



CENTRO DE INVESTIGACIONES
CIENTÍFICAS Y TECNOLÓGICAS
DE EXTREMADURA

JUNTA DE EXTREMADURA

Consejería de Economía, Ciencia y Agenda Digital

Strategic Framework for Equal Opportunities between women and men in CICYTEX



I. Background

"... the maximum participation of women, on equal terms with men, in all fields, is indispensable for the full and complete development of a country, the welfare of the world and the cause of peace."

On December 18, 1979, the General Assembly of the United Nations approved the Convention on the Elimination of all forms of discrimination against Women, which entered into force as an international treaty on September 3, 1981 following its ratification by 20 countries and which at present have been ratified in the majority of developed countries.

The Treaty of Amsterdam of 1 May 1999 introduces as a fundamental principle that all policies and actions to be developed in the European Union and in its member states should be equal opportunities for women and men and non-discrimination.

In Spain, the Spanish Constitution in its articles 9.2. and 14 establishes the responsibility of public authorities in promoting the necessary conditions for effective freedom and equality of all persons. Article 14 says that all Spanish people are equal under the law and will not suffer any discrimination based on sex.

Organic Law 3/2007 for the effective equality between women and men tries to give effect to the right to equal treatment and opportunities (article 1) by eliminating all direct or indirect discrimination (article 6) based on sex, regulates the ability of the public authorities to adopt specific measures (article 11) in favor of women for the correction of discrimination situations or guarantees the rights to conciliation of family and work life (article 44) and the realization of Gender Equality Plans (article 46) as a tool for its implementation.

In the Autonomous Region of Extremadura, Law 8/2011, on Equality between Women and Men and against Gender Violence, in Article 6 guarantees the full and effective equality of men and women in all areas of public life, family, social, labor, economic and cultural. It will also remove obstacles that prevent or hinder real and effective equality through the necessary positive action measures.

It should be noted that article 28 establishes that the gender perspective must be included in any regional strategic action, statistics and studies. Also in research that affects people (article 39). In addition, the regional government must comply with the balance of equality when it comes to steering committees, public tenders, public subsidies or selection bodies.



On June 20, 2018, in an Agreement signed at the General Negotiating Table between the Government of Extremadura and the most representative Trade Unions in it, includes among other measures, to boost the realization of Gender Equality Plans in the Government of Extremadura or its dependent agencies or bodies.

Law 10/2010 of Science, Technology and Innovation in Extremadura includes in his article 43 that *“The Government of Extremadura shall promote and ensure respect for the principle of equal treatment and opportunities in research staff, facilitating the conciliation of the family and work life balance and that the selection and evaluation commissions will respect the principle of balanced composition and presence of women and men, except for well-founded and objective reasons”*.

For all the above, the Centre for Scientific and Technological Research of Extremadura (CICYTEX) as a Public Entity enclosed to the Regional Ministry of Economy, Science and Digital Agenda of the Government of Extremadura has the implicit obligation to ensure equal opportunities among women and men within the organization.

Additionally, since January 1st, 2019, CICYTEX participates in an European project of the European Framework Program for Research and Innovation, Horizon 2020, called Gender-SMART, which aims to include the gender perspective in the field of agricultural research through the implementation of Gender Equality Plans focusing on four shared themes: building a culture of gender equality; develop equitable career support measures; reform decision making and governance; and integrate the gender perspective in research and its financing and university teaching.

Beyond that, the culture of an organization consists of the beliefs, values and norms of behavior that people in the organization share. It influences people's behavior, the way they work and determines which employees consider appropriate behavior and how they interact with each other.

From the conviction that the effective achievement of this real equality goes through the existence of an organizational culture that has this principle as one of those that govern our daily actions and that all those who constitute CICYTEX assume and act based on values and convictions. To advance its achievement, this strategic document is the expression of the commitment of the CICYTEX Directorate to achieve the proposed objective.



