

Plan for Equal Opportunities between women and men of the Policia de la Generalitat – Mossos d'Esquadra

Document approved by the PG-ME Gender Equality Plan Negotiating Committee
on 13 December, 2021



Generalitat de Catalunya
Departament d'Interior

mossos d'esquadra



Index

1.	Introduction.....	4
2.	Institutional commitment	7
3.	Conceptual and methodological framework	9
3.1	The internal gender equality plan	9
3.2	PG-ME's Equality Plan Negotiating Committee.....	9
4.	PG-ME's Plan for Equal Opportunities between women and men	11
4.1	Application scope	11
4.2	Structure	11
4.3	Validity.....	11
5.	Diagnosis areas	12
6.	Objectives.....	16
6.1	General objectives	16
6.2	Specific objectives.....	17
7.	Actions	20
7.1.	Scope 1. Organisational culture and management	20
7.2.	Scope 2. Working conditions	22
7.3.	Scope 3. Access	24
7.4.	Scope 4. Vertical careers.....	27
7.5.	Scope 5. Horizontal careers	30
7.6.	Scope 6. Internal and/or continuous training	31
7.7.	Scope 7. Remuneration	32
7.8.	Scope 8. Work, personal and family life balance and co-responsibility.....	33
7.9.	Scope 9. Inclusive internal communication and language	35
7.10.	Scope 10. Inclusive external communication	37
7.11.	Scope 11. Occupational health. Occupational risk prevention with gender perspective	38
7.12.	Scope 12. Prevention and response to sexual harassment and harassment based on sex, sexual orientation and/or sexual identity.....	40



1. Introduction

All persons have the right to be treated with respect and dignity, have the right to occupational health and to be treated equally and free from discrimination in the workplace.

Article 41 of the Statute of Autonomy of Catalonia (Organic Law 6/2006 on the reform of the Statute of Autonomy of Catalonia) states that public authorities must guarantee the principles of equal opportunities between women and men in access to employment, training, professional promotion, working conditions and remuneration, and must also guarantee that women are not discriminated against because of pregnancy or maternity. In addition, they must guarantee the mainstreaming of gender perspective in public policies and comprehensively address all forms of violence against women and acts of a sexist and discriminatory nature.

Despite regulatory provisions, gender-based discrimination exists in most organisations, even if they are not aware of it. Although the access system to the Administration of the Government of Catalonia is based on the principles of equality, merit and ability and, therefore, formal equality is guaranteed, there are areas in which there may be situations in which effective equality between women and men has not yet been achieved¹.

Law 17/2015, of 21 July, on effective equality between women and men, proclaims in the Preamble that *the elimination of gender stereotypes is essential for the effective application of equality between women and men. For this reason, the administrations and public authorities of Catalonia must do everything possible to eliminate stereotypes and obstacles on which status and position inequalities of women are based, which lead to the unequal evaluation of women and men's roles in political, economic, social and cultural matters.*

The Preamble also states that *the equality law should benefit all, women and men, as it should make it possible to build new relation patterns between men and women, based on respect and equity, and contribute to improving society and making it more democratic, fair and supportive.*

In this regard, Article 15.1 of Law 17/2015 states that *institutions of the Generalitat, the Administration of the Generalitat and its linked or dependant public bodies, as well as public and private entities that manage public services must approve, within two years of the entry into force of this law, a plan for gender equality for the personnel that provide services in the same, which must be defined in the collective bargaining agreement or in the agreement on working conditions, with the aim of guaranteeing the effective application of the principle of equal treatment and equal opportunities for women and men and eliminating discrimination based on sex with regard to access to paid work, salary, training, professional promotion and other working conditions.*

¹ Introduction [Plan for Equal Opportunities between women and men of the Administration of the Government of Catalonia](#)

Specifying in paragraph 4.c) that they shall "*include specific measures to adapt them, in each case, to the peculiarities of teaching, health, research and prison personnel, as well as firefighters, rural agents and security forces and agents*".

On 17 January, 2017, the following was approved by Government Agreement: [Plan for Equal Opportunities between women and men of the Administration of the Government of Catalonia](#) (for the 2017-2020 period) and, in this way, the aforementioned regulatory provision was complied with. Currently, work is being done on the new Equality Plan of the Administration of the Government of Catalonia for the next four years.

Even so, this Equality Plan does not include measures applicable to all members of the Policia de la Generalitat – Mossos d'Esquadra (hereinafter PG-ME), since it does not form part of the General Negotiating Committee of the Administration of the Government of Catalonia and the Single Collective Agreement of Catalonia for the personnel of the Government of Catalonia.

The special characteristics of Mossos d'Esquadra and the specific regulation of its working conditions, in accordance with the provisions of Article 17 of Law 10/1994, of 11 July, of the Policia de la Generalitat - Mossos d'Esquadra, make it necessary to draw up a specific equality plan for women and men for this force, as well as having its own authority for the promotion of gender policies in the Directorate-General of the Police.

For this reason, it is necessary to provide the PG-ME with an effective and specific instrument aimed at "*promoting equal opportunities for women and men who are part of PG-ME, including gender mainstreaming in the organisation and internal structure of PG-ME, and complying with the obligations established by Law 17/2015, of 21 July, on effective equality between women and men*".

This instrument is the Equality Plan, which is an ordered set of measures, adopted after a diagnosis of the situation, to achieve equal treatment and opportunities between women and men and to eliminate discrimination based on sex².

Equality plans establish the objectives to be achieved, the strategies to be adopted and the specific actions to be taken to achieve them, as well as effective systems for monitoring and evaluating the proposed objectives.

In this regard, the **Strategic plan for gender equality policies of the Government of the Generalitat 2019-2022** sets specific objectives to be met by each department. Specifically, with respect to the PG-ME, it establishes a series of objectives to be developed within Axis 4, corresponding to the *Political and Social Participation and personal and community empowerment of women*.

Among these objectives is the action 4.3.2.2 dedicated to the "*Actions to increase the number of women in the Policia de la Generalitat - Mossos d'Esquadra*" or action

4.3.2.6. of "*Promoting the increase in the number of women commanders of the Policia de la Generalitat - Mossos d'Esquadra and women's access to the force's specialisations*".

