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## **IRBLleida Equality Commission Regulation**

### **Preamble**

Equality between men and women is an indispensable principle in a modern democratic society that pursues to eradicate all forms of discrimination. Despite the advances in recent decades, in practice women and men do not enjoy the same rights, as political, economic and cultural inequalities persist. These inequalities are the result of social structures based on stereotypes in a large number of areas: family, education, culture, work, social organization or media. At the Spanish level, the National Institute of Statistics has collected since 2006 indicators that enable visibility and quantification of the inequality between men and women in social and economic areas such as education, employment, salaries, social inclusion, health, science and technology or violence (monographs "Mujeres y Hombres en España").


Gender equality is a legally recognized right. Within the framework of the European Union, the 1997 Amsterdam Treaty gave rise to the European Union Charter of Fundamental Rights, which establishes the principle of equality of citizens by eliminating any direct or indirect discrimination regarding sex, ethnicity, language, religion or political positioning. This general principle has specifically been developed in the gender field in numerous European Union Directives since 2002, which have been transferred to the Spanish legal system. In our country, Article 14 of the Spanish Constitution establishes equality before the law without discrimination regarding birth place, race, sex, religion, opinion or any other personal or social condition or circumstance. In addition, Article 9.2 establishes the liability of public authorities to promote the conditions to achieve freedom and equality for individuals and the groups they belong to in a real and effective manner, to remove the obstacles preventing or hindering their fullness and to facilitate the participation of all citizens in political, economic, cultural and social life. The Organic Law 3/2007 of March 22<sup>nd</sup> was born to specifically articulate an effective equality between women and men. In our Autonomous Community, Law 17/2015 of July 21<sup>st</sup> established and regulated the mechanisms and resources to make effective the right to equality and non-discrimination regarding sex in all areas, stages and circumstances of life.

At the labor level, articles 12.4d and 22.3 of the Workers' Statute constrain professional classification to be carried out in accordance with discrimination-free criteria. These articles have been reinforced by two Decree Laws: 713/2020, of May 28<sup>th</sup>, establishing a duty for all companies to edit, register and execute an Equality Plan; and 902/2020, of October 13<sup>th</sup>, establishing specific measures for avoid remuneration-discrimination between women and men.

To fully comply with this legally recognized right, it must be exercised effectively. To this aim, the Biomedical Research Institute of Lleida (IRBLleida) launches the Equality Commission. This is a permanent commission whose main function is the implementation of equality and attention to diversity policies. The Commission will ensure that any direct or indirect forms of sexism, discrimination and exclusion based on sex or diversity are eradicated from the institution according to all international, national and regional principles and policies. To this end, the Commission will promote actions based on freedom, democracy, justice, equality and solidarity principles.

### **1. Objection of the regulation**

The object of the current regulation is to standardize the operating regime of the IRBLleida Equality Commission.

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## 2. Composition and appointment, duration, resignation and dismissal of the Equality Commission members

### 2.1 Composition, positions and designation

2.1.1 The Equality Commission shall consist of seven to ten members appointed by IRBLeida management.

2.1.2 The Equality Commission may only consist by staff hired by the Institution.

2.1.3 The Equality Commission will be parity, maintaining the representation of each of the sexes in the equality band of 40 to 60%.

2.1.4 Positions in the Equality Commission will be: a chair, a secretary and between five and seven ordinary members. The Equality Commission itself will carry out the appointment of these positions through an internal negotiation process. A person from the IRBLeida Management Office must hold the secretariat.

2.1.5 The Equality Commission's composition will be communicated to IRBLeida management.

2.1.6 The Internal Scientific Committee and/or the governing bodies appointed by IRBLeida management must ratify the Equality Commission's composition and positions. The composition and positions of the Equality Commission must be specified in IRBLeida Equality Commission Regulation Annex I.

2.1.8 Members of the Equality Commission cannot delegate their functions or be replaced in the meetings.

2.1.9 Expert and/or advisory staff related to specific issues may attend the meetings of the Equality Commission. External staff will have a say but no vote, and will only attend the meetings when the Commission deals with the issues of their competence and for which they have been convened.