II. Institutionalisation of the principle of Equal Opportunities between women and men in CICYTEX

Article 46 of Organic Law 3/2007 for effective equality between women and men, dated March 22, points out Gender Equality Plans as an orderly set of measures, adopted after making a diagnosis, aimed at achieving equality of treatment and opportunities between women and men and eliminate discrimination based on sex. Likewise, in article 46 of the same Organic Law 3/2007, it is established that organizations are obliged to respect equal treatment and opportunities in the workplace and, for this purpose, they must adopt measures aimed at avoiding any type of labor discrimination between women and men, measures that must be negotiated, and where appropriate agreed, with the legal representatives of the workers in the manner determined in the labor legislation.

On the other hand, in the 5th Strategic Plan for Equal Opportunities between women and men of Extremadura 2017-2021, in its strategic axis of Public Policies with a gender perspective, it establishes among others the following general objective:

- *To deepen the integration and promotion of the gender perspective of the administrations of the Autonomous Region, with the development of the Units for Equality and the approval of Gender Equality Plans.*

The measures included in this Plan delve into the principles of mainstreaming and cross-cutting for the incorporation of the gender perspective in public policies, in particular through the Units for Equality and through the Gender Equality Plans; two of them include aspects also contemplated by the Law: the reinforcement of the gender perspective in the equal or balanced representation of women and men in Commissions, Advisory Councils and Courts (including the presence of institutional representatives in masculinized forums) and the integration of the gender perspective in decision-making bodies and budgets, with gender impact reports in all laws and in all plans, projects or standards that request it.

Once there is already the assignment of a person to the Equality Unit of the General Secretariat of the Ministry to which CICYTEX is attached and that equal representation in the top management decision-making bodies is guaranteed, the main objective to continue advancing is the design, negotiation, approval and implementation of the **Gender Equality Plan for CICYTEX**. For this, the additional objectives that are either directly linked to the Gender Equality Plan or are essential for its implementation are indicated below. CICYTEX through this document raises the following objectives:

- 1. Start-up of the Equality Commission.**
- 2. Establishment of an Equality Unit for Women and Men in CICYTEX.**
- 3. Approval and implementation of the 1st Gender Equality Plan of CICYTEX 2020-2023.**



1. Start-up of the Equality Commission.

Royal Decree-Law 6/2019, of March 1, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation, modifies article 46 of the Law of Equality including as essential for the preparation of the Gender Equality Plans the realization of a diagnosis that must be made and validated within the Negotiating Commission of the Equality Plan.

After the organization's commitment to Equal Opportunities has been reflected, this Commission will be created by Administrative Resolution of the Director of CICYTEX in a gender-based manner and between CICYTEX and the representation of workers. In its creation resolution, its composition and internal operating regime will be established.

The Equality Commission (Negotiating Commission of the Gender Equality Plan) will be the Collegiate Body within CICYTEX responsible for:

- Ensure compliance with the organization of the principle of equal treatment and opportunities between women and men, together with the implementation of mechanisms or proposals for raising awareness in the workforce of the importance of incorporating Equal Opportunities into the values of CICYTEX and the need for them to participate in the development of the different phases to implement the Equality Plan.
- Inform CICYTEX staff about the different steps taken to prepare the Gender Equality Plan.
- Collect all the information needed to perform the Diagnosis in Equality, along with its subsequent analysis, study and validation.
- Propose the Gender Equality Plan for the approval of the CICYTEX Governing Council.
- Promote the dissemination, knowledge and implementation of the Gender Equality Plan, as well as collect and evaluate suggestions on it.
- Collect and know the reports, statistics and / or indicators that evaluate the achievement of the objectives set.
- Know the number of cases that harassment or sexual harassment have occurred.
- Follow up and evaluate the Gender Equality Plan
- Know the degree of participation of the workforce in the preparation and application of the Plan.
- Ensure compliance with the planned calendar.



