

Gender Equality Plan (2022-24)

La Hidra Cooperativa SCCL



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## 1. INTRODUCTION

The following Gender Equality Plan (GEP) has been created to frame the main values that have to be accomplished by all the partners, workers, and collaborators that are part of La Hidra Cooperativa's ecosystem, hereinafter called IDRA (La Hidra Cooperativa SCCL being the legal name, and IDRA - Barcelona Urban Research Institute the commercial name). These are set in order to prevent any kind of discrimination, harassment, or segregation, as well as to potentiate the well-being within the organisation's working environment through specific affirmative initiatives.

The Gender Equality Plan has been prepared by the Gender Equality Committee (hereinafter GEC) of IDRA in compliance with the [Gender Equality Strategy 2020-2025](#) and the ILO Action Plan on Gender Equality and Gender Mainstreaming. It is also in compliance with the relevant national legal framework:

- The Spanish Constitution expresses the obligation of public authorities to promote the conditions of effective equality (article 9.2) and the right to equality and to non-discrimination due to sex or gender (article 14).
- The Statute of Autonomy of Catalunya of 2006 establishes the concept of gender equity as a value that has to be promoted by the Catalan public authorities, and includes equality and the rights of women in various articles (4.3, 19.2, 40.8, 41.1, 41.2, 41.3).
- Over the last 15 years, a series of laws and norms have been passed, becoming a turning point in the elaboration of active public policies related with equality: the constitutional law 3/2007, for the effective equality of women and men; the royal decree 2/2015 which approved the consolidated law of the statute of workers' rights; the royal decree 901/2020, which regulates equality plans; the royal decree 902/2020, promoting equal pay; the royal decree 713/2010, about the registry of collective bargaining agreements and equality plans.

During the first term of 2022, the GEC carried an internal gender audit, using the diagnosis tool provided by the Generalitat de Catalunya (in compliance with the EU) for evaluating the degree of equality among

women and men for small organisations of less than 50 workers (IDRA is currently a cooperative comprised of 10 workers). This process allowed to define the strengths of the organisation (evincing a high degree of integration of equality opportunity for men and women) and its main improvement areas (aspects needing attention and work in order to achieve real equal opportunity). In this sense, the GEP has been developed in order to tackle those improvement areas and also to consolidate the organisation's strengths.

The GEP was endorsed by IDRA's General Assembly (main governing body) in April 2022 and its period of application comprises the years 2022-2024.

## 2. ROLE OF THE GENDER EQUALITY COMMITTEE

The Gender Equality Committee (GEC) is in charge of identifying areas of opportunity around gender and equality issues, based on different diagnostic tools, continuous training spaces, creation of protocols, as well as offering support through different everyday-based actions of the organisation.

The Committee has, as its main objectives, the prevention of gender-based discrimination and violence, the deconstruction of gender biases, the elimination of the pay and care gap, the development of equalitarian growth opportunities, and the expansion of the gender perspective inside and outside the institution.

The GEC has periodic meetings, in which intervention strategies that promote fair and equal treatment within the IDRA environment are discussed and developed. In order to achieve these goals, it monitors the scope and limitations that the GEP has as a guiding and flexible document, using accurate indicators that are nourished by the collected gender/sex-disaggregated data. These reports are communicated to the General Assembly in order to proceed with the corresponding reviews and updates, which are then conveyed to the whole organisation.

All these actions are possible thanks to the resources that are dedicated to the design, implementation, and monitoring of the GEP, which include trainings, audits, workshops, and general activities, among others.