On the other hand, Article 51 of Organic Law 3/2007, of 22 March, for effective equality between women and men, a basic precept, lists the criteria for action by public administrations in application of the principle of gender equality, according to which public administrations are obliged to eliminate the obstacles that imply the persistence of any type of discrimination, with the aim of offering conditions of effective equality between women and men in access to public employment and in the development of professional careers; facilitate personal, family and work-life balance and co-responsibility, without reducing professional promotion; promote training in equality, both in access to public employment and throughout the professional career; promote the balanced presence of women and men in selection and assessment bodies; establish effective protection measures against sexual harassment and harassment based on sex; establish effective measures to eliminate any direct or indirect discrimination in remuneration based on sex; and periodically evaluate the effectiveness of the principle of equality in their respective areas of action.

² [Article 46 of the Organic Law 3/2007, for the effective equality between women and men](#)

2. Institutional commitment

The Policia de la Generalitat - Mossos d'Esquadra has been characterised as an organisation that has approached the promotion of equal opportunity policies between women and men in a conscious and committed manner throughout the course of its current history.

As early as 1999, the convenience of organising a working group to study the situation of the Policewoman within our organisation was considered and the *CEM Policewomen's Committee* was created with some initial objectives: study and analyse the state of the issue, assess women's situation within PG-ME and make proposals for improvement.

In 2001, the first policewomen survey was conducted and proposals for improvement in different areas were made.

Between 2003 and 2004, the *CME Policewomen's Committee*, together with the Statistical Institute of Catalonia and the Public Security Policy Program, conducted a second survey, addressed to all women and a representative segment of men, on women's situation within the organisation. The conclusions of this survey led to a series of proposals for improvement to reverse the inequalities detected.

In 2006, the *Committee for the orientation of policies on gender equality in the Policia de la Generalitat - Mossos d'Esquadra* prepared a report, with the consent of the Ministry of Home Affairs, to promote the consolidation of a professional culture fully committed to real equality of opportunity for both genders in access to the police work, promotion and professional careers and in the improvement of working conditions for those who provide services to the public.

In 2009, the Universitat Politècnica de Catalunya prepared a diagnosis of PG-ME to find out what public policy had been applied in terms of access to the Force, what results had been obtained and the conclusions in relation to existing gender equality policies during that period.

The different regulatory provisions on gender equality and equity currently in force, as well as the current social and political situation, have led the Directorate-General of the Police to adopt a firm and decisive institutional commitment to implement a series of policies aimed at achieving effective equality between women and men within our organisation.

On 6 March, 2020, Order INT/22/2020, dated 3 March, was published in the Official Journal of the Government of Catalonia (Diari Oficial de la Generalitat de Catalunya), creating the Committee for Gender Equality of the Directorate-General of the Police.

Its mission is to promote and guide the gender equality policy of the Directorate-General of the Police (DGP) from an intersectional perspective.

With the creation of this Committee, the Directorate-General of the Police wants to take a step forward in the real achievement of equality between women and men who make up the Policia de la Generalitat - Mossos d'Esquadra (PG-ME).

3. Conceptual and methodological framework

3.1 The internal gender equality plan

The Statute of Autonomy of Catalonia, approved by Organic Law 6/2006, of 19 July, is the basic institutional rule that defines the rights and duties of the citizens of Catalonia.

Today, the Statute expands the Generalitat's competencies in gender issues and includes a model of society based on two main axes: guaranteeing women's rights and equal opportunities between women and men, and ensuring that the gender perspective permeates the policies of the Catalan public authorities.

The equality plan is an ordered set of measures, adopted after carrying out a diagnosis of the organisation's situation. These measures serve to achieve equal treatment and opportunities in the organisation, eliminating any type of discrimination or inequality based on gender. It is becoming the fundamental tool for the incorporation of equality in the management and culture of organisations.

The main objectives of an equality plan are:

- Eliminate existing imbalances and inequalities between women and men within our organisation.
- Introduce gender perspective in people management processes: recruitment and hiring, training, promotion and professional development, remuneration policy, working time management, occupational health, as well as prevention of and action against sexual and gender-based harassment.

3.2 PG-ME's Equality Plan Negotiating Committee

On 14 October, 2020, the **Royal Decree 901/2020, of 13 October, which regulates equality plans and their registration and amends Royal Decree 713/2010, of 28 May, on the registration and deposit of collective labour agreements** (hereinafter RD) was published in the Official State Gazette (BOE - Boletín Oficial del Estado).

For the elaboration of the Equality Plan it is mandatory, in accordance with the provisions of Article 5 of the Royal Decree 901/2020, "*to constitute a negotiating committee in which the company and employees' representatives participate on a parity basis*", in the case of PG-ME, within the Consell de la Policia-Mossos d'Esquadra.

In session 133/21 of the Police Commission, item 19 of the agenda dealt with on 14 May, 2021, it was agreed to create the Negotiating Committee for the PG-ME Equality Plan.

The Negotiating Committee, in accordance with the functions entrusted to it, is defined as a **technical, expert and temporary body** with the aim of contributing to the development of the equality plan.

Once this objective has been achieved, its validity and purpose will end, without prejudice that once this Equality Plan has been approved, a new body will have to be created, in this case, to follow up and evaluate the Plan.

4. PG-ME's Plan for Equal Opportunities between women and men

4.1 Application scope

It is made up of all the people who form the Policia de la Generalitat - Mossos d'Esquadra, the trainee officers and the aspiring students of the basic training for police officers selective course.

4.2 Structure

The Equality Plan has 6 **general objectives** that inform and inspire **specific objectives** to be achieved within each of the 12 areas of action.

In accordance with the conclusions of the Diagnosis of the situation of women and men in PG-ME, some specific objectives have been proposed, the achievement of which is materialised in a series of **specific actions**.

On the other hand, taking into account the quantitative and qualitative differences in the data of the following two groups, the Diagnosis was structured in two parts:

- a) A first part referring to the operational staff of the Policia de la Generalitat - Mossos d'Esquadra (basic, intermediate, executive and superior levels).
- b) A second part specific to the support level, i.e., optional and technical personnel of the Policia de la Generalitat - Mossos d'Esquadra.

