
**I Plan for the equality of women and men by
BEAZ**



Contents

1. NEGOTIATION AND APPROVAL PROCESS FOR THE I PLAN FOR THE EQUALITY OF WOMEN AND MEN	3
2. PERONAL, TERRITORIAL AND TIME PERIOD SCOPE	3
3. MAIN CONCLUSIONS OF THE DIAGNOSIS	5
4. MONITORING AND ASSESSMENT COMMITTEE	7
5. CONTENT OF THE I PLAN FOR THE EQUALITY OF WOMEN AND MEN	8
6. MEANS AND RESOURCES FOR THE IMPLEMENTATION, MONITORING AND ASSESSMENT 10	
7. I PLAN FOR THE EQUALITY OF WOMEN AND MEN AT BEAZ	12
8. ACTIVITIES TO BE DEVELOPED	15
9. ACTIVITIES TO BE MAINTAINED.....	19

1. NEGOTIATION AND APPROVAL PROCESS FOR THE I PLAN FOR THE EQUALITY OF WOMEN AND MEN

On 25 April 2022 at a meeting held with the legal representatives of the workers, BEAZ created the Negotiating Committee to prepare the I Plan for the equality of women and men at BEAZ, comprised of the following people:

- Eneritz Argatxa Izaola, in representation of the entity.
- Borja López de Gereñu Martínez, in representation of the workers.

The following regulations on plans for the equality of women and men have been taken into account to develop the I Plan for equality:

- Organic Law 3/2007, of 22 March, for effective equality between women and men.
- Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.
- Royal Decree 901/2020, of 13 October, by which equality plans and their registration are regulated, and which modifies Royal Decree 713/2010, of 28 May, on the registration and deposit of collective labour agreements.
- Royal Decree 902/2020, of 13 October, on equal pay between women and men.

The following provincial strategic frameworks in the field of equality of women and men have also been taken into account:

- VI Provincial Plan for the Equality of Women and Men, by Bizkaia Provincial Council.
- Provincial Regulation on equality 4/2018, of 20 June, for Equality between Women and Men

In order to carry out the diagnosis and make the initial proposal for the I Plan for equality, technical support of *ncuentra bila SLU* has been received, an approved consultancy that provides technical assistance in the field of equality of women and men by Emakunde-Basque Women's Institute.

Finally, on 25 April 2022, the Negotiating Committee approved the diagnosis of the situation of women and men at BEAZ, leading to the current I Plan for the equality of women and men at BEAZ, as shown in the pertinent minutes. The approval of this I Plan took place on 25 April 2022, also by the Negotiating Committee and duly documented.

2. PERONAL, TERRITORIAL AND TIME PERIOD SCOPE

The I Plan for the Equality of Women and Men by BEAZ is intended for all workers at the entity.

The valid period is four years, i.e. 2022-2025, though it must be revised when the following circumstances concur: a) When it must be carried out as a consequence of the results of the monitoring and assessment described in sections 4 and 6 below. b) When its lack of compliance with the legal and regulatory requirements becomes evident or it is deemed insufficient as a result of

action by the Work and Social Security Inspectorate. c) In the event of a merger, takeover, transfer or modification of the company's legal status. d) If there is any event that substantially modifies the company's workforce, its working methods, organisation or payment systems, including non-applications of the collective agreement and substantial modifications of the working conditions or the situations analysed in the assessment of the situation used for its preparation. e) When a legal ruling sentences the company for direct or indirect gender-based discrimination or when it establishes a lack of compliance by the equality plan with the legal and regulatory requirements.

The monitoring tasks by the Committee can also involve the updating of the I Plan for the equality of women and men, when such an update is deemed necessary. The measures for the I Plan for the equality of women and men by BEAZ can be reviewed at any moment during its effective period in order to add, reorient, improve, rectify, intensify, attenuate, or even cease to apply any measures that it contains depending on the effects that are appreciated in relation to the achievement of its objectives.

Upon the completion of the effective period of this I Plan, Royal Decree 901/2020, of 13 October, regulating equality plans and their registration, shall again be adhered to.