### 3. PRINCIPAL AREAS OF INTERVENTION & ASSOCIATED ACTIONS

In alignment with Horizon Europe Guidance on Gender Equality Plans and with IDRA's internal Code of Ethics, the current Gender Equality Plan pursues the fostering and consolidation of a diverse and inclusive workspace, identifying five main areas of intervention:

- 1- Harmonising work and life: nurturing a healthy and sustainable organisational culture
- 2- Fostering the path to equality: promoting gender balance in recruitment and career development
- 3- Breaking the glass ceiling: encouraging gender diversity in leadership and decision-making
- 4- Embracing inclusivity: incorporating gender perspectives in research and teaching
- 5- Preserving respect: elaborating strategies to prevent gender-based violence and sexual harassment

#### *ASSOCIATED ACTIONS*

##### **1- Harmonising work and life: nurturing a healthy and sustainable organisational culture**

Closing the gender gap will be achieved by implementing different policies that promote work-life balance, involving a re-evaluation of the responsibilities attached to them and creating a clear balance between these social spheres. To approach this, in IDRA we embrace the promotion of an inclusive environment that considers the diverse scenarios that concern mental health, illness, care tasks, among others.

To attain this, the following actions will be undertaken:

- Implementing remote work policies tailored to the specific demands of different job roles and employees' requirements (including chronic illnesses or sufferings).

- Encouraging a more favourable work-life balance by effectively harmonising work and personal commitments.
- Upholding employees in managing both work and caregiving responsibilities, including parental and non-parental leave policies (elders and other dependents).
- Addressing proactively work-related mental health issues, supported by an ethical and sustainable organisational culture.
- Conducting awareness campaigns and training to foster a more inclusive work culture that is sensitive to the needs and experiences of diverse families.

By diligently implementing these measures, IDRA can effectively value caring-work as a fundamental task that enables the functioning of the integral working system and create an inclusive and forward-looking environment that benefits all employees and enhances overall wellbeing.

## **2- Fostering the path to equality: promoting gender balance in recruitment and career development**

The whole structure of IDRA and particularly the GEC is committed to providing equal opportunities in the recruitment, retention and development process, ensuring that discrimination in any form is strictly prohibited. Through the pursuit of a diverse and inclusive workplace that fosters individual growth, we encourage the recognition and appreciation of the unique value that each worker has for the institution as a whole.

In IDRA we have developed a non-discriminatory selection and employment policy that forbids biases related to colour, ethnicity, nationality, political affiliation, age, sexual orientation, gender identity, race, disability or religion, among others. We strive for an equal access to employment opportunities and foster an inclusive work environment through an integral recruitment strategy, which includes the following specific measures:

- Avoiding gender-specific, ableist or ageist language in the whole selection process, including the job advertisement.
- Considering gender parity when opening a position, particularly in the case of hierarchical roles.
- Using broad channels for job advertisement.
- Maintaining consistency and fairness in the assessment of applicants through standardised interviews.
- Establishing clear and objective thresholds for each role, so that careers' advancements are determined by the ability of each collaborator to accomplish the informed expectations.
- Developing strategic initiatives to fight against gender pay gap regarding retention, development and promotions.
- Performing exit interviews.
- Reviewing the recruiting processes.

Additionally, in IDRA we recognize the importance of addressing unconscious biases that may be present in the organisation's recruitment roles, managerial positions, and evaluation committees. To mitigate the impact of these biases on decision-making and career development initiatives, staff in such positions will undergo training and awareness/sensitization programs. These aim to inform individuals about the existence of stereotypes and equip them with the necessary resources to undertake equitable decisions.

By implementing these actions, IDRA aims to cultivate a recruitment and employment environment that is just, unbiased, and aligned with the core principles of diversity and inclusion. These elements serve to strengthen the organisation's commitment to creating a workforce that is reflective of diverse perspectives and backgrounds, fostering an enriching and harmonious work atmosphere for all.



### **3- Breaking the glass ceiling: encouraging gender diversity in leadership and decision-making**

The promotion of women in decision-making positions entails a thorough examination of the factors contributing to their underrepresentation in such roles and the subsequent encouragement to pursue and occupy them. This overarching objective seeks to foster gender equality at both institutional and individual levels, encompassing all organisational processes, practices, and policies.

A key aspect of this endeavour involves raising the number and proportion of women in leadership and decision-making positions. To realise this aspiration, strategic measures are implemented to enable women's successful integration and retention in such roles:

- Targeting gender training for decision-makers for creating a reflective culture and promoting inclusive decision-making practices.
- Adapting processes for staff selection and appointment on committees, ensuring fairness and impartiality in the selection of candidates and minimising gender bias. The incorporation of gender quotas can further facilitate the achievement of gender balance, promoting a more equitable representation of women in hierarchical positions.

