

Germans Trias i Pujol Research Institute (IGTP)
ACTIONS FOR PLAN FOR EQUAL OPPORTUNITIES FOR MEN AND WOMEN



December 2021

	2021	2022	2023	2024
JANUARY				ACTION 14: Each year include a new measure to facilitate work-life balance, with special attention to those professional categories who cannot easily benefit from measures applied by the organization.
				ACTION 15: To consider the organization of personnel and physical conditions of the workplace (toilets, resources etc.) and psychosocial risks.
FEBRUARY				
MARCH		ACTION 10: Apply a transparency policy by publishing professional categories with the valorisation of posts and salary tables to guarantee equal opportunities while respecting data protection.		ACTION 8: Define the plan for research career structure for the rest of staff.
APRIL		ACTION 3: Incorporate the existence of the Equality Plan in the Induction Manual and publicize it.		
MAY	ACTION 11: Update protocols on the prevention of psychological, moral, sexual and harassment and harassment on grounds of sex or sexual orientation.			
	ACTION 12: Training in topics of psychological, moral, sexual and harassment and harassment on grounds of sex or sexual orientation. Publicising the protocols (email, intranet, work meetings).			
JUNE	ACTION 0: Presentation of the IGTP Equality Plan	Follow up of ACTION 4	Follow up of ACTION 4	Follow up of ACTION 4
JULY				
AUGUST				
SEPTEMBER	ACTION 3: Incorporate the existence of the Equality Plan in the Induction Manual and publicize it. Follow-up April 2022.	ACTION 2: Proposals for training in awareness of equality of opportunities matters for everybody who works in the organization. People responsible for other employees and for employment etc.		
	ACTION 4: Participate in campaigns and projects to promote equal opportunities organized in the local region, within the area of activity and run by public organizations.			
	ACTION 5: Prepare a guide for inclusive language and non-sexist language for IGTP texts (web, documents, emails, calls etc). Pending document from AQuAS for CERCA centres.			
OCTOBER	ACTION 6: Training for all staff on non-sexist language. Pending CERCA document (Action 5).	ACTION 1: Incorporation of the value of gender equality as a value of the organization: included in a new collective bargaining contract, strategic plan, programmes, projects, protocols and regulations etc.		
NOVEMBER	ACCIO 14: Moved forward from 2024 and started 2021			
DECEMBER	ACTION 9: Valorisation of job posts and audit of equality in salaries. With external consultant.	ACTION 13: Have available data on work conditions and representation separated by sex to be able to carry out better analysis (eg. Data on mobility, data combined with GEAM data) and promote stability (as long as the funding from the Government of Catalonia permits it).	ACTION 7: Increase the promotion of women and their access to posts of responsibility (mentoring, professional careers etc) and reduce temporary contracts and reduced hours (if the state and Government of Catalonia budgets and projects permit).	



HR EXCELLENCE IN RESEARCH



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