PROCEDURE FOR THE MODIFICATION AND RESOLUTION OF DISCREPANCIES

This I Plan for the equality of women and men by BEAZ may be modified or updated as specified above, in light of the revisions that would be required in application of Royal Decree 901/2020, of 13 October, regulating equality plans and their registration and within the competences of the Committee.

Both parties agree that the solution of conflicts in the interpretation and application of this I Plan for Equality shall be subject to the mediation and arbitration procedures established for this purpose in the "Inter-professional agreement on voluntary procedures for the solution of labour-related conflicts - PRECO" of the Labour Relations Council.

3. MAIN CONCLUSIONS OF THE DIAGNOSIS

This I Plan for the equality of women and men has used for its preparation, as described, the corresponding diagnosis. The latter has contributed conclusions and assessments that the I Plan must respond to and are described below.

BEAZ has an organisational culture based on the systematic organisation of work processes in which the implementation of the I Plan for equality will follow the same management system as the rest of the entity's lines of work.

With the current diagnosis and preparation of the I Plan for equality, BEAZ has adopted a proactive decision with respect to compliance with the legal requirements that the current regulations establish for larger entities in the field of equality between women and men. And in turn it shows its commitment so that the Plan also includes actions from the VI Provincial Plan for the equality of women and men by Bizkaia Provincial Council., as well as the Provincial Regulation for equality by the same provincial entity.

A highlight is its structure balanced by sexes, scarce occupational segregation -this only occurs in administrative positions- and the non-existence of vertical segregation or the glass ceiling. Also having a stable framework for labour relations, known about and shared with other provincial entities, gives stability to the people management model and makes objective and systematically structured practices possible.

INTERNAL SCOPE OF PEOPLE MANAGEMENT

There is a balanced composition of the workforce. This fact has special value, in a positive sense, due to the economic-business sector that BEAZ is in. By areas, feminisation is observed in the administrative area (the only area with under-representation of one of the two sexes). There is also a **balanced composition in the executive and coordination area**, with no vertical segregation or glass ceiling identified at this moment.

No situations of discrimination are identified, direct or indirect, in the organisation and its operation in the field of equality and the good global assessment provided by the survey on the perception of equality is highlighted.

No gender bias is observed in **access** to the entity, in the **continuing education process**, **nor in the automatic promotion processes**. In addition, good practices are identified that seek to guarantee or minimise possible inequalities, such as for example in the access and provision process.

A good assessment is made of co-responsible **work/life balance**, which has as a reference the policy developed by Bizkaia Provincial Council in this matter and which does not have a negative impact on people's professional development.

With respect to the occupational health and safety policy, there is adequate prevention of risks associated with pregnancy or breastfeeding, though there are no incidences of this risk in the

activity of BEAZ. However, it may be considered necessary to include the gender perspective in internal analyses or studies on occupational health, psychosocial risks, etc., when they are carried out. Likewise, it may be appropriate to reinforce the communication of the **mechanisms and tools for prevention and action in cases of sexual and/or gender-based harassment**, as well as the awareness-raising or training that derives from them.

The compensation policy is the one that receives the worst rating in the equality survey. However, no salary practices subject to direct or indirect discrimination have been identified and the application of the Collective Agreement for Labour Personnel of the Provincial Council of Bizkaia and the Provincial Institute of Social Assistance (agreement code 48004113011994) is verified, from which it is also derived the job evaluation system applied at BEAZ. The analysis of compensation - base salary and set of supplements - does not reveal practices of inequality - there is even a favourable gap for women after calculating the averages of the global remuneration of the workforce, by sex-. The Salary Registry, as well as the Salary Audit, have been validated by the Works Committee, incorporating a greater breakdown of the remuneration for each of the concepts.

SCOPE OF THE IMPACT OF THE SERVICES AND THE IMPACT ON SOCIETY

As a result of the commitment by BEAZ to the equality of women and men, it is necessary to adopt this commitment towards its own services and programmes in an individual and systematic way, identifying possible measures that mean the inclusion of the gender perspective in them. Assuming the role of driving force that public entities, and among them, provincial entities, must actively adopt in society, it is considered necessary to carry out activities with an impact on society that mean a commitment by the entity and its workforce to the equality of women and men in Bizkaia's economic-business scope.