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- Identify and find solutions to the problems that may arise during the development of the Gender Equality Plan.
- Make recommendations for an optimal development of the Plan.
- Approve the implementation of tools for monitoring and evaluation. (Gender indicators set).
- Any other entrusted to it by the Governing Bodies of CICYTEX within the framework of its powers.



2. Establishment of an Equality Unit for Women and Men in CICYTEX

Decree 1/2016, of January 12, creates and regulates the Units for the Equality of Women and Men in the Administration of the Autonomous Region of Extremadura so that in each of its Councils or autonomous bodies it is entrusted to a unit administrative proposal, execution and report of the activities of the Ministry on equal opportunities between men and women.

This Decree / Law provides for the Equality Units the following functions:

a) Advise in the preparation of the gender impact assessment report contained in article 23 of Law 8/2011, of March 23, in relation to article 66 of Law 1/2002, of February 28, without prejudice of the competences that could correspond to the Institute for Women of Extremadura in accordance with current regulations.

b) Follow up and evaluate the measures of the corresponding Strategic Plan for Equality of Extremadura that are the responsibility of the Ministry and, based on the results, make proposals to eliminate the obstacles detected to continue advancing towards equality between women and men.

c) Raise awareness and promote training measures on equal opportunities for staff of the Ministry, in collaboration with the Service responsible for staff and the School of Public Administration of Extremadura.

d) Promote and propose, in the competence areas of each Ministry, measures that guarantee access to services on equal terms for women and men, with special attention to women who suffer multiple discrimination.

e) Collect the statistical information prepared by the Councils and advise the Directorates General, bodies or competent services in relation to their preparation and collection disaggregated by sex, as well as analyze the statistics of the respective departments from a gender perspective.

f) To guarantee a non-sexist use of administrative language and an equal treatment in the contents, images and how many communication elements they use in the development of their competencies and in institutional advertising.

g) Support the development of conciliation measures adopted by the Public Administration.

h) Collaborate with the Institute for Women of Extremadura to ensure proper coordination of actions on gender equality in the field of regional administration.

i) Any other entrusted to it within the scope of its competences.



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In its article 3.3.the Decree establishes that: *Units for Equality may be established in autonomous agencies dependent on the Extremadura public sector. In case of not proceeding to its establishment, it will be the unit of the Ministry to which said organizations are assigned that will assume the functions indicated above.*

In CICYTEX, as a Public Entity attached to the Ministry of Economy, Science and Digital Agenda, due to its special uniqueness as a Public Research Center, the establishment of a Equality Unit of Women and Men takes on all the meaning once the 1st Gender Equality Plan is approved for reasons of rationalization, agility, quality, coordination, efficiency and effectiveness. This Unit will be the reference for the design, implementation and development of the measures contemplated therein together with the Equality Commission as the Collegiate Body responsible for its Monitoring and Evaluation.



3. Approval and implementation of the 1st Gender Equality Plan of CICYTEX 2020-2023.

The 1st Gender Equality Plan of CICYTEX, as stated in Law 3/2007 must be the strategic document that collects in an orderly way the objectives, measures, actions, timing, responsibilities, indicators, resources or people who must commit to the achievement of the institutionalization of this principle in the Entity.

Based on the Gender Audit carried out within the Gender-SMART project and completed in July 2019, areas for improvement and work were identified that can be translated into strategic lines for its design.

However, and as stated above, these identified lines are intended to be the basis for once the Equality Commission is launched, the work for the completion of a definitive diagnosis and the approval of the I Plan is facilitated.

3.1. Starting Point

From April to July 2019, and as one of the activities of the Gender-SMART project, a Gender Audit has been carried out in CICYTEX with the objective of knowing the situation of the Centre from a perspective of equal opportunities between women and men.

This audit was carried out based on the following structure:

- a) Basic principles for Gender Equality in CICYTEX. Identification, definition and perception.
- b) Human Resources, access, professional career and work life balance.
- c) Governance and decision making.
- d) Gender perspective in research.



a) Basic principles for Gender Equality in CICYTEX. Identification, definition and perception by the CICYTEX staff.

