

GENDER EQUALITY AND OPPORTUNITIES PLAN BETWEEN WOMEN AND MEN OF THE FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR

2022-2026

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1. Introduction

The Gender Equality Plan is a set of measures aimed at promoting equal opportunities between women and men within entities (companies, public institutions, NGOs, etc.). The General objective is to strengthen the commitment of FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR with equal opportunities between women and men, strengthening the principles and values of equality applied in its daily activity in its internal operations.

The beginning of this Equality Plan arises after the signing of an internal commitment by the FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR in which the Management assumes the principle of equal opportunities as part of its business policy. The idea of this Equality Plan is to establish the necessary objectives to promote gender equality in the workforce and avoid possible discrimination based on gender. In order for the measures to be agreed between the management of the company and the workers, it is agreed to appoint a legal representative of the workers. The representative will act as the person in charge of the design, preparation, follow-up and surveillance of the Equality Plan. The Plan contains specific measures and defined objectives carried out to avoid possible discrimination, as well as the planned execution period. The company will make available to the Plan all the economic, material and human resources necessary to carry out its actions. The Equality Plan is applicable to the entire staff of the FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR.

2. Subscribing part. Entity characteristics

FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR, made up of 7 employees, was created with the aim of seeking new lines of joint action in technical and technological matters that improve the competitiveness of Spanish shipyards. It was created in 2002 in the Autonomous Community of Madrid, and its main objectives are:

- Develop Research, Development and Innovation projects, both at a national and European level.
- Support shipyards and companies in the maritime sector in the application of new technologies: industry 4.0, cloud computing, Big Data, robotization, artificial intelligence, with new business models, designing smart, energy-efficient, connected ships and appliances and non-polluting that will modernize maritime transport.
- Analyze new emerging technologies and their application within the maritime sector.

- Promote all those actions that may result in a competitive improvement of shipyards and companies in the maritime sector through an increase in the efficiency of their industrial activity.
- Support for companies in the maritime sector in the search for aid and financial instruments for the materialization of R&D&i projects.

Likewise, the FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR actively collaborates in the academic field through the Soermar-UPM Chair, developing technical seminars, promoting collaboration between universities and companies through scholarship programs, awards, webinars, etc.

In the specific field of R&D&i in the Shipbuilding Industry, the Private Shipyards have authorized Soermar to hold their representation and dialogue in defense of their interests, actively collaborating with European, national and regional public administrations.

In addition, it is a center recognized by the Registry of Foundations, with number 767 and CIF G-83233205.

ENTITY NAME	FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR
REGISTERED ADDRESS	Paseo de la Castellana 143, 2ºD
CIF	G-83233205
SCOPE OF ACTION STATUTES	Autonómico (Madrid)
LEGAL REPRESENTATIVE OF THE ASSOCIATION	Eva María Novoa Rojas
LEGAL REPRESENTATIVE OF THE WORKERS	Anny Vargas Rondo
ACTIVITY / SECTOR	Naval / maritime sector
EQUALITY PLAN VALIDITY PERIOD	2022-2026
EVALUATION	Annually
OTHER DATA	IT IS THE FIRST GENDER EQUALITY PLAN OF THE FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR

3. Diagnosis and conclusions

FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR is a non-profit entity whose mission is to seek new lines of joint action in technical and technological matters that improve the competitiveness of Spanish shipyards. At FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR we work for respect as a way of coexistence and enrichment, and we work for equal opportunities and the eradication of discriminatory actions based on birth, race, sex, religion, opinion or any other personal or social condition or circumstance.

Then, based on the above, it can be concluded:

- The staff of FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR is made up of 4 men and 3 women, women representing 43% of the total staff and men 57%.
- Job offers only refer to a professional profile, without using sexist language, and the selection tests are the same for women and men. The human resources area tries to be equitable with the hiring of new female employees.

- There is no misinformation in the area of working time/conciliation. Our workers have at some point requested a labor conciliation and we believe that they have sufficient information about it.
- FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR has provided training to its staff indistinctly, making it possible for this to take place during working hours.
- FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR adheres to the sector agreement and establishes the salary tables for the different professional categories, as well as the salary supplements established in the agreement depending on the professional category. There are no agreed remunerations. An analysis of the remuneration policy can be carried out annually in order to ensure the principle of equal remuneration.
- No sexist language is observed on our website or in our internal and external communications, but it will be analyzed in depth if inclusive language is used in our communications. Among the principles of the FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR is the commitment to non-discrimination based on birth, race, sex, religion, opinion or any other personal or social condition or circumstance.

General conclusions:

- FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR has always been committed to compliance with current legislation.
- No type of discrimination based on gender has been observed.
- FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR is committed to reconciling work and family life, promoting flexible working hours.
- The search for a greater balance between the percentage distribution of women and men will be promoted.
- There is a lack of knowledge about the forms of action and resources, hence the need to implement an Equality Plan that reflects all these aspects.