This Plan, however, includes the specific actions to be implemented for both groups, provided that, in each specific case, it is also necessary to implement them for the Support personnel, taking into account their differences in terms of functions and specific peculiarities.

4.3 Validity

PG-ME's Plan for Equal Opportunities between women and men will be in effect for four years from the date of its approval.

Before designing the new Plan, taking into account that the workforce or work circumstances may have undergone substantial changes, another Diagnosis of women and men's situation in PG-ME should be carried out.

5. Diagnosis areas

In order to prepare this Plan, it was necessary find out women and men's situation within our organisation according to different indicators, analysing, from a gender perspective, their situation in each of the areas referred to below.

The annex to the present document contains the Final Report of Conclusions of the Diagnosis of the situation of women and men in PG-ME, approved by the Negotiating Committee of the Equality Plan on 8 November, 2021.

The PG-ME diagnosis has been classified according to the following areas:



1. Organisational culture and management



CULTURA I GESTIÓ ORGANITZATIVA

Strategy and internal organisation. Organisational management that promotes equality and involves all personnel in its strategy and consolidation.

This area refers to previous work on equal opportunities between women and men; the existence of structures whose objective is to work and ensure equal opportunities between women and men and the level of participation of the workforce and the legal representation of male and female workers.

2. Working conditions

This area has analysed the presence of women and men in the organisation, their distribution according to different indicators and the general characteristics of the workforce (distribution by age, education, number of years in the organisation, type of working hours and terminations).



3. Access



This area analyses the causes that lead to the low percentage of women applying to the PG-ME and the fact that women currently represent only 21% of the total number of personnel. In addition, the organisational data related to the latest calls for access to the PG-ME and the different phases of the selective process with gender perspective are studied.

4. Vertical careers

This area analyses the distribution of women and men in the different professional categories and, within each category, in the different professional levels, as well as the average number of years it takes men and women to move from one professional category to the next. This section includes data on the distribution of women and men by professional category and level.



5. Horizontal careers



This area analyses the distribution of men and women by destination and by professional specialisation, and the data obtained in relation to women and men in this area.

6. Internal and/or continuous training

The training of workers improves their professional skills and makes them more technical. This area addresses the participation of women and men in internal training, both mandatory and voluntary. It also analyses the appointment of teachers, disaggregated by sex, to teach Police school of Catalonia (EPC - Escuela de Policía de Cataluña) courses (basic, promotion, specialisation and continuous training).



7. Remuneration

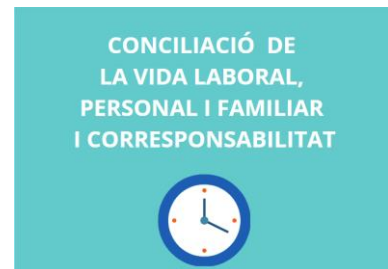


This section analyses the data on the salaries paid to men and women in the PG-ME according to different indicators (salary items, overtime or night work) and calculates the gender pay gap.

Data on commendations and decorations awarded to women and men were also analysed.

8. Work, personal and family life balance and co-responsibility

Working time management and work-related measures for employees to improve the balance between the different spheres of their work, personal and family life is an issue of growing concern to organisations. This area analyses the use that both men and women make of the balance and co-responsibility measures currently in force.



9. Non-sexist communication and internal language



This section analyses quantitatively what percentage of information published in internal communication channels addresses gender equality and equity issues and, from a qualitative point of view, whether inclusive and non-sexist language is used in the written language and images used.

It also analyses the use of internal language in forms, applications and, in general, the stationery used in internal communications of PG-ME personnel, which should

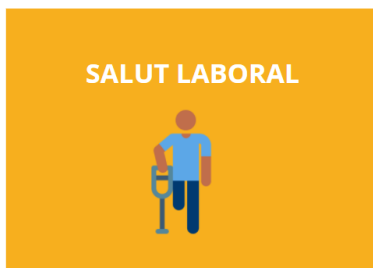
incorporate the use of inclusive and non-sexist communication. The use of the generic masculine should be avoided and dual or generic forms that combine both genders at the same time should be incorporated.

10. Inclusive external communication

In this area, the same aspects are analysed as in the previous section but in relation to the communications to citizens made through social networks and official communication channels, such as the Mossos website or the Open Data Portal (Portal Datos Abiertos).



11. Occupational health. Occupational risk prevention with gender perspective



This area addresses and analyses the distribution of men and women with respect to occupational accidents, occupational diseases and common contingencies, and analyses the impact of maternity-related sick leave.

12. Preventing and dealing with sexual and gender-based harassment

On 30 July, 2020, the Occupational Health and Safety Committee (CSSL - Comité de Seguridad y Salud Laboral) approved the Protocol for prevention and action in cases of sexual harassment based on sex, sexual orientation and/or sexual identity. This area deals with actions for this matter.



6. Objectives

The Equality Plan is built around 6 **general objectives** that should inspire and inform the institutional and organisational strategy to achieve full and effective equality between men and women in our organisation.

At a lower level, **21 specific objectives** have been established which, in accordance with the areas of action and situations analysed in the Situation Diagnosis, should seek to overcome the inequality situations detected or the areas for improvement observed.

Finally, in accordance with the specific objectives, **158 specific actions** were proposed that should make it possible to achieve each specific objective and, in general, the established general objectives.

6.1 General objectives

1. Promote **equal opportunities** among the employees of the Policia de la Generalitat - Mossos d'Esquadra.
2. Prevent **sexual harassment, harassment based on sex, sexual orientation, gender identity and/or gender expression** in the Policia de la Generalitat - Mossos d'Esquadra and implement measures for detection and eradication.
3. Promote **gender perspective** integration in the organisation and internal structure of the Policia de la Generalitat - Mossos d'Esquadra from an intersectional vision. Incorporate gender perspective in PG-ME's mission, vision and values.
4. Comply with Law 17/2015, of 21 July, on effective equality between women and men, by approving an **Equality Plan** aimed at personnel providing services with the objective of guaranteeing the effective application of the principle of equal treatment and opportunities for women and men and eliminating discrimination based on sex with regard to access to paid work, salary, training, professional promotion and other working conditions.
5. Promote **gender mainstreaming** in the security policies of the Directorate-General of the Police.
6. Promote the achievement of equal representation to ensure the presence of women and men in PG-ME, whereby neither sex exceeds 60% of the total number of persons concerned or is less than 40%, and which should aim to reach 50% of persons of each sex in the total number of staff, management positions, freely appointed positions and in the composition of working committees or collegiate bodies.