- There is a widespread belief that Gender Equality is sufficiently guaranteed by regulations, laws and plans in the context of the Government of Extremadura, but there are still situations where inequalities are not met or detected. A large group of people are detected who believe that the values already existing in the Public Administration guarantee without a doubt the Equality of Opportunities between men and women and that this problem is only existing in the private sector.
- Given our uniqueness with respect to other areas of regional government, it is necessary to introduce specific measures to improve in terms of equal opportunities.
- Despite a majority identification with the Equal Opportunities values, the lack of training and gender training helps some behaviors or problems can go unnoticed and are not identified.
- There is scope to make CICYTEX's commitment to Equal Opportunities more visible to society.
- Difficulty in introducing positive actions in relation to access and professional career (selective processes, promotions) due to the value of equality, meritocracy and the capacity that regulates a large part of professional recruitment and promotion and due to lack of competencies to modify it.
- Work-life balance actions between work and personal life are identified as key.
- The leadership of the institution and its decision-making bodies must have a gender balance so that the organization really meets its values. Women and men should have the same access possibilities and a balanced participation in leadership and decision-making structures (formal and informal).
- The integration of the gender perspective in different areas is not generally considered as an absolute priority. Analysis and teaching are necessary. The analysis must be done in absolute and relative terms. Absolute in terms of identifying where there really is a problem of gender inequality and assessing relatively if, if it exists, how important it is to be able to compare it with other existing problems to prioritize it. Didactics and training will be necessary, because before an unidentified or accepted problem can be solved.



b) Recruitment, professional career and work-life balance

- There is no exact gender parity in the total human resources of CICYTEX. 42.9% of women compared to 57.1% of men but the figures are normal.
- Among the research staff, the greatest differences are found in staff over 50 years and then in the age group over 35 years, with parity among children under that age. Conclusion, at older age, lower female presence. At a younger age, women are more than men.
- It should be noted that the category of professionals with the greatest difference between men and women is that of service personnel (mainly in agricultural tasks), where the male presence is the majority for both permanent or hired staff and temporary staff.
- Regarding the laboratory tasks within the research support staff, 27 of 38 are women.
- Of the 39 PhD, 18 are women. If we consider all the people who investigate, only 30 of 79 are women.
- By professional level, the lowest percentage of women compared to men occurs at levels between 14 and 18 (31.40%), followed by levels above 23 (42.86%) and where the percentage is higher is between 18 and 22 (56.55%).
- In the recruitment processes in which CICYTEX has competences, among the candidates in the reserve lists it can be observed that there is not only parity, but a tendency towards a greater number of women than men.
- The main problem identified is the temporary nature for the consolidation of the employment of personnel dedicated to research activities, support for research or services, is mainly due to the fact that the only possibilities have been access to temporary jobs or extremely complicated access due to general competences to the Government of Extremadura, given that in recent times they have been very limited and they are positions for the Government of Extremadura but not specific to research in CICYTEX. This means that the majority (63%) of these personnel between 35 and 45 years of age are temporary staff and do not have the possibility of promotion and even the risk of losing their job and leaving the research career. Among people under that age, the only possibilities have been access to temporary jobs (100% are temporary under 35 years).
- Considering the type of contractual relationship with CICYTEX, of the 352 people who at the time of this study had worked at CICYTEX in 2019, 99 (28.13%) are permanent staff (Officials) and have full right to promotions and mobility. Of those 99, 46 are women (18% of the total and 46% of the permanent staff).