Lastly, and as regards its purchasing policy, BEAZ incorporates elements of administrative social causes related to the equality of women and men, also including other types of clauses in the technical specifications that act as assessment elements with fulfilment criteria in the field of equality.

There is generalised respect for the non-sexist use of language and images in the services of BEAZ. However, the use of a non-sexist language must be reinforced in a systematic and stable way in all of them and in their different media, documents and other communication elements.

4. MONITORING AND ASSESSMENT COMMITTEE

COMPOSITION

A committee for the monitoring and assessment of the Plan is established, in which there is equal representation of the company and of workers. There is also promotion of a balanced composition between women and men from each one of both parties in the Committee, as well as having training or experience in the field of equality at work.

- Eneritz Argatxa Izaola, in representation of the entity.
- Borja López de Gereñu Martínez, in representation of the workers.
- As people who could substitute these in the event of absence, Olatza Goitia Urkiaga is appointed in representation of the entity and Juan Bernardo Arrue Mendizabal, in representation of the workforce.

The Monitoring and Assessment Committee of the I Plan for equality can receive external support and advice specialised in the subject of equality between women and men at work, who may intervene with a voice but no vote.

OPERATION

The people who form the Monitoring and Assessment Committee of the I Plan have the right to access any documentation and information that is necessary for the purposes set forth and both them and, if applicable, the experts who assist them must observe at all times the duty of discretion with respect to the confidential information that has been expressly communicated to them.

The monitoring and assessment of the measures outlined in the I Plan for the equality of women and men will be carried out regularly, with two ordinary meetings being called per year, though those that may be required extraordinarily may be called by mutual agreement. The assessment will take place at two moments, i.e., two years after the launch of the II Plan and upon its completion.

During the monitoring and assessment process, minutes will be kept of each one of the meetings.

5. CONTENT OF THE I PLAN FOR THE EQUALITY OF WOMEN AND MEN

Below are the three main lines on which the I Plan for the equality of women and men by BEAZ are structured:

- Line I Good Government
- Line II Management of people at BEAZ
- Line III Impact on society by BEAZ within the public provincial framework

Line I Good Government includes action necessary for the systematic organisation and settling of the equality policies. It is a framework of activities that are also referenced within the public equality strategies -Bizkaia Provincial Council, Emakunde-Basque Women's Institute and Basque Government, among others- in its sections on Good Government or Governance in their respective strategic plans.

Line II Management of people refers to the thematic areas covered by Royal Decree 901/2020, of 13 October, regulating equality plans and their registration. Thus, objectives and actions are included for the following contents:

- Selection, hiring, training and professional promotion.
- Professional classification and compensation policy.
- Working conditions (work timetable and occupational health and safety)
- Co-responsible personal, family and working life balance
- Female under-representation.
- Prevent and act against sexual harassment and gender-based harassment.

Line III Impact on society within the public provincial framework, on the other hand contains activities related to the social responsibility of BEAZ and the need to provide a reference for society that can be a driving force in the field of equality.

For each one of the lines, objectives, measures to achieve these objectives and indicators for monitoring and assessment, persons responsible for their execution and estimated completion dates are established. All of the monitoring and assessment indicators that refer to people will be broken down by sexes to facilitate their analysis and impact, provided it is possible.

With respect to the objectives covered by the Plan, they are listed below:

LINES OF ACTION
LINE I GOOD GOVERNMENT
<ul style="list-style-type: none">• OBJECTIVE 1.1.: TO DEVELOP THE PLANNING AND ORGANISATION REQUIRED FOR THE DEPLOYMENT OF EQUALITY BETWEEN WOMEN AND MEN AT BEAZ, AS WELL AS ITS MONITORING AND ASSESSMENT.• OBJECTIVE 1.2.: TO DEVELOP MECHANISMS AND TOOLS THAT ENABLE A POSITIVE IMPACT ON THE POLICY FOR EQUALITY BETWEEN WOMEN AND MEN.• OBJECTIVE 1.3.: TO COMMUNICATE THE CONTENTS OF THE PLAN AND ITS IMPLEMENTATION.
LINE II MANAGEMENT OF PEOPLE AT BEAZ
<ul style="list-style-type: none">• OBJECTIVE 2.1.: TO FOLLOW THE PRINCIPLE OF EQUALITY BETWEEN WOMEN AND MEN IN SELECTION, HIRING, TRAINING AND PROFESSIONAL PROMOTION PROCESSES.• OBJECTIVE 2.2.: TO FOLLOW THE PRINCIPLE OF EQUALITY BETWEEN WOMEN AND MEN IN THE PROFESSIONAL CLASSIFICATION SYSTEM AND IN COMPENSATION POLICY.• OBJECTIVE 2.3.: TO ENABLE THE CO-RESPONSIBLE PERSONAL, FAMILY AND PROFESSIONAL LIFE BALANCE OF THE PEOPLE AT BEAZ.• OBJECTIVE 2.4.: TO PREVENT AND ACT IN THE EVENT OF SEXUAL AND GENDER-BASED HARASSMENT IN THE BEAZ WORKPLACE.
LINE III IMPACT ON SOCIETY WITHIN THE PUBLIC PROVINCIAL FRAMEWORK
<ul style="list-style-type: none">• OBJECTIVE 3.1.: TO TAKE PART AND COLLABORATE WITH THE ACTIONS OF THE VI PROVINCIAL PLAN FOR EQUALITY THAT ARE AIMED AT PROVINCIAL ENTITIES OR THE PROVINCIAL PUBLIC SECTOR• OBJECTIVE 3.1.: TO RAISE AWARENESS IN SOCIETY REGARDING THE EQUALITY OF WOMEN AND MEN AND FOR A GREATER PRESENCE OF WOMEN IN THE ECONOMIC-BUSINESS FIELD

6. MEANS AND RESOURCES FOR THE IMPLEMENTATION, MONITORING AND ASSESSMENT

The entity undertakes to provide all the aid and resources required for the implementation, monitoring and assessment of the I Plan. They are estimated as follows:

- Minimum of 5% of the total annual hours of the technical staff from the organisation Department assigned for the revision, monitoring and updating of compliance of the lines of action for the implementation of the Equality Plan.
- External hiring, (minor contract) for advice in the updating of policies and procedures to be implemented to comply with the regulations in force on equality

Likewise, for compliance of the functions related to the Monitoring and Assessment Committee, in particular:

- Adequate location to hold meetings.
- Material necessary for them.
- Provision of statistical information, breakdown by sexes and job positions, established in the monitoring criteria agreed for each one of the actions with the corresponding regularity.
- Provide the information requested by any of the parties regarding the monitoring and possible modification of the Equality Plan.

Different tools will be used to facilitate the implementation, monitoring and assessment tasks. Thus, the following, among others, can be used

- Annual schedule of actions (table attached as a guideline).
- Monitoring sheet (table attached as a guideline).
- Monitoring report (information on the actions of each line, review and updating of the actions and the schedule if applicable).
- Assessment report (information on the actions of each line, impacts produced, conclusions and proposals if applicable).

SCHEDULE (YEAR)		1st QUARTER	2nd QUARTER	3rd QUARTER
Line I Good Government	Action			
	Action			
	(...)			
Line II Management of people	Action			
	Action			
	(...)			
	Action			

SCHEDULE (YEAR)		1st QUARTER	2nd QUARTER	3rd QUARTER
Line III Impact on society / provincial framework	Action			
	(...)			

Table 1: Schedule template

ACTION ASSESSMENT SHEET			
Action			
Staff/Department responsible			
Implementation date			
Associated indicator			
Level of execution	<input type="checkbox"/> Pending	<input type="checkbox"/> In progress	<input type="checkbox"/> Completed
Difficulties for the implementation			
Improvements produced			
Documentation certifying the execution of the action, if any			

Table 2: Monitoring template

7. I PLAN FOR THE EQUALITY OF WOMEN AND MEN AT BEAZ

Below are the set of objectives and actions that comprise the I Plan for the equality of women and men at BEAZ 2022-2025.