6.2 Specific objectives

In accordance with the areas of action and the results obtained in the diagnosis, the following specific objectives are proposed to be achieved with the implementation of the Plan:

1. Scope 1. Organisational culture and management

- 1.1 To give legal form to PG-ME's Plan for Equal Opportunities between women and men.
- 1.2 Promote an organisational culture in relation to equal opportunities and gender perspective in the operation and organisation of the structure of the Directorate-General of the Police.
- 1.3 Reach parity representation in the different areas and working groups, including those bodies representing trade unions.

2. Scope 2. Working conditions

- 2.1 Guarantee that there is no discrimination based on sex in working conditions within the Catalan Police Force.

3. Scope 3. Access

- 3.1 Encourage the achievement of equal gender representation in all recruitment processes.
- 3.2 Promote the police profession among women in order to eliminate gender stereotypes that make it difficult to consider the option of access to the police and, specifically to the PG-ME, as a future profession.

4. Scope 4. Vertical careers

- 4.1 Encourage equal representation in leadership positions. Detect, through exploratory studies, the subjective and objective obstacles that hinder women's incorporation into leadership positions.
- 4.2 Encourage the achievement of equal gender representation in all vertical promotion processes.

5. Scope 5. Horizontal careers

5.1 Promote the achievement of equal gender representation in all recruitment processes and the provision of jobs, including the corresponding recruitment bodies.

6. Scope 6. Internal and/or continuous training

6.1 Train and raise awareness of gender equality and gender perspective among all personnel, including management.

7. Scope 7. Remuneration

7.1 Eliminate the gender pay gap in PG-ME.

8. Scope 8. Work, personal and family life balance and co-responsibility

8.1 Adapt current work-life balance and co-responsibility measures to the workers' current needs.

8.2 Promote awareness of flexibility, balance and co-responsibility measures.

9. Scope 9. Inclusive internal communication and language

9.1 Achieve inclusive communication in messages, images and internal language in PG-ME.

9.2 Train and inform all personnel in the non-sexist and non-androcentric use of images and language.

10. Scope 10. Inclusive external communication

10.1 Non-sexist and non-androcentric use of images and language used in external communication.

11. Scope 11. Occupational health

- 11.1 Carry out a preventive actions to do with occupational risks with gender perspective in PG-ME.
- 11.2 Analyse the gender impact on sick-leaves.

12. Scope 12. Preventing and dealing with sexual and gender-based harassment

- 12.1 Eradicate, through the Protocol for the prevention, detection, action and resolution of situations of sexual harassment based on sex, sexual orientation or sexual identity, any type of conduct involving this type of harassment.
- 12.2 Distribute the Protocol and raise awareness among the entire workforce of the need to be alert and not to be permissive in relation to this issue, which includes gender-based violence.
- 12.3 Promote effective action in the fight against gender violence.

7. Actions

7.1. Scope 1. Organisational culture and management

Objective:

1.1 Give legal form to PG-ME's Plan for Equal Opportunities between women and men

Measures to achieve the proposed objective:

- 1.1.1 Approve the Equality Plan by means of an agreement with the trade union organisations represented in the Police Commission - Mossos d'Esquadra.
- 1.1.2 Develop indicators to monitor and evaluate the implementation of the different measures established in this Plan.
- 1.1.3 Design a specific communication plan to publicise the Plan for Equal Opportunities between women and men in PG-ME.

Objective:

1.2. Promote an organisational culture in relation to equal opportunities and gender perspective in the operation and organisation of the structure of the Directorate-General of the Police

Measures to achieve the proposed objective:

- 1.2.1 Creation of the Equality Plan Monitoring and Follow-up Committee³ which, through the different reports prepared for this purpose, shall analyse and evaluate the implementation of the different measures.
- 1.2.2 Incorporate the gender variable in all internal data recorded (convenings, personnel management, etc.) and statistics prepared with the aim of evaluating gender equality in all areas.
- 1.2.3 Elaborate job descriptions from a gender perspective. Review the job positions in job descriptions (RPT - relación de puestos de trabajo) in order to eliminate definitions that have a sexist attribution.

³ Article 9, paragraph 5 of the [Royal Decree 901/2020](#), of 13 October, which regulates equality plans and their registration and modifies Royal Decree 713/2010, of May 28, on the registration and deposit of collective labour agreements.

- 1.2.4 Improve the pages on the PG-ME Intranet specifically dedicated to providing information aimed at promoting equality between women and men within the organisation, as well as facilitating spaces to increase communication between women in management positions.
- 1.2.5 Open participation channels to the personnel in relation to working conditions improvement, through the creation of a web space open to proposals and suggestions on working conditions improvement from a gender perspective and maintain the mailing address on equality mossos.igualtat@gencat.cat accessible to all personnel, with guaranteed confidentiality.
- 1.2.6 Elaborate a gender equality awareness plan for the Policia de la Generalitat - Mossos d'Esquadra. Conduct awareness campaigns among staff and managers to highlight the importance of a balanced presence of both sexes and to promote the underrepresented sex, including measures to encourage internal promotion with special emphasis on specialities and freely appointed positions.
- 1.2.7 Define the professional profile that the job positions of the gender equality interlocutors in charge of equality issues should have, as well as their dependence and organic and functional assignment, and incorporate it into the RPT: specifically, one job position in each police region and general police station, in accordance with the defined professional profile, (article 4.5 of ORDER INT/22/2020, of 3 March, creating the Committee for Gender Equality of the Directorate-General of the Police).
- 1.2.8 Introduce gender perspective in the reception manuals of all services and territorial destinations.
- 1.2.9 Elaborate, during the first year of the Plan, Survey III on the experiences and opinions of the men and women of Mossos d'Esquadra.
- 1.2.10 Include the gender clause in recruitment and subsidies.
- 1.2.11 Create a working committee, made up of PG-ME management, people from the academic and social spheres and representatives of working people, with the aim of reviewing the police culture of the Catalan Police Force and the competencies expected of its members, in order to change many of the aspects that are a legacy of the culture of patriarchy and of a highly masculinised police force.
- 1.2.12 Include gender perspective in all work commissions and projects.
- 1.2.13 Analyse gender uniformity and make the necessary changes to adapt it to the morphology of both sexes.
- 1.2.14 Promote gender perspective integration in PG-ME's information systems.