- Taking into account the typology of the contractual relationship with CICYTEX, of the 352 people, 54 (15.34%) are permanent hired staff (permanent work) and have full promotion and mobility rights limited by their contractual status (no it is possible to be Head of Unit, Section or Scientific Director). Of these 54, 11 are women (3% of the total and 20% of the staff with permanent contract).
- Considering the type of contractual relationship with CICYTEX, of the 352 people, 199 (56.53%) are temporaries and are not entitled to promotions and mobility. 94 are women (26.7% of total staff and 47.24% of temporary work staff).
- Among researchers, there are more men than women (54% - 46%) but not too much. It might think that this difference, due to cultural problems, is between the age group of more than 50 years, but this is not the case, the main differences are between those who are 36 and 50 years old.
- Regarding the proportion of women / men who left the organization, specifying the number of years they spent in the organization, it is not possible to provide statistics, because most of those who have done so or are a fixed official or labor staff who have requested transfer to other dependencies of the Board of Extremadura or other Public Administration, or if what is analyzed are those who abandoned the research career, the majority that has done so is young staff with temporary contracts that have found the possibility of working with greater stability in other professional sectors. There is no official statistic (except that in Extremadura, in general and according to the INE, Extremadura loses 5 young people daily who will live in another region or country), but possibly due to biological and reproductive issues, the incidence among women is higher.
- For the younger generation (18-35), it is difficult to assess the situation of the Science and Technology system in terms of equality between men and women. For there is another problem that is temporariness, which affects both men and women and that complicates making a real analysis and sometimes differentiating one problem from the other.
- It could be considered that the difference between men and women in science, due to the cultural evolution of the country since its entry into democracy 44 years ago, including the progressive incorporation of women into the labor market and the restoration of their rights effectively they have been equalizing the existing gap, even though there is a gap to reduce especially in the private sector and in positions of responsibility in both the public and private spheres.
- The last decade has been very complicated for the Science and Technology System in Spain. The resources for science and technology have been restricted and the outflow of talent outside the country has been and remains constant. Also the abandonment of the scientific career to integrate into other less punished sectors of the labor market.



Therefore, the most appropriate analysis may be the one performed in terms of opportunity cost. How many researchers have emigrated and how many of them have been men or women? How many have left the scientific career and in what percentage by sex?

- If in Spain in general and in Extremadura in particular, the labor market is less precarious and avoids the loss of much of the educated and generated talent, if the Science and Technology System were more efficient in its management and maximized its resources. And if there were also actions to prevent women from suffering greater limitations due to gender, how much would the indicators mentioned above increase? Would the same percentages be maintained between men and women?

c) Governance and decision making

-The main conclusion of the study is the imperative need for approval of the Statute of Research Personnel as a key basis for the Career and Recruitment processes in CICYTEX.

- The Gender-SMART project learnings can be very useful to introduce measures related to the improvement of equal opportunities between women and men in the specific field of research.

- The gender perspective must be introduced in the different strategic documents in which CICYTEX has competencies such as the Management Contract or the next Strategic Plan.

- The drafting of an appropriate Gender Equality Plan requires by Spanish legislation to have an Equality Commission that would be the governance structure at CICYTEX level in gender equality, beyond the decisions that correspond by competences to any other body of decision making.

- Having your own unit in the field of gender equality would give you the possibility to move faster and faster in introducing the gender perspective in all the activities developed by CICYTEX. The Gender-SMART project is conceived as the tool that can help achieve it.

- In the decision-making structures, although in the higher decision-making body, the Governing Board, there is parity as a rule, this is not the case in the management positions of the Center including as such the Directorate, Service Headquarters and Scientific Direction of the Institutes being 86% male compared to 14% female. Only the Director of CICYTEX is a woman, being Heads of Unit and Scientific Directors all men. If we consider the research areas (Departments) in each Institute, taking the 11 main areas, there are only 3 women responsible.



d) Gender in Research

In CICYTEX, because of their current competences, there's not a cross-cutting area related to gender studies. The Institute for Women of the Government of Extremadura or the University of Extremadura have that competences.

Analyzing the figures, in general and given the bit higher percentage of male researchers to women, the conclusion is that the women researchers get more resources than men and with better success rates.

