environment.

Equal opportunities for women and men are a universal right tied to human dignity and freedom. They are recognized both as a social value and an international legal principle. However, various studies and indicators show that discrimination based on sex still persists, highlighting the need for specific rules to enforce this right.

Internationally, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) of 1979 and the four World Conferences on Women organized by the United Nations are significant milestones. In Europe, the principle of gender equality was established in the Treaty of Rome in 1957 and reinforced by the Treaty of Amsterdam in 1999. The Charter of Fundamental Rights of the European Union also enshrines gender equality and prohibits discrimination, allowing for positive actions to ensure equal treatment.

In the research sector, specific measures are necessary to address persistent gender disparities. The European Commission has tackled these through funding instruments like Horizon 2020 and Horizon Europe, in collaboration with member states and research organizations. The European Research Area (ERA) 2012 Communication set three goals to promote institutional change: gender equality in scientific careers, gender balance in decision-making, and integrating the gender dimension in research and innovation.

In Spain, the 1978 Constitution affirms the principles of equality and non-discrimination, urging public authorities to ensure these are real and effective. The Organic Law 3/2007 was pioneering in legislating gender equality, mandating Equal Opportunities Plans within organizations to address and correct identified inequalities and improve positive aspects. Additionally, Royal Decree-Law 6/2019 introduced measures to guarantee equal treatment and opportunities in employment, further developed by RD 901/2020 on equality plans and RD 902/2020 on equal pay.

In the scientific field, Law 14/2011 on Science, Technology, and Innovation mandates the integration of gender perspectives throughout the research process and requires research bodies to adopt and annually monitor Equality Plans. The Statute of Autonomy of Catalonia also supports women's rights to personal development, dignity, and equal opportunities across all spheres.

Despite formal recognition, cross-cutting policies and action plans are still needed to eradicate discrimination and ensure real equality. Catalan Law 17/2015 emphasizes the promotion of women researchers and the integration of gender perspectives in academia. It requires universities to train staff in gender perspectives and create relevant modules or courses.

Catalan Law 17/2020, amending Law 5/2008, mandates protocols for preventing and addressing gender-based violence, including sexual harassment, within organizations. Universities must have protocols to handle these issues and train personnel, accordingly, ensuring compliance with data protection regulations.

Additionally, Catalan Law 11/2014 aims to guarantee LGBTI rights and combat discrimination, providing specific tools for its prevention and management.

2. Regulatory Framework

REGULATORY FRAMEWORK Below is a summary table of the most relevant rules, Agreements, and laws in relation to equality between women and men, at the international, state, and regional levels:

Level	Document	Year	
International	Convention on the elimination of all forms of discrimination against women, CEDAW	1979	
	Universal Declaration of Human Rights	1948	
	United Nations World Conferences on Women	Mexico (1975)	
		Copenhagen (1980)	
		Nairobi (1985)	
Beijing (1995)			
European	Treaty of Rome	1957	
	Treaty of Amsterdam	1999	
	Charter of Fundamental Rights of the European Union	Nice, 2000; Strasbourg, 2007	
	Council of Europe Convention on preventing and combating against violence against women and domestic violence	2011	
	Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services	2004	
	Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation	2006	
Spain	Spanish Constitution	1978	
	Law to promote the reconciliation of work and family life of workers	1999	
	Organic law on comprehensive protection measures against gender violence	2004	
	Organic law for the effective equality of women and men	2007	
	Science, Technology, and Innovation Act	2011	
	Statute of workers	2015, revised text	
	Royal Decree-Law on urgent measures to guarantee equal treatment and opportunities between women and men in employment	2019	
	Royal Decree regulating equality plans and their registration	2020	

	Royal Decree on equal pay between women and men	2020
Catalonia	Catalan Law on measures to reconcile personal, family, and work life of personnel at the service of public administrations	2006
	Statute of Autonomy of Catalonia	2006
	Catalan Law of the Catalan Health Institute	2007
	Catalan law on the right of women to eradicate gender-based violence	2008
	Catalan law to guarantee LGBTI rights and eradicate homophobia, biphobia, and transphobia	2014
	Catalan law on the effective equality of women and men	2015
	Catalan Law amending Law 5/2008, on the right of women to eradicate gender-based violence	2020

3. Publication

This Gender Equality Plan is a formal document that will be published on Beawre’s official website and signed by the CEO and top management to demonstrate our commitment to gender equality.

4. Dedicated Resources

Beawre commits to allocating the necessary human resources and gender expertise to implement this GEP. A dedicated Gender Equality Officer, Elena González, CFO and Project Manager, will oversee the plan’s execution and progress. Elena's responsibilities include coordinating gender equality initiatives, monitoring progress, and reporting to top management.

5. Phases of the equality plan

Commitment Phase

Beawre commits to ensuring equal opportunities for all employees. This commitment involves adhering to established equality policies and measures, and taking responsibility for their execution.

In this initial phase, a formal agreement is communicated to all staff, setting out the general and specific objectives to be achieved through the implementation of the Gender Equality Plan (GEP).