- 1.2.15 Promote the participation of PG-ME in European and international policewomen's organisations and networks.
- 1.2.16 Promote the creation of women's networks, as spaces for reflection and study in the field of the Catalan Police Force with the aim of sharing experiences and empowering policewomen.
- 1.2.17 Within the General Evaluation Plan PGA-07 human resources performance evaluation Module PGA07: introduce items referring to respect and equal treatment with gender perspective.
- 1.2.18 Reflect, in the corresponding area, on the name of the institution and its customary uses in order to make them inclusive of the existing gender identities in our society.
- 1.2.19 Create, as the body in charge of promoting equality policies and mainstreaming gender perspective in the PG-ME, the Equality and Equity Area, with functional and organisational dependence on the Directorate-General of the Police.
- 1.2.20 Review the corporate image regulation in order to eradicate any discrimination between sexes and avoid gender stereotypes.

Objective:

1.3 Achieve equal representation in the different areas and working groups, including union representation bodies

Measures to achieve the proposed objective:

- 1.3.1 Abide by the principle of equal representation and facilitate training in equality between women and men in appointments and designations for the composition of all types of working committees or collegiate bodies, in accordance with Article 12.1 of Law 17/2015, of 21 July, on effective equality between women and men.
- 1.3.2 Address, through the mandatory agreements with social partners, the review of the current systems for the election of workers' representatives in order to guarantee the achievement of an equal presence of women and men in the union representation bodies.

All actions included in this area should be extended to the support scale, unless they are not applicable due to their own idiosyncrasies.

7.2. Scope 2. Working conditions

Objective:

2.1 Guarantee that there is no discrimination based on sex in the working conditions of the Catalan Police Force

Measures to achieve the proposed objective:

- 2.1.1 During the first year of the Plan's implementation, prepare a qualitative study by each General Station, with the support of the Equality and Equity Unit, which identifies the posts and specialities in which there is under-representation of one of the two sexes in relation to access, horizontal promotion and advancement, including proposals for improvement.
- 2.1.2 In order to monitor the implementation of the Plan's actions and measure its application and compliance, the Services Evaluation Division will submit an annual report on the implementation of the Plan's actions to the Equality Plan Monitoring and Follow-up Committee on the different General Stations and other services of PG-ME, in relation to the presence of women and men and the application of gender perspective in said services.
- 2.1.3 Analyse whether people in a certain category perform the tasks of the group to which they are assigned and check if there are differences with respect to gender. If any, implement the necessary corrective measures.
- 2.1.4 Review the Second Activity Decree with gender perspective.
- 2.1.5 Prepare an annual gender impact report with respect to the criteria for the composition of boards and tribunals and the follow-up of all selective processes carried out.

All actions included in this area should be extended to the support scale, unless they are not applicable due to their own idiosyncrasies.

7.3. Scope 3. Access

Objective:

3.1 Encourage the achievement of equal gender representation in all recruitment processes

Measures to achieve the proposed objective:

- 3.1.1 Promote the necessary legislative changes to include mechanisms that make it possible to apply a system to reserve places in favour of the underrepresented gender in the calls for access and promotion to the PG-ME when necessary and when circumstances so require.
- 3.1.2 Introduce gender equality content and regulations in the syllabus of the public recruitment processes.
- 3.1.3 In recruitment processes regulation, encourage the processing of public employment offers and the provision of job positions to include a report on gender impact.
- 3.1.4 Perform an internal analysis that includes a numerical and percentage relation, distributed by sex, of the persons admitted in the recruitment processes and those approved in each of the tests carried out and in those for the provision of positions.
- 3.1.5 Adopt the necessary and appropriate measures to facilitate the participation of pregnant or breastfeeding women in the recruitment tests.
- 3.1.6 Ensure that the composition of tribunals and recruitment bodies, collegiate bodies, boards and commissions, both with respect to the incumbents and alternates, including the presidency and the secretariat, respect the equal representation of women and men, in general, and the equal representation of police professionals, women and men, in particular. In the event that such equal representation is technically unfeasible, adequate reasons must be given.
- 3.1.7 Ensure that the people who participate in the different tribunals, and recruitment and provision bodies, including those who conduct personal interviews, are trained in gender perspective.
- 3.1.8 Regularly review physical tests to ensure that discrimination does not occur.
- 3.1.9 As for the psycho-technical tests, review the competency profiles so that they are in line with the values, attitudes and aptitudes sought in a modern,

egalitarian, diverse police force, far removed from the prejudices of predominant masculinity.

- 3.1.10 Include a clause in the terms and conditions of the call for applications that explains the organisation's commitment to promoting equality and diversity and encourages potential candidates to apply.
- 3.1.11 Ensuring that self-defence training is specific for men and women, taking into account their physical differences in order to enhance the strengths of both sexes.
- 3.1.12 Guarantee that temporary staffing processes, especially those that incorporate a personal interview, respect the principles of non-discrimination established in this Plan.