Considering the scientific production in terms of publications, this is greater among men than women.

But no doubt where the differentiation to work is in the existence of a number of male researchers than women (54% - 46%). It could be thought that this difference, due to cultural issues, is between the age group over 50 years old but it is not, the main differences are between those who are 36 and 50 years old.



3.2. Strategic lines of work identified for the 1st Gender Equality Plan in CICYTEX

1. Awareness and training

Overall objective

Train CICYTEX staff to identify and raise awareness of gender issues

Specific objectives

- Implement a CICYTEX Equality Training Plan
- Organize, participate or disseminate awareness raising events around the celebration of March 8 (International Women's Day), November 25 (International Day for the Elimination of Violence against Women) and other important dates as February 11, Day of Women and Girls in Science.

Actions

- Design and implementation of an Equality Training Plan for all CICYTEX staff. It will include the training actions of the EAP and other owns.
- Organization of awareness events
- Active participation and dissemination of awareness events
- Implementation of a channel for receiving gender issues suggestions

Indicators (to be defined and quantified in the Gender Equality Plan)

Responsible Unit for Management and Implementation: Upl and Knowledge Management and Transfer

Evaluation and Monitoring Body: Equality Commission and Directorate

External Bodies: School of Public Administration, Institute for Women.



2. Visibility and gender sensitive communication

Overall objective

Make visible an institutional image of commitment to Equal Opportunities and the gender perspective included in all its actions and processes and guarantee the presence and public dissemination of the work done by women in CICYTEX with the aim of being recognized.

Specific objectives

- Highlight and disseminate the work of women in CICYTEX and in science in general
- Guarantee equal opportunities between women and men in the tools of institutional image (non-sexist language, balanced presence ...)
- Publicize the institutional commitment of CICYTEX with equal opportunities and the inclusion of a gender perspective in its actions.

Actions

- Carry out the Communication of the activities of the Center according to a style manual in Gender-sensitive Communication.
- Workshops for the use of non-sexist administrative language (resolutions, communications, circulars, regulations, calls, etc.) in CICYTEX
- Disseminate institutional actions that favor the equality of Opportunities through the improvement, development and evaluation of processes, so that a gender equality perspective is incorporated at all, at all levels and at all stages and by normally involved actors

Indicators (to be defined and quantified in the Gender Equality Plan)

Responsible Unit for Management and Implementation: Upl, Management and Transfer of Knowledge, Administrative and legal areas.

Evaluation and Monitoring Body: Equality Commission and Directorate

External Bodies: Institute for Women



3. Research

Overall objective

To improve the quality of the research carried out in CICYTEX through a greater active presence of women and the incorporation of a gender perspective to it.

Specific objectives

- Promote the research vocation and the active presence of women both in research and in the management or support to carry it out.
- Incorporate the gender perspective in the research contents.
- Analyze in all proposals submitted to public calls the impact of gender on the results and applications of the research.

Actions

- Creation of a document of practical orientations for the incorporation of a gender perspective in research projects.
- Dissemination and revision of the Guidance Document for the incorporation of a gender perspective in research projects.
- Communicate the results of research conducted with a gender perspective

Indicators (to be defined and quantified in the Gender Equality Plan)

Responsible Unit for Management and Implementation: Upl, Scientific and Technological Areas and Knowledge Management and Transfer, Scientific Commission.

Evaluation and Monitoring Body: Equality Commission and Directorate

External Bodies: General Secretary of Science, Technology, Innovation and University



4. Recruitment and professional career

Overall objective

Guarantee a gender balance and equal treatment and opportunities in the processes that regulate the exercise of access rights, professional careers and internal promotion.

Specific objectives

- Guarantee equal treatment and opportunities in the processes that regulate the exercise of access rights, professional research and / or administrative career and internal promotion.
- Ensure the balanced presence of women and men in the composition of the courts and selection bodies.
- Move towards a gender-balanced representation in the different intermediate management and decision-making bodies
- Promote equality in the professional career and internal promotion.