Creation of the Negotiating Committee

After Beawre commits to the Gender Equality Plan, a Negotiating Committee is formed. This committee is responsible for negotiating the diagnostics and measures of the GEP.

Diagnostic Phase

The diagnostic phase involves recognizing, analyzing, and evaluating the current gender equality situation at Beawre. This phase identifies trends, areas for improvement, and strengths to build upon. Information is collected using quantitative, qualitative, and participatory methods, which are then processed and interpreted.

Planning and Dissemination Phase

Planning involves methodically organizing the objectives over a four-year period. This phase establishes the measures to be implemented based on the diagnosis results, specifying timelines, monitoring mechanisms, and evaluation indicators. Additionally, Beawre will inform all staff about the Equal Opportunities Plan through various internal and external communication channels.

Execution Phase

Execution involves applying the measures and initiatives as planned. During this phase, actions are implemented according to the schedule, with continuous monitoring using established indicators.

Monitoring and Evaluation Phase

In the final phase, the results of the implemented measures are analyzed. This involves monitoring the progress of the measures, assessing the results against the objectives, and evaluating the overall impact of the Plan. A committee will be created to oversee the monitoring and evaluation process.

6. Constitution Phase of the Negotiating Committee

On June 3rd, 2022, Beawre's negotiating committee signed the minutes of constitution of the commission, in accordance with the provisions of Article 5 of RD901/2020.

7. Diagnostic phase

To achieve real and effective gender equality at Beawre, it is essential to carefully examine our current situation. This involves analyzing the incorporation of equal opportunities for women and men, identifying strengths to be maintained, and pinpointing areas for improvement.

The diagnostic process is structured into three phases:

- 1. Collection of Information**
- 2. Information Processing and Interpretation**
- 3. Preparation of a Diagnostic Report**

The company is currently in this diagnostic phase, working to gather and analyze data to inform our Gender Equality Plan. As a result of this first analysis, the company has already implemented several GEP actions.

Diagnostic Phase Information Collection for Beawre

Quantitative and qualitative information has been collected from:

- The organizational chart and structure description.
- Beawre's Equality and Diversity Management Plan.
- Data on team composition and characteristics.
- Staff remuneration data.
- Procedures for access, selection, promotion, and job descriptions.
- Collective agreement and other labor regulations.
- Occupational risk prevention plan.
- Procedures for preventing and addressing internal occupational violence.
- Specific gender training.
- The organization's website and social media.
- Other corporate documents and reports.

Participatory information was obtained from:

- Diagnosis evaluation sessions with the Negotiating Committee.
- Evaluation sessions of the Plan's measures with the Negotiating Committee.
- In-depth interviews with key informants, including human resources and research staff with diverse backgrounds and positions.

Structure of the Diagnosis for Beawre

In accordance with Royal Decree 901/2020, Beawre's situation diagnosis during the current diagnosis phase focuses on the following key areas:

1. Selection and recruitment process
2. Professional classification
3. Training
4. Professional promotion
5. Working conditions, including salary audit as per Royal Decree 902/2020
6. Work-life balance rights
7. Female underrepresentation
8. Remuneration
9. Prevention of sexual and gender-based harassment

To facilitate analysis, Beawre's preliminary diagnosis is structured around these nine strategic areas:

- Culture of Gender Equality
- Corporate Communication with a Gender Perspective
- Composition of the Organisation's Staff
- Selection and Recruitment Process
- Training
- Professional Promotion
- Working Conditions
- Remuneration Policy
- Prevention of and Action Against Harassment

Preliminary diagnosis of the Strategic Areas

In our ongoing commitment to achieving gender equality, we have identified several key challenges across nine strategic areas. These challenges are not exhaustive and other issues may emerge over time, requiring inclusion and attention as they arise

1. **Culture of Gender Equality**

- **Challenges:** While there is a strong commitment to gender equality, there is room to further enhance awareness and understanding of gender equality principles among staff. Addressing unconscious biases and stereotypes will help improve workplace interactions and foster a more inclusive environment.

2. **Corporate Communication with a Gender Perspective**

- **Issues/Challenges:** Corporate communications sometimes lack inclusivity; gender-biased language and imagery may still be present in internal and external communications.

3. **Composition of the Organisation's Staff**

- **Challenges:** Balanced in gender representation but difficulty in attracting a diverse pool of candidates for technical and leadership positions.

4. **Selection and Recruitment Process**

- **Challenges:** While the outcomes of the selection processes have been balanced so far, there is a need to formalize the policy to ensure that these practices are consistently followed across the organization over time. This will help prevent potential biases and maintain gender balance in technical and higher-level positions.

5. **Training**

- **Challenges:** While internal trainings on gender equality and unconscious bias are available, there is a lack of external training opportunities to further expand the workforce's knowledge and resources about gender balance. Additionally, there is a need to increase participation in the existing training programs.

6. **Professional Promotion**

- **Challenges:** As Beawre is a relatively young company (5 years old), there hasn't been much space for promotions yet. However, there is a need to establish clear and transparent promotion policies to ensure

equal opportunities for all employees when promotions do occur in the future.