Objective:

3.2 Promote the police profession among women in order to eliminate gender stereotypes so that they can consider the option of access to the police and specifically to the PG-ME as a future profession

Measures to achieve the proposed objective:

- 3.2.1 Carry out specific information campaigns in media and social networks, in collaboration with the Equality and Equity Unit, of the PG-ME calls for applications especially aimed at the underrepresented sex. Share the call on social networks, using inclusive language that talks about women and men.
- 3.2.2 Conduct information sessions throughout the territory throughout the year, through the Community Relations Offices, aimed at women in order to encourage more women to consider the police as a career and projection outlet and to eliminate stereotypes that identify the police as a male profession.
- 3.2.3 Elaboration of PG-ME presentation material: videos, presentations and brochures, to facilitate talks by policewomen assigned in the territory to the public.
- 3.2.4 Conduct recruitment campaigns at the beginning of the call for applications.
- 3.2.5 Ensure that the infographics and photographs of the calls for application on the website and social networks (Twitter, Instagram, Facebook...) show images of policewomen and men alike, respecting morphological diversity, and in different operational situations. Use inclusive language in publications.

- 3.2.6 Send information, leaflets and posters to ETTs (Temporary Employment Agencies) and OTGs (Labour Offices of the Generalitat) so that they can distribute them among users.
- 3.2.7 Carry out campaigns to share and make visible policewomen's contributions, showing models of women in positions of command that can serve as references to show a profession with a future for women and eliminate stereotypes.
- 3.2.8 Schedule interviews with policewomen in the media, explaining their career path and showing them as role models.
- 3.2.9 Develop communication material with images showing women and men in different services and specialities in order to make visible the contributions of men and women to police work.
- 3.2.10 Distribute news and other information, through images that represent men and women in different situations and services.

All actions included in this area should be extended to the support scale, unless they are not applicable due to their own idiosyncrasies.

7.4. Scope 4. Vertical careers

Objective:

4.1 Encourage equal representation in leadership positions. Detect, through an exploratory study, the subjective and objective obstacles that hinder the incorporation of women into management positions

Measures to achieve the proposed objective:

- 4.1.1 Promote the necessary legislative changes to include mechanisms that make it possible to apply a system to reserve places in favour of the underrepresented gender in the calls for access and promotion to the PG-ME when necessary and when circumstances so require.
- 4.1.2 Develop strategies to identify and correct the causes that lead to the low participation of women in the processes for access to leadership positions.
- 4.1.3 Elaborate the job descriptions of the levels and categories from a gender perspective.
- 4.1.4 Provide leadership training with gender perspective to women in leadership positions in order to encourage them to apply for promotion.
- 4.1.5 Mentor women who are promoted to promote empowerment, taking advantage of the experience of women who have already developed their professional career (role, models) and networking among women in leadership positions.
- 4.1.6 Carry out campaigns to distribute and make visible the contributions of female police officers, showing models of female commanders who can serve as references to show a profession with a future for women and eliminate stereotypes.
- 4.1.7 Verify and, if necessary, reformulate from a gender perspective, which key competencies (values and skills) are promoted in promotion courses for future managers.
- 4.1.8 Modify the current promotion system and give the option of competing only for those positions that are of interest to them and without the obligation to do so for all the positions. Territorialised competitive examination for promotion.
- 4.1.9 Make it possible for those who pass the call for applications to opt to remain in the service or territorial destination in which they are at the time of promotion.

- 4.1.10 Analyse the causes for the lack of a balanced presence between women and men in certain job or management positions, in order to design and implement actions to help eliminate them.
- 4.1.11 Have the list of vacancies before starting the competitive examination in order to be aware from the beginning which destinations and vacancies will be available.

Objective:

4.2 Encourage the achievement of equal gender representation in all vertical promotion processes

Measures to achieve the proposed objective:

- 4.2.1 Ensure that the composition of recruitment tribunals and bodies, collegiate bodies, boards and commissions, both of full and alternate members, including the presidency and the secretariat, reflect the principle of equal presence of women and men and equal presence of male and female police officers.
- 4.2.2 Guarantee that the members of the tribunals, as well as the technical advisers or specialists who participate in the recruitment processes, are trained in equality issues.
- 4.2.3 Include a clause in the terms and conditions of the calls for applications that explicitly states the organisation's commitment to promoting equality and diversity and encourages potential candidates to apply.
- 4.2.4 Internal promotion/dissemination campaign of the calls for applications especially aimed at women so that they feel that they are part of the future of the Policia de la Generalitat - Mossos d'Esquadra.
- 4.2.5 This campaign could be accompanied by a letter from the Chief of Police or the Director-General of Police, published on the Intranet, explaining the organisation's commitment to promoting equality and diversity and encouraging potential candidates to apply.
- 4.2.6 Draft the terms and conditions of the calls for applications using inclusive language that makes women visible, avoiding the use of the masculine as a generic term.
- 4.2.7 Encourage that in the calls for specific competitive examinations for command positions, knowledge, skills and aptitudes such as cooperation, communication

and dialogue are valued, as values associated with a modern police force far from the stereotype of totalitarian police.

- 4.2.8 Review the scores given to the different merits of the competitive phase in the bases of the calls for applications, where one of the merits valued in the competitive phase is the rewards and distinctions received for police services in the Mossos d'Esquadra force, taking into account the bias represented by the low percentage of commendations and medals received by women.
- 4.2.9 In accordance with the regulations in force, value as a merit in calls for promotion, training in gender equality and prevention of gender violence.
- 4.2.10 Include in the set of subjects for the first knowledge test, the law 17/2015, of effective equality between women and men and the Protocol for the prevention, detection, action and resolution of situations of sexual harassment based on sex, sexual orientation or gender identity of the Policia de la Generalitat - Mossos d'Esquadra.
- 4.2.11 Establish a general physical maintenance plan that will make it possible to eliminate the physical tests for promotions.
- 4.2.12 Review the training and competency criteria to ensure that the psycho-technical tests take into account the qualities sought in a manager. It is necessary to review and update the competencies expected of people working in the police and to add gender perspective to all of them.
- 4.2.13 In the selection processes, privacy must be guaranteed and discrimination must be avoided, especially in the interviews, and no personal and/or family information outside the content of the positions to be filled must be taken into account, as set forth in the Constitution and the Basic Statute of Public Employment.
- 4.2.14 Perform an internal analysis that includes a numerical and percentage ratio, distributed by sex, between the persons admitted in the promotion processes and those approved in each of the tests carried out, as well as in the filling of positions.

All actions included in this area should be extended to the support scale unless they are not applicable due to their own idiosyncrasies.