4. Plan Objectives

Employment Area

- Have a coherent recruitment and selection policy that guarantees respect for equal opportunities between women and men.
- Analyze job offers published internally and externally and verify that they do not contain sexist language.
- Offer vacant jobs naming them in masculine and feminine.
- The organization's website must contain as a basic and transversal principle the commitment to equal opportunities for women and men.

Reconciliation Area

- Flexible Schedule.
- Train male and female workers in reconciling work, family and personal life so that workers feel involved in these measures.
- Do not discriminate personal life from family life in such a way that conciliation measures are aimed at both areas on equal terms.

Training area

- Ensure that the training offer of the FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR reaches the entire workforce.
- Introduce training modules on Equal Opportunities in the FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR courses.

Salary conditions area

- Objective assessment of jobs.
- Review of salary supplements.
- Analysis of the organization's remuneration policy and if any irregularity is detected, corrective measures will be introduced.

Harassment based on sex

- Develop a Protocol for the prevention, detection, and care of victims of sexual or gender-based harassment.
- Establish channels for advice and complaints in the event of being a victim of sexual or gender-based harassment.
- Eliminate those elements that may intimidate or offend workers.

Occupational health area

- Promote good psychological health by offering group and individual therapies for the workers of the FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR staff.
- Guarantee the status of pregnant women by facilitating their change of job if possible or the processing of sick leave when necessary.

5. Action Schedule

All the objectives described for each area in the previous point will be carried out transversally throughout the implementation period of the Equality Plan of the FUNDACIÓN CENTRO TECNOLÓGICO SOERMAR.

Objetivos	Octubre-diciembre 2022	Enero-diciembre 2023	Enero-diciembre 2024	Enero-diciembre 2025	Enero-diciembre 2026
Área de Empleo	X	X	X	X	X
Área de Conciliación	X	X	X	X	X
Área de formación	X	X	X	X	X
Área condiciones salariales	X	X	X	X	X
Acoso por razón de sexo	X	X	X	X	X
Área salud laboral	X	X	X	X	X

6. Monitoring and evaluation

Monitoring consists of checking, throughout the development of the Plan, the achievement of the proposed objectives and the degree of development of the measures, with the aim of introducing other measures if necessary or correcting possible deviations. The evaluation allows checking the results, achievements and impact of the practices developed. The objective of the monitoring to be carried out by the SOERMAR TECHNOLOGY CENTER FOUNDATION is to verify the degree of achievement of the results obtained from the execution of the Plan and to identify new needs that require actions to promote and guarantee equal opportunities in the company in accordance with compliance acquired. The evaluation is conceived within a process of continuous improvement within the framework of the development of the actions. In this sense, evaluation is the necessary instrument to detect obstacles and needs and, where appropriate, to readjust actions.

The follow-up of the evaluation and its development will be carried out by the legal representative of the workers with the support of the Management. Both evaluation and monitoring will be carried out periodically. They will be of an informative nature, supporting the transparency of the information provided and allowing to know the process of development of the Plan. One of the most important areas of evaluation and monitoring is the development of specific tools with both quantitative and qualitative indicators.

All the necessary financial, material and human resources will be made available to the Plan to achieve the established objectives.

Attached below are the files that will be used to record the actions and, consequently, their subsequent evaluation and monitoring:

SHARE SHEET EQUALITY PLAN

Measurement Sheet	
Performance area	
Measure	
Objectives pursued	
Detailed description of the measure	
Target persons	
Implementation schedule	
Responsible	
Associated Resources	
Monitoring indicators	

Source: *Guide for the preparation of equality plans in companies. Women's Institute. Ministry of Equality. January 2021*

MEASURES MONITORING SHEET			
Measure			
Personnel/ Department responsible			
Implementation date			
follow-up date			
Completed by			
Monitoring indicators			
[Transfer all the indicators included in the measures sheet]			
Outcome indicators			
Run level	1 Pending	1 Running	1 Completed
Indicate the reason why the measure has not been fully initiated or completed	Lack of human resources		
	Lack of material resources		
	Lack of time		
	lack of participation		
	Lack of coordination with other departments		
	Ignorance of development		
	Other motives		
process indicators			
Adequacy of allocated resources			
Difficulties and barriers encountered for implementation			
Solutions adopted (if applicable)			
Impact indicators			
Reduction of inequalities			
improvements produced			
Proposals for the future			
Documentation accrediting the execution of the measure			

Fuente: Guía para la elaboración de planes de igualdad en las empresas. Instituto de las Mujeres. Ministerio de Igualdad. Enero 2021