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III Equal Opportunity Plan (PIO) 2025-2028.

The Centre d'Estudis Demogràfics (CED), a public legal entity created in 1985 by agreement between the Generalitat de Catalunya and the Universitat Autònoma de Barcelona (UAB) (Decree 207/85 of July 15) DOGC No. 573 of August 9, 1985, CIF No. Q 5855973C and domiciled on the campus of the same UAB, 08193 Bellaterra, presents its III Equal Opportunities Plan (EOP) 2025-2028.

The total number of CED staff as of January 1, 2025 is 57 people, of which 29 are structural positions, occupied by permanent or interim employment contracts and the rest by permanent scientific-technical employment contracts, i.e. linked to externally funded research projects and lines of research.

It is a plan negotiated with the Comisiones obreras union, leader of the research sector in Catalonia, together with the General Union of Workers, which did not respond to the call for negotiations.

The Equal Opportunity Plan is valid for 4 years: 2025 to 2028, with a mid-term evaluation in December 2026.

Main data derived from the diagnostic process carried out by an external company specialized in this type of process (Grup Pitagora).

1. Selection and hiring processes: Both sexes are represented in the CED, with a greater number of women than men, and no discrimination is observed in the personnel selection and hiring process.
2. Professional classification: there is no horizontal segregation in the professional classification, although there are fewer women in the category of principal investigator. A positive aspect is the presence of a woman at the top of the hierarchy, in the figure of the manager.
3. Staff training: there is little training in equal opportunities between women and men in the workplace, and in the prevention of gender-based harassment. In any case, the incorporation of the gender perspective in their training is observed.
4. Professional promotion: there is no gender discrimination in professional promotion, but it is recommended that the promotion process be protocolized taking into account the gender perspective in all its phases.
5. Working conditions: practically all the staff work around 37.5 hours per week (two part-time contracts). There are no significant differences, although there are two women and no men working less than 20 hours per week.
6. Salary and remuneration audit: the salary gap is 20% on average and 22% on median. A more in-depth analysis indicates that this is clearly due to the more recent research career of women, most of them in the predoctoral stage and most of them in the postdoctoral or senior stage.



7. Reconciliation of personal, family and work life: there are several measures implemented by the company aimed at promoting reconciliation, including the practice of total flexibility in the choice of schedule between 8 am and 8 pm. Teleworking and digital disconnection are also allowed.

8. Underrepresentation of women: in the case of the CED, this would be in the highest positions of the research career, categories R3 and R4, which involve project management. It should be noted that project management is in the hands of the organizations that finance the research for which the research personnel apply, although the Center can encourage and support its female researchers in particular to achieve this.

9. Prevention of sexual and gender-based harassment: CED has a protocol for the prevention and treatment of sexual harassment based on gender, sexual orientation, gender identity or gender expression and other aspects of discrimination in the workplace, which is disseminated annually among the entire workforce and is available on the website.

10. Communication, image and use of language: CED has recommendations on the non-sexist use of language (in Catalan, Spanish and English), which reflect the organization's commitment to use communication with a gender perspective.

11. Occupational risks and health: the CED is unaware of the data on situations of special vulnerability, so it is recommended to facilitate their visibility.

12. Mobility: the CED is located in an easily accessible area, close to the highway and with good public transport links (Catalan railroads, Renfe, metropolitan city buses). The center provides information in this regard in its welcome brochure.

Specific objectives of the III Equality Plan of the Centre d'Estudis Demogràfics:

1. To have a gender diagnosis that provides information on the objective situation of the company.

2. Establish indicators with a gender perspective to measure the evolution of the equal opportunity situation in the different areas of intervention.

3. To guarantee an environment free of sexism and all types of discrimination.

4. Raise awareness of the people who are part of the workforce.

5. Pay attention to situations of special protection, referring to gender violence and sexual harassment and harassment based on sex and gender identity.

6. Promote the periodic evaluation of the effectiveness of the principle of equality in their respective areas of action.