Actions

- Identify and resolve potential gender biases in CICYTEX selective processes
- Formulate structural measures for equality in the professional career and internal promotion in the Statute of the professional career of research staff.
- Submit to the Negotiating Table documents with identified proposals and for which there is no competence.

Indicators (to be defined and quantified in the Gender Equality Plan)

Responsible Unit for Management and Implementation: Upl, Management, Coordination Service of Research and Innovation Centres

Evaluation and Monitoring Body: Equality Commission and Directorate

External Bodies: General Directorate of Public Function



5. Work-life Balance

Overall objective

Promote compliance and adoption measures to reconcile personal, family and work life, and especially those focused on promoting co-responsibility.

Specific objectives

- Promote compliance and the adoption of measures for the reconciliation of work, family and personal life, facilitating, for all people working in CICYTEX, the effective enjoyment of permits, leave, reductions in working hours, benefits and other recognized rights.
- Facilitate the mobility of staff with family responsibilities.
- Foster awareness through a culture of co-responsibility in the family, especially in the performance of domestic and care tasks.

Actions

- Identify needs not covered by the current measures contemplated in the general scope of the Government of Extremadura
- Promote flexibility in the working day
- Submit to the negotiating table documents with identified proposals and for which there is no competence

Indicators (to be defined and quantified in the Gender Equality Plan)

Responsible Unit for Management and Implementation: Upl, Management and Coordination Service of R & D & I Centers

Evaluation and Monitoring Body: Equality Commission and Directorate

External Bodies: General Directorate of Public Function. Sectorial and General Negotiating Tables.



6. Work Environment

Overall objective

Move towards an inclusive, accessible, safe, healthy and devoid of discriminatory, annoying or hostile work environment due to gender issues.

Specific objectives

- Adopt measures for the adaptability of jobs, risk prevention and job security from a gender perspective.
- Ensure equality in the distribution of working time.
- Prevent, detect and solve situations of harassment and gender-based violence at CICYTEX

Actions

- Include the gender perspective in the handbooks and procedures for Risk Prevention and Job Security
- Carry out and disseminate a Protocol of harassment and gender-based violence at CICYTEX

Indicators (to be defined and quantified in the Gender Equality Plan)

Responsible Unit for Management and Implementation: Upl, Risk Prevention Area

Evaluation and Monitoring Body: Equality Commission and Directorate

External Bodies: Institute for Women



III. Temporalisation and milestones

The actions contemplated in this Strategic Framework are contemplated for the next 4 years and its main milestones would be:

- Implementation of the Negotiating Commission of the Gender Equality Plan / Equality Commission. Deadline: 01/31/2020
- Gender Diagnosis validated by the Equality Commission. Deadline: 03/31/2020
- Approval of the 1st CICYTEX 2020-2023 Gender Equality Plan. Deadline: 06/30/2020
- Establishment of the Equality Unit for Women and Men in CICYTEX. Deadline: 10/31/2020
- Include in the strategic documents of CICYTEX (Strategic Plan and Management Contract) equality between men and women as a cross-cutting principle in the 1st Gender Equality Plan. Deadline: 12/31/2020
- Implementation of the 1st CICYTEX 2020-2023 Gender Equality Plan. Deadline: 10/31/2023

IV. Available resources

The second additional provision of Decree 1/2016 of Extremadura establishes the creation and implementation of the Equality Units for Women and Men with the resources currently available.

It is also established that the Institute for Women of Extremadura will be responsible for the coordination of all the Units of the Government of Extremadura and will advise and guide the Unit in the exercise of its functions.

For the training of personnel assigned to the Units for the Equality of Women and Men, specialized training in gender and equal opportunities will be received through the School of Public Administration and the Institute of Women of Extremadura.

In addition, CICYTEX has the financial and technical resources from the Gender-SMART project (2019-2022) to achieve the objectives set out in this document.