I PLAN FOR THE EQUALITY OF WOMEN AND MEN AT BEAZ
OBJECTIVE 1.1.: TO DEVELOP THE PLANNING AND ORGANISATION REQUIRED FOR THE DEPLOYMENT OF EQUALITY BETWEEN WOMEN AND MEN AT BEAZ, AS WELL AS ITS MONITORING AND ASSESSMENT.
Approval by the Board of Directors of the I Plan for the equality of women and men at BEAZ, which will be assessed upon its completion.
To include the I Plan for equality in the annual Revision Reports by the Management to facilitate its execution, providing it with the resources necessary for its implementation.
Establish a Monitoring and assessment committee , with equal representation, with a work dynamic of two ordinary meetings per year for the monitoring, though those required extraordinarily may be called by mutual agreement, and two moments for the assessment of the I Plan, one at an intermediate point and another upon its completion.
OBJECTIVE 1.2.: TO DEVELOP MECHANISMS AND TOOLS THAT ENABLE A POSITIVE IMPACT ON THE POLICY FOR EQUALITY BETWEEN WOMEN AND MEN
To include awareness-raising and training in equality for staff at BEAZ in an equality training Plan. <ul style="list-style-type: none"> - Non-sexist use of language - Awareness-raising on the equality of women and men. - Inclusion of the gender perspective in activities by BEAZ.
To adapt to a non-sexist use of language the internal and external communications of BEAZ. <ul style="list-style-type: none"> o Internal communications (strategic plan, management plan, corporate policies, launching of new services and projects). o Website. o Satisfaction surveys. o Social Networks.
Monitoring of possible adaptations of the Code of Conduct (Compliance) approved by Bizkaia Provincial Council in relation to possible explicit elements related to the equality of women and men and no gender-based discrimination.
OBJECTIVE 1.3.: TO COMMUNICATE THE CONTENTS OF THE PLAN AND ITS IMPLEMENTATION
To create a space in the intranet of BEAZ dedicated to the equality of women and men for a better accessibility to documents and contents of interest, updating it with the information that is of interest.
To inform all workers at BEAZ of the existence of the I Plan for the equality of women and men.
To develop the corporate website of BEAZ to include content related with the I Plan for the equality of women and men within the framework of the SDGs and the Compliance policy.
OBJECTIVE 2.1.: TO FOLLOW THE PRINCIPLE OF EQUALITY BETWEEN WOMEN AND MEN IN SELECTION, HIRING, TRAINING AND PROFESSIONAL PROMOTION PROCESSES
To incorporate to the reception manual of BEAZ the content that facilitates the knowledge of and access to the commitment to the equality of women and men, protocols, etc. of the entity for new workers.