7. **Working Conditions**

- **Challenges:** While the workspace at Beawre is flexible in terms of time distribution and remote work options, there is a need to review and enhance support for employees with caregiving responsibilities, with a particular focus on supporting women caregivers.

8. **Remuneration Policy**

- **Challenges:** Currently, there are no gender pay gaps within Beawre. However, it would be a good practice to implement regular salary audits to ensure this balance is maintained over time.

9. **Prevention of and Action Against Harassment**

- **Challenges:** While there is a way to notify harassment, it is essential to include the company policy on harassment within the core values shared with team members. Additionally, there is a need to develop a clear procedure for reporting mechanisms and providing support for affected employees

8. Data Collection and Monitoring

Streamlined Data Collection:

- **Gender-Disaggregated Data:** Collect and monitor gender-disaggregated data on recruitment, promotions, pay scales, and employee turnover. Update semi-annually.
- **Employee Surveys:** Conduct annual anonymous surveys to gather employee feedback on workplace culture, inclusivity, and satisfaction with gender equality measures.

Monitoring Indicators:

- **Gender Ratio:** Track the gender composition within the team.
- **Pay Equity:** Perform regular checks to ensure equal pay for equal work across genders.
- **Promotion Rates:** Monitor promotions to ensure equal opportunities for advancement.

Annual Reporting:

- **Progress Report:** Compile an annual gender equality progress report, reviewed by top management. This report includes analysis based on the collected data and identifies areas for improvement.
- **Public Transparency:** Share key findings from the annual report with all employees and publish a summary on Beawre's website to maintain transparency and accountability.

Feedback and Adjustment:

- **Feedback Mechanisms:** Provide an anonymous suggestion box or direct communication channel with the Gender Equality Officer for ongoing feedback from employees.
- **Continuous Improvement:** Review and adjust the GEP annually based on feedback and data analysis to address emerging issues and incorporate best practices.

9. Training and Development

Current Programs:

- **Unconscious Bias Training:** Quarterly sessions to identify and mitigate unconscious biases.
- **Gender Equality Workshops:** Bi-annual interactive workshops on gender equality issues.

Planned Programs:

- **Leadership Development for Women:** A program to equip women with leadership skills and confidence.
- **Diversity and Inclusion Training:** Annual training covering a broader range of diversity issues.
- **Work-Life Balance Initiatives:** Training for managers on supporting work-life balance.
- **Support for Returning to Work:** Programs for individuals re-entering the workforce after inactivity.

10. Roles of Core Actors

All employees at Beawre are involved in promoting gender equality. The Gender Equality Officer, Elena González, coordinates initiatives, while the HR team and a Diversity and Inclusion Committee provide ongoing support and feedback.

11. Analysis of the Current Situation

- **Decision-Making Processes and Bodies:** Evaluating gender composition in decision-making roles.
- **Recruitment and Career Development:** Assessing recruitment processes and career progression for female employees.
- **Gender Dimension in Research and Teaching:** Ensuring gender perspectives in research and development activities.

12. Structural Ties and Organizational Profile

The GEP aligns with Beawre's mission to integrate AI solutions in construction, emphasizing the importance of gender equality in driving innovation and productivity. Gender equality objectives contribute to Beawre's goals, target population, and key activities.

13. Objectives

- **Main Objectives:** Achieving gender balance in leadership, ensuring equal pay, and promoting an inclusive work environment.
- **Subordinate Objectives:** Enhancing parental leave policies, providing mentorship programs, integrating gender perspectives into R&D.

14. Activities and Measures

- **Motivation:** Measures are selected based on identified needs, such as addressing unconscious biases and supporting work-life balance.
- **Complementarity:** Measures complement each other to address multiple aspects of gender equality.
- **Resources:** Utilize gender programs, change tools, and equality research to support activities.

15. Resources for Implementation

- **Personnel:** Gender Equality Officer, HR staff, Diversity and Inclusion Committee.
- **Financial:** Budget for training, support services, and monitoring activities.
- **Capacity:** Ensure expert knowledge and infrastructure support.

16. Schedule and Milestones

- **Short-term Goals:** Initial training sessions, establishing reporting mechanisms.
- **Mid-term Goals:** Implementing flexible working arrangements, conducting pay equity audits.
- **Long-term Goals:** Achieving gender balance in leadership, sustaining an inclusive culture.

17. Quality Control Management

- **Monitoring:** Regularly review progress against objectives.
- **Documentation:** Maintain detailed records of activities and outcomes.
- **PR and Communication:** Keep internal and external stakeholders informed.
- **Success Indicators:** Define clear indicators to measure success.
- **Capacity Building:** Continuously enhance knowledge and skills.

18. Sustainability and Long-Term Commitment

- **Embedding Practices:** Integrate gender equality into all organizational practices.

- **Continuous Improvement:** Regularly update the GEP based on feedback and new developments.
- **Long-term Vision:** Secure ongoing commitment from top management and all staff.

19. Conclusion

Beawre is dedicated to fostering an inclusive and equitable workplace. Through the implementation of this Gender Equality Plan, we aim to create a supportive environment where all employees can thrive.

Signed: January 22nd 2023



Victor Muntés Mulero, CEO



Elena González, Gender Equality Officer