7. Establish indicators with a gender perspective to measure the evolution of the situation of equal opportunities in the areas of intervention.

8. Establish permanent information channels on the integration of equal opportunities in the organization.

9. Ensure, on the part of the Center, that both internal and corporate communications and advertising use non-discriminatory language.

10. To promote, on the part of the Center, the dissemination and participation and involvement of the staff in relation to equal opportunities.

11. Establish mechanisms for monitoring the measures already implemented and the new ones to be implemented, in order to analyze their impact.

12. Pay attention to situations of special protection, referring to gender violence and sexual harassment and harassment based on sex and gender identity.



Specific measures established in the III Equal Opportunity Plan.

The following are the improvement actions that the Negotiating Committee, composed of the CED manager (with the collaboration of the CED Equality Committee) and two representatives of the CCOO union, has selected as suitable:

NUMBER NUMBER	DESCRIPTION OF THE IMPROVEMENT ACTION	MONTH/YEAR OF APPLICATION
1	Communication of the implementation of the III Equality Plan to the entire workforce.	January 2025
2	Add a section in the Welcome Manual referring to the company's commitment to equal opportunities, the Action Plan and the people who are part of the Monitoring Committee.	February 2025
3	Permanently integrate training on equal opportunities between men and women in the workplace as part of the Annual Plan for the entire workforce.	2025-2028
4	Management skills training specifically for women.	2025 Semiannual
5	Obtain data disaggregated by sex: level of studies, promotions, how many people participate in conciliation or co-responsibility actions, perception of equality (survey).	2025-2028
6	Collect, make visible and give value to all co-responsibility and conciliation actions. In particular, priority will be given to the adaptation of the working day, as opposed to the reduction of the same, to promote responsibility and reduce, where appropriate, the wage gap.	June 2025



7	Review of internal and external documentation on the use of inclusive language	September 2025
8	Prevent and inform personnel about health prevention measures from a gender perspective (psychosocial control, maternity prevention).	October 2025
9	In the event of detecting a wage gap in the terms and criteria of RD 6/2019 greater than 25%, the company undertakes to activate corrective measures (Remuneration Register).	May 2026
10	To remind of the existence of the Protocol for the prevention of any type of harassment.	2024-2028 Annual
11	Include in mandatory training a module on Prevention of sexual and gender-based harassment. Publicize and disseminate the rights of women who suffer gender-based violence.	2025 Semiannual
12	Ask suppliers and customers if they have an Equality Plan, in order to transform society and contribute to social change.	2025-2028
13	Draft instructions aimed at preserving gender balance for presentations at seminars and other professional meetings.	November 2025
14	Periodically analyze the status of the results of the calls for research projects in terms of gender, and provide additional support measures, if necessary.	2025 Semiannual



The CED's Equality Commission will be delegated the monitoring and follow-up of the Plan, with a balanced composition between women and men. The follow-up and evaluation of the measures foreseen in the Equality Plan will be carried out periodically, in accordance with what is stipulated in the calendar of actions.

An interim evaluation will be carried out in December 2026, where the actions for the last two years of the IOP will be negotiated again, and a final evaluation in December 2028. This evaluation will be carried out by the members of the union-company negotiating committee or of the CED Workers Council, if it is formed in the future, and two members of the Equality Committee: <https://ced.cat/sobre-el-ced/igualtat/>

The control and follow-up of improvement actions responds to the following objectives:

1. Verify the achievement of the objectives established in the III Equal Opportunity Plan.
2. Obtain information on the degree of execution, the adequacy of the resources used and compliance with the schedule with respect to the actions.
3. Detect possible obstacles or difficulties in the implementation.
4. Make the pertinent adjustments or adopt corrective measures if necessary, according to the legislation in force and the company's needs.

The complete documentation of the EOP, as well as the plans against sexual and gender-based harassment and the measures planned for LGTBI equality can be found on the CED website: <https://ced.cat/sobre-el-ced/igualtat/>.