Enhancing transparency in committee membership fosters accountability and instils confidence in the process, contributing to a more inclusive and diverse leadership landscape. These comprehensive strategies serve as cornerstones in creating an environment where women are afforded equal opportunities to take on leadership positions and are supported to remain in such roles.

### **4- Embracing inclusivity: incorporating gender perspectives in research and teaching**

At IDRA, there is a meaningful integration of the gender dimension in both research and teaching methodologies, as well as in the resulting outcomes. Our organization is committed to cultivating an inclusive environment where all professionals can flourish and engage in high-quality fieldwork and

quantitative analysis, taking into account the diverse roles and responsibilities inherent in the investigation and teaching processes.

Through this endeavour, the organisation embraces a critical and integral framework, allowing a comprehensive analysis of the performed actions. This approach allows to uncover the complex interactions of various identities and social constructs that shape inquiries and findings.

In order to achieve these objectives, the following initiatives are developed:

- Fostering an atmosphere where each trainer and researcher can perform its work under equal conditions, considering the different roles and tasks involved in the teaching and investigation processes, respectively.
- Undertaking an intersectional theoretical and practical framework in order to pursue critical and complex analysis and expositions.
- Enhancing the visibility of research accomplishments and safeguarding against gender bias.

Through these integrated efforts, IDRA strives to be a trailblazer in promoting gender sensitivity, equity, and academic excellence in all facets of research and teaching, promoting an environment of innovation, diversity, and positive societal impact.

## **5- Preserving respect: elaborating strategies to prevent gender-based violence and sexual harassment**

The organisation upholds a strict policy against all forms of sexual exploitation, harassment, and abuse, emphasising the significance of fostering a safe and secure workplace environment. Sexual harassment, comprising behaviours that jeopardize the wellbeing of any individual in the workplace, is addressed in a gender-neutral manner.

In this field, IDRA's primary goal is to prevent and combat any harassment occurring within the organisation, directed at both employees and other stakeholders involved in organisational activities. To achieve this, we have established and implemented mechanisms for reporting incidents of harassment and discrimination in the workplace. Additionally, we are dedicated to combating gender stereotypes, actively working towards eradicating any existing negative attitudes or prejudices.

To translate these objectives into tangible actions, the following measures are set in motion:

- Conducting regular internal trainings for employees to enhance awareness and understanding of issues related to harassment, gender-based violence, and gender identity.
- Organising sessions for stakeholders and the general public, with a focus on addressing gender-related violence, harassment, and upbringing appropriate resources to tackle these challenges.
- Conducting a periodic policy review to ensure its continued relevance and effectiveness.
- Promoting a zero-tolerance culture that vehemently opposes sexual harassment, gender-based violence, and gender prejudice.
- Creating and communicating a comprehensive reporting and follow-up system accessible to all employees and individuals that are part of the ecosystem of the organisation.
- Facilitating frequent meetings of the GEC to discuss improvement strategies and initiatives.

Through these proactive measures, IDRA demonstrates its unwavering commitment to fostering a safe, inclusive, and respectful work environment, where everyone can thrive and contribute without fear of harassment or discrimination.

## 4. MONITORING

Beyond the implementation and execution actions, a specific monitoring, reporting, and evaluation strategy is developed in order to elaborate the corresponding adjustments and updates during the GEP term:

- The use of both quantitative and qualitative data is fundamental to nourish the monitoring process thanks to the disaggregation by gender/sex.
- After this information is gathered by the GEC, the results are communicated to IDRA's General Assembly, accompanied by the different change initiatives to consider as potential solutions.
- The Assembly then decides which are the changes to be made in the policy and evaluates innovative actions that should be performed to ensure the wellbeing within the organisation, particularly weighting the gender/sex dimension.
- For further implementation, updates are informed to all the members of the organisation.