7.5. Scope 5. Horizontal careers

Objective:

5.1 Encourage the achievement of equal gender representation in all recruitment and staffing processes, including the corresponding evaluation bodies

Measures to achieve the proposed objective:

- 5.1.1 Review the scores given to the different merits of the competitive phase in the bases of the calls for applications, where one of the merits valued in the competitive phase is the rewards and distinctions received for police services in the Mossos d'Esquadra force, taking into account the bias represented by the low percentage of commendations and medals received by women.
- 5.1.2 Ensure that the people who participate in the different recruitment and staffing bodies, including those who conduct personal interviews, are trained in gender perspective.
- 5.1.3 In the selection processes, privacy must be guaranteed and discrimination must be avoided, especially in the interviews, and no personal and/or family information outside the content of the positions to be filled must be taken into account, as set forth in the Constitution and the Basic Statute of Employees.
- 5.1.4 Analyse the causes for the lack of a balanced presence of women and men in certain jobs and/or management positions, especially in freely appointed positions, in order to design and implement actions to help eliminate them.
- 5.1.5 In accordance with the regulations in force, value as a merit in the calls for application and selection, training in gender equality and prevention of gender violence.
- 5.1.6 Promote self-defence courses specifically for women to encourage the role of women in operational areas.

All actions included in this area should be extended to the support scale unless they are not applicable due to their own idiosyncrasies.

7.6. Scope 6. Internal and/or continuous training

Objective:

6.1 Train and raise awareness of gender perspective among all personnel, including management positions

Measures to achieve the proposed objective:

- 6.1.1 Carry out a diagnosis of the training needs and demands in terms of gender for the elaboration of an annual training plan integrated within the EPC.
- 6.1.2 Train both operational and support staff, as well as the people who form part of the evaluation bodies and those responsible for personnel, in gender perspective and equal opportunities in the workplace.
- 6.1.3 Train PG-ME commanders in matters of gender equality and equity.
- 6.1.4 Instruct internal EPC trainers on gender perspective so that they have the information, awareness and tools necessary to transmit this knowledge.
- 6.1.5 Facilitate refresher training for people returning to work after taking a long leave of absence or any other type of leave for the purpose of family and personal life and co-responsibility.
- 6.1.6 Elaborate and distribute, by any means, didactic and pedagogical material, guides, instructions and other work tools, from a gender perspective and in prevention of sexual and gender-based harassment.
- 6.1.7 Include continuous training on gender perspective so that all PG-ME members have knowledge in equality and gender perspective.
- 6.1.8 Include in the Basic Training Course for police officers specific training on equality and gender perspective; and on sexual harassment, harassment based on sex, sexual orientation, gender identity and gender expression.
- 6.1.9 Include specific training on gender equality and gender perspective and on sexual harassment, harassment based on sex, sexual orientation, gender identity and gender expression in promotional courses.
- 6.1.10 Provide internal training on the Protocol for the prevention, detection, action and resolution of cases of sexual harassment, harassment based on sex, sexual orientation, gender identity and gender expression.

All actions included in this area should be extended to the support scale unless they are not applicable due to their own idiosyncrasies.

7.7. Scope 7. Remuneration

Objective:

7.1 Eliminate the gender pay gap in PG-ME
--

Measures to achieve the proposed objective:

- 7.1.1 Prepare, on an annual basis, a report analysing the data related to the salary perceptions of men and women in PG-ME and to extract the calculation of the possible salary gap. Perform an evolutionary analysis of the salary gap calculated annually and comply with RD 902/2020 of 13 October, on equal pay for women and men.
- 7.1.2 In the event of overtime, a gender report should be performed annually.
- 7.1.3 Review, applying gender perspective, the processes of awarding distinctions and rewards received for police services in the Mossos d'Esquadra force, taking into account the bias represented by the low percentage of commendations and medals received by women.
- 7.1.4 Introduce the necessary calculations and corrections to the processes of awarding distinctions and awards, so that the percentages of women and men who receive any of them are proportional to their presence in the job.

All actions included in this area should be extended to the support scale unless they are not applicable due to their own idiosyncrasies.

7.8. Scope 8. Work, personal and family life balance and co-responsibility

Objective:

8.1 Adapt current work-life balance and co-responsibility measures to the workers' current needs

Measures to achieve the proposed objective:

- 8.1.1 Prepare an annual follow-up report on the use of co-responsible work-life balance measures, disaggregating data by sex.
- 8.1.2 Promote a study on the impact of the different regulatory changes made in recent years in relation to work-life balance and co-responsibility measures implemented.
- 8.1.3 Inform and train the people responsible for human resources and the heads of the different units on the benefits that a more flexible and rational organisation of working time can have on workers' productivity and health.
- 8.1.4 Prepare a questionnaire on the degree of satisfaction with work-life balance and flexible working hours measures to assess work-life balance needs and analyse their effectiveness, in order to take the results into consideration in the areas of negotiation.
- 8.1.5 Establish that work meetings, whenever possible, should be convened during working hours and their duration fixed in advance, and, in any case, ensure that, in general, they are held during split shift hours.
- 8.1.6 Within working hours, encourage the use of new technologies (video-conferencing, social networks, document sharing, etc.) and online work sharing to avoid excessive face-to-face meetings, with the aim of promoting work-life balance and co-responsibility, organisation and rationalisation of work, in those services where physical presence is not essential.
- 8.1.7 Develop networking experiences through the use of new technologies, with the aim of promoting work-life balance and a better organisation and rationalisation of work time, especially for personnel in charge of dependent persons.
- 8.1.8 Review the existing system of reduced working hours, studying other formulas that allow work-life balance to have no impact on the salary gap.

- 8.1.9 Analyse the impact of the reduction of working hours in the training and internship phases of the promotion and job vacancy announcements and, if any difficulties are detected, seek alternative solutions.
- 8.1.10 Study the possibility of modifying work schedules from time to time for reasons that favour the work, personal and family life balance, and co-responsibility.
- 8.1.11 Create a working group to study new measures to make work, leave and part-time work more flexible in order to favour work-life balance and co-responsibility, including the remote working modality in the Support Scale.