To maintain the link to training of people in a situation of maternity, paternity, leave or other permissions or licences for care.
OBJECTIVE 2.2.: TO FOLLOW THE PRINCIPLE OF EQUALITY BETWEEN WOMEN AND MEN IN THE PROFESSIONAL CLASSIFICATION SYSTEM AND IN COMPENSATION POLICY.
To annually reinforce the Compensation Registry , interpreting those gaps higher than 25% for each category and salary items, providing a contextualisation or interpretation that has been carried out within the framework of the Monitoring Committee of the Equality plan.
To inform annually within the Monitoring committee of the Plan for the equality of women and men, on the development of the gaps identified.
OBJECTIVE 2.3.: TO ENABLE THE CO-RESPONSIBLE PERSONAL, FAMILY AND PROFESSIONAL LIFE BALANCE OF THE PEOPLE AT BEAZ
To prepare annually a report for the Equality Committee with general quantitative information on the main measures for work/life balance enjoyed, broken down by sex.
To communicate internally the possible new measures for work/life balance that are adopted by Bizkaia Provincial Council itself in relation to the collective agreement applicable or in relation to new regulations on this matter.
OBJECTIVE 2.4.: TO PREVENT AND ACT IN THE EVENT OF SEXUAL AND GENDER-BASED HARASSMENT IN THE BEAZ WORKPLACE.
To carry out specific training for people involved in the application of the protocol in cases of sexual and gender-based harassment.
To prepare a plan for dissemination and accessibility to the protocol for cases of sexual and gender-based harassment that improves the current knowledge of said protocol.
To carry out awareness-raising activities for the prevention of sexual and gender-based harassment.
OBJECTIVE 3.1.: TO TAKE PART AND COLLABORATE WITH THE ACTIONS OF THE VI PROVINCIAL PLAN FOR EQUALITY THAT ARE AIMED AT PROVINCIAL ENTITIES OR THE PROVINCIAL PUBLIC SECTOR
To take part in and collaborate with the actions of the VI Provincial Plan for equality aimed at provincial entities or the provincial public sector, such as for example training activities and others that may take place.
To apply the indications that are communicated to BEAZ on account of the VI action of the provincial Plan "3.5.1 Prepare a guide on communication inequality with an intersectional approach for its application in all informative and communicative activity in all departments and provincial entities."
To carry out the activities of the VI Provincial Plan for equality aimed at public corporations attached to the Department of Economic Promotion , such as "8.1.2. Analyse the gender impact of the services provided by each one of the Public Corporations attached to the Department of Economic Promotion."
To attend the calls by the intradepartmental Committee for the quality of women and men, and other calls that may be made by Bizkaia Provincial Council on this subject.
To incorporate the gender variable, when applicable, in satisfaction surveys and equivalent tools that may be present during the effective period of the current Plan for equality, for their subsequent analysis.
OBJECTIVE 3.2.: TO RAISE AWARENESS IN SOCIETY REGARDING THE EQUALITY OF WOMEN AND MEN AND FOR A GREATER PRESENCE OF WOMEN IN THE ECONOMIC-BUSINESS FIELD
To carry out internal dissemination of the institutional awareness-raising campaigns launched by Bizkaia Provincial Council on occasion of International Women's Day -8 March- and the International Day for the Elimination of Violence Against Women -25 November- and any others that may be launched by BPC and its Equality Directorate.

To carry out a campaign by BEAZ itself on occasion of International Day of Women and Girls in Science -11 February- (image or poster for social networks, for example).

8. ACTIVITIES TO BE DEVELOPED

LINE I. GOOD GOVERNMENT

OBJECTIVE 1.1.: TO DEVELOP THE PLANNING AND ORGANISATION REQUIRED FOR THE DEPLOYMENT OF EQUALITY BETWEEN WOMEN AND MEN AT BEAZ, AS WELL AS ITS MONITORING AND ASSESSMENT.

Action	Indicator	Date	Responsible
1. Approval by the Board of Directors of the I Plan for the equality of women and men at BEAZ, which will be assessed upon its completion.	Assessment report yes/no	Annual	Dcc. Org.
2. To include the I Plan for equality in the annual Revision Reports by the Management to facilitate its execution, providing it with the resources necessary for its implementation.	Budget.	Annual	Dcc. Amount payable to
3. Establish a Monitoring and assessment committee , with equal representation, with a work dynamic of two ordinary meetings per year for the monitoring, though those required extraordinarily may be called by mutual agreement, and two moments for the assessment of the I Plan, one at an intermediate point and another upon its completion.	Meetings held.	Half-yearly	Dcc. Org

OBJECTIVE 1.2.: TO DEVELOP MECHANISMS AND TOOLS THAT ENABLE A POSITIVE IMPACT ON THE POLICY FOR EQUALITY BETWEEN WOMEN AND MEN

Action	Indicator	Date	Responsible
4. To include awareness-raising and training in equality for staff at BEAZ in an equality training Plan. - Non-sexist use of language - Awareness-raising on the equality of women and men. - Inclusion of the gender perspective in activities by BEAZ.	No. people trained	2022 (afterwards incorporate it to the Reception Plan)	Dcc. Org.
5. To adapt to a non-sexist use of language the internal and external communications of BEAZ. <ul style="list-style-type: none"> ○ Internal communications (strategic plan, management plan, corporate policies, launching of new services and projects). ○ Website. ○ Satisfaction surveys. ○ Social Networks 	Number of incidences in language identified in internal and external communications	Annual	Eq. Com.