### 2.2 Duration

The members of the Equality Commission commit to be part of it four years after their ratification by the Internal Scientific Committee. After this period of time, the Commission will be reissued, and those members willing to continue may be reelected.

### 2.3 Resignations and dismissal of members

Resignations of commission members may be granted in the following situations:

- a) Voluntary resignations, at own request. The chair of the Equality Commission will communicate the termination to the IRBLeida management as soon as possible. The management of IRBLeida will propose a replacement within a maximum period of fifteen days.
- b) During the period established in the section related to the duration, unless expressing their will to continue being part of the Equality Commission.

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The members of the Equality Commission may be justifiably dismissed if there is unanimity among the remaining members of the Commission, or if five or more members of the Commission propose it and receive the support of the IRBLeida management.

Likewise, IRBLeida management may directly dismiss all members of the Equality Commission.

### 3. Missions

The Equality Commission agrees to the following roles and responsibilities:


- 3.1 Ensure an effective compliance of the equality principle at IRBLeida.
- 3.2 Raise awareness, inform and advise IRBLeida staff of the importance of incorporating equality between women and men at the Institute.
- 3.3 Prepare the Institute's Equality Plan, submission for approval and registration in REGCON (Register of Collective Agreements of the Ministry of Labor and Social Economy of the Spanish Government), or the specific registration enabled for this purpose.
- 3.4 Raise awareness among the IRBLeida staff about the need for their active participation in the elaboration, development and monitoring of the institution's Equality Plan.
- 3.5 Monitor and evaluate the Equality Plan.
- 3.6 Inform the IRBLeida staff of the actions that will be undertaken at the Institute in compliance with the Equality Plan.
- 3.7 Engage equality and gender violence training activities.
- 3.8 Edit text and images under a gender perspective with the aim of improving communication and adaptation to current regulations on equality. This task will be carried out only upon request to the Equality Commission.

### 4. Attributions and competencies

The Equality Commission is an advisory body to the Management in matters of equality, not having in any case executive or representative functions of the Institution. In order to carry out the functions previously described, the management of the IRBLeida empowers the Equality Commission. In the event of a conflict between the management of IRBLeida and the Equality Commission, the decisions approved by IRBLeida management will prevail.

### 5. Rules of procedure and frequency of the meetings

- 5.1 The Equality Commission is governed in operation by the rules set out in this Regulation.
- 5.2 The Equality Commission will be deemed constituted when the chair, the secretary and at least three ordinary members attend a meeting for the first time.
- 5.3 The proposals of the Commission will be approved by assent, or if any member so requests, by vote. Agreements will be adopted by simple majority. Voting may be by secret ballot whenever requested.

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5.4 The Equality Commission will agree on its activities with the management of IRBLleida and the legal representatives of the workers for ratification.

5.5 The agreements of the Equality Commission will be considered as proposals and will be submitted immediately, together with a detailed motivation for the Management to make the appropriate decision.

5.6 The Equality Commission will meet on a regularly bases once a month, and extraordinarily when convened by the chair or at the request of any of the members, duly justifying the need.

Ordinary meetings will be convened at least five working days in advance. Extraordinary meetings will be convened forty-eight hours in advance.

Meetings will be convened by the chair according to a schedule approved by the members. The date, time and place of the meeting will be communicated using the institutional email.

5.7 The secretary of the Equality Commission will draft the minutes of the meetings within a maximum period of four days after the meeting. The minutes will be sent to all members of the Commission for review and suggestion of amendments. The minutes will be approved within a maximum of three days after submission to all members.

The members of the Commission wishing to have the literal content of their speech in the minutes must expressly state this, and must provide the corresponding text.

The final version of the minutes must be signed by the chair of the Equality Commission and filed electronically on the servers of the IRBLleida Support Office.

The current Regulation will enter into force the day after its approval by the Internal Scientific Committee and will be published on the IRBLleida Intranet and sent for information to the IRBLleida distribution list.