OBJECTIVE 1.3.: TO COMMUNICATE THE CONTENTS OF THE PLAN AND ITS IMPLEMENTATION

Action	Indicator	Date	Responsible
6. To create a space in the intranet of BEAZ dedicated to the equality of women and men for a better accessibility to documents and contents of interest, updating it with the information that is of interest.	Site created	2022	Quality team
7. To inform all workers at BEAZ of the existence of the I Plan for the equality of women and men.	No. people reached	2022	Dcc. Org.
8. To develop the corporate website of BEAZ to include content related with the I Plan for the equality of women and men within the framework of the SDGs and the Compliance policy.	New content incorporated	Every 4 years	Eq. Com.

LINE II. MANAGEMENT OF PEOPLE AT BEAZ

OBJECTIVE 2.1.: TO FOLLOW THE PRINCIPLE OF EQUALITY BETWEEN WOMEN AND MEN IN SELECTION, HIRING, TRAINING AND PROFESSIONAL PROMOTION PROCESSES

Action	Indicator	Date	Responsible
9. To incorporate to the reception manual of BEAZ the content that facilitates the knowledge of and access to the commitment to the equality of women and men, protocols, etc. of the entity for new workers.	Manual updated	2022	Dcc. Org.

OBJECTIVE 2.2.: TO FOLLOW THE PRINCIPLE OF EQUALITY BETWEEN WOMEN AND MEN IN THE PROFESSIONAL CLASSIFICATION SYSTEM AND IN COMPENSATION POLICY.

Action	Indicator	Date	Responsible
10. To annually reinforce the Compensation Registry , interpreting those gaps higher than 25% for each category and salary items, providing a contextualisation or interpretation that has been carried out within the framework of the Monitoring Committee of the Equality plan.	Development of the annual registry	Annual	Dcc. Org.
11. To inform annually within the Monitoring committee of the Plan for the equality of women and men, on the development of the gaps identified.	Follow-up minutes	Annual	Dcc. Org.

OBJECTIVE 2.3.: TO ENABLE THE CO-RESPONSIBLE PERSONAL, FAMILY AND PROFESSIONAL LIFE BALANCE OF THE PEOPLE AT BEAZ

Action	Indicator	Date	Responsible
12. To prepare annually a report for the Equality Committee with general quantitative information on the main measures for work/life balance enjoyed, broken down by sex.	Number of women and men who enjoy work/life balance measures over the total of women and men	Annual	Dcc.Org

LINE III. IMPACT ON SOCIETY WITHIN THE PUBLIC PROVINCIAL FRAMEWORK

OBJECTIVE 3.1.: TO TAKE PART AND COLLABORATE WITH THE ACTIONS OF THE VI PROVINCIAL PLAN FOR EQUALITY THAT ARE AIMED AT PROVINCIAL ENTITIES OR THE PROVINCIAL PUBLIC SECTOR

Action	Indicator	Date	Responsible
13. To take part in and collaborate with the actions of the VI Provincial Plan for equality aimed at provincial entities or the provincial public sector, such as for example training activities and others that may take place.	Number of actions supported	Ongoing	Dcc. Org
14. To apply the indications that are communicated to BEAZ on account of the VI action of the provincial Plan "3.5.1 Prepare a guide on communication inequality with an intersectional approach for its application in all informative and communicative activity in all departments and provincial entities."	Number of incidences in language identified in internal and external communications	2022	Eq. Com.
15. To carry out the activities of the VI Provincial Plan for equality aimed at public corporations attached to the Department of Economic Promotion , such as "8.1.2. Analyse the gender impact of the services provided by each one of the Public Corporations attached to the Department of Economic Promotion."	Number of services provided analysed	2022	Dcc. Op
16. To incorporate the gender variable, when applicable, in satisfaction surveys and equivalent tools that may be present during the effective period of the current Plan for equality, for their subsequent analysis.	Number of forms adapted	Continuous	Eq. Com.

9. ACTIVITIES TO BE MAINTAINED

Below are the actions of the Plan for the quality of women and men that had already been developed in periods prior to the preparation of the current Plan. They will continue to be actions to be carried out during the years that the Plan is effective.

Axle	Purpose	Action	Indicator	Date
LINE I. GOOD GOVERNMENT	OBJECTIVE 1.2.: TO DEVELOP MECHANISMS AND TOOLS THAT ENABLE A POSITIVE IMPACT ON THE POLICY FOR EQUALITY BETWEEN WOMEN AND MEN	Monitoring of possible adaptations of the Code of Conduct (Compliance) approved by Bizkaia Provincial Council in relation to possible explicit elements related to the equality of women and men and no gender-based discrimination.	• No. updates	When applicable
LINE II. MANAGEMENT OF PEOPLE AT BEAZ	OBJECTIVE 2.1.: TO FOLLOW THE PRINCIPLE OF EQUALITY BETWEEN WOMEN AND MEN IN SELECTION, HIRING, TRAINING AND PROFESSIONAL PROMOTION PROCESSES	To maintain the link to training of people in a situation of maternity, paternity, leave or other permissions or licences for care.	• No. people received communications	When applicable
	OBJECTIVE 2.3.: TO ENABLE THE CO- RESPONSIBLE PERSONAL, FAMILY AND PROFESSIONAL LIFE BALANCE OF THE PEOPLE AT BEAZ	To communicate internally the possible new measures for work/life balance that are adopted by Bizkaia Provincial Council itself in relation to the collective agreement applicable or in relation to new regulations on this matter.	• No. updates	When applicable
	OBJECTIVE 2.4.: TO PREVENT AND ACT IN THE EVENT OF SEXUAL AND GENDER-BASED HARASSMENT IN THE BEAZ WORKPLACE.	To carry out specific training for people involved in the application of the protocol in cases of sexual and gender-based harassment.	• No. people trained • No. training hours	When applicable

Axle	Purpose	Action	Indicator	Date
	OBJECTIVE 2.4.: TO PREVENT AND ACT IN THE EVENT OF SEXUAL AND GENDER-BASED HARASSMENT IN THE BEAZ WORKPLACE.	To prepare a plan for dissemination and accessibility to the protocol for cases of sexual and gender-based harassment that improves the current knowledge of said protocol.	<ul style="list-style-type: none"> • No. actions • No. recipients 	When applicable
	OBJECTIVE 2.4.: TO PREVENT AND ACT IN THE EVENT OF SEXUAL AND GENDER-BASED HARASSMENT IN THE BEAZ WORKPLACE.	To carry out awareness-raising activities for the prevention of sexual and gender-based harassment.	<ul style="list-style-type: none"> • No. actions • No. recipients 	When applicable
LINE III. IMPACT ON SOCIETY WITHIN THE PUBLIC PROVINCIAL FRAMEWORK	OBJECTIVE 3.2.: TO RAISE AWARENESS IN SOCIETY REGARDING THE EQUALITY OF WOMEN AND MEN AND FOR A GREATER PRESENCE OF WOMEN IN THE ECONOMIC- BUSINESS FIELD	To carry out internal dissemination of the institutional awareness-raising campaigns launched by Bizkaia Provincial Council on occasion of International Women's Day -8 March- and the International Day for the Elimination of Violence Against Women -25 November- and any others that may be launched by BPC and its Equality Directorate.	<ul style="list-style-type: none"> • No. actions • No. recipients 	March November
	OBJECTIVE 3.2.: TO RAISE AWARENESS IN SOCIETY REGARDING THE EQUALITY OF WOMEN AND MEN AND FOR A GREATER PRESENCE OF WOMEN IN THE ECONOMIC- BUSINESS FIELD	To carry out a campaign by BEAZ itself on occasion of International Day of Women and Girls in Science -11 February- (image or poster for social networks, for example).	<ul style="list-style-type: none"> • No. actions • No. recipients 	February

Eneritz Argatxa Izaola

In representation of the entity

Borja López de Gereñu Martínez

In representation of the workers