Objective:

8.2 Promote awareness of measures on flexibility and work, personal and family life balance and co-responsibility

Measures to achieve the proposed objective:

- 8.2.1 Carry out an awareness campaign aimed at personnel and management and responsibility positions as reference models, to promote co-responsibility in the use of work-life balance measures and co-responsibility with training sessions and spaces for dissemination on the Intranet, as well as in the use of leaves and leaves of absence in relation to dependent persons.
- 8.2.2 Provide training to those responsible for human resources management on the need to develop co-responsible work-life balance and on the measures applicable to guarantee it and the benefits obtained.
- 8.2.3 Encourage men to make use of the organisation's work-life balance and co-responsibility measures.
- 8.2.4 Conduct a study to analyse the relationship between the number of meetings, the schedule, the position and gender of those participating, evaluate it and take the corresponding measures.

All actions included in this area should be extended to the support scale unless they are not applicable due to their own idiosyncrasies.

7.9. Scope 9. Inclusive internal communication and language

Objective:

9.1 Achieve inclusive communication of messages, images and internal language in PG-ME

Measures to achieve the proposed objective:

- 9.1.1 Reinforce the non-sexist and non-androcentric use of language in PG-ME's internal communications.
- 9.1.2 Distribute, through a link to the Intranet's main page, publications on the use of non-sexist language, prepared by the Directorate-General for Language Policy, as well as suggestions and good practices regarding the non-sexist and non-androcentric use of language.
- 9.1.3 Establish guidelines to ensure that the images incorporated in all communication media do not represent a sexist or androcentric use, nor perpetuate sexist stereotypes.
- 9.1.4 Include continuous training on inclusive language so that all PG-ME members have knowledge of non-sexist language and develop dissemination activities in all work centres.
- 9.1.5 Apply gender perspective in the language used in computer programs, especially on the PG-ME platform.
- 9.1.6 Apply inclusive language in the naming of the different units and organs of PG-ME.

Objective:

9.2 Train and inform all personnel on the non-sexist and non-androcentric use of images and language

Measures to achieve the proposed objective:

- 9.2.1 Include training in non-sexist language, in a cross-cutting manner, in all training carried out at the EPC.

- 9.2.2 Increase training and informative actions on available documents to avoid the sexist and androcentric use of language.
- 9.2.3 Provide specific training in the non-sexist use of language and images, and communication for people working in communication areas.
- 9.2.4 Provide specific training on the non-sexist use of language for those responsible for the preparation of forms, development of corporate applications and other services involved in the development of projects related to written communication.

All actions included in this area should be extended to the support scale unless they are not applicable due to their own idiosyncrasies.

7.10. Scope 10. Inclusive external communication

Objective:

10.1 Non-sexist and non-androcentric use of images and language used in external communications

Measures to achieve the proposed objective:

- 10.1.1 Reinforce the inclusive use of language in PG-ME's external communications.
- 10.1.2 Ensure that the images included in the different external communications are inclusive and do not perpetuate sexist stereotypes.
- 10.1.3 Comply with and apply the criteria set out in the Guide for the non-sexist use of language in texts of the Administration of the Government of Catalonia (2011) in PG-ME publications.
- 10.1.4 Take into account gender perspective in the language used in external communications.
- 10.1.5 Promote the visibility of women through the image and messages that the organisation communicates to the public in the media on aspects related to PG-ME's activity and that are of general interest. Equal representation in the functions of spokesperson.

All actions included in this area should be extended to the support scale unless they are not applicable due to their own idiosyncrasies.

7.11. Scope 11. Occupational health. Occupational risk prevention with gender perspective

Objective:

11.1 Carry out preventive actions on occupational risks with gender perspective in the PG-ME area

Measures to achieve the proposed objective:

- 11.1.1 Elaborate and implement an action procedure that establishes the criteria to be applied by prevention and occupational health professionals regarding the integration of gender perspective in preventive policy.
- 11.1.2 Promote the participation of both sexes in the role of prevention delegates and members of the Occupational Health and Safety Committee, so that there is equal representation.
- 11.1.3 Collect and present all data related to occupational health and safety of PG-ME employees disaggregated by gender.
- 11.1.4 In relation to requests for adaptations and/or job changes for health reasons, include gender perspective in the evaluation of occupational risks of the jobs.
- 11.1.5 Incorporate gender perspective in the design and organisation of work spaces and tools in work centres (taking into account the different body dimensions, types of tasks to be carried out, etc.), and monitor the adequacy of all shared spaces and services to the specific characteristics of women and men (changing rooms, toilets, etc.).
- 11.1.6 Take into account women's body morphology when supplying work equipment, personal protective equipment (PPE), tools and uniforms.
- 11.1.7 Assess risk during pregnancy and adapt spaces for pregnant and breastfeeding women to rest.
- 11.1.8 Maternity: during the breastfeeding stage, once you join the service, there is a risk that in a violent or stressful situation the milk may be cut off, or you may receive a blow to the breasts. Therefore, it should be kept in mind (it should be specified whether it should be for the time decided by the woman or whether a suitable time should be decided) that the woman should not go out in the street to avoid dangerous or stressful situations.

- 11.1.9 Breastfeeding: Provide spaces in the work centres with more personnel, where mothers and administrative personnel who provide their services can express breast milk.
- 11.1.10 Emergency replacement of uniforms in cases where women return to work after parental leave.
- 11.1.11 Plainclothes uniform: Deposit the amount of clothing vouchers in the payroll or expand the stores available to redeem clothing vouchers in order to provide the same opportunities for women and men to purchase clothing.

Objective:

11.2 Analyse the gender impact of absences due to health reasons

Measures to achieve the proposed objective:

- 11.2.1 During the first year of the Plan's validity, a study should be carried out to determine the causes of absenteeism due to occupational contingencies and to analyse them by scales and categories separated by gender.
- 11.2.2 Perform a detailed analysis of all the measures in force with respect to the special protection of sensitive personnel according to their life situation and the associated risks, and detect the percentage differences with respect to gender.
- 11.2.3 Record, duly broken down by sex, age, employment and employment relationship, the processes of temporary incapacity, both for common and professional contingencies, in order to identify relevant epidemiological data on the diseases affecting male and female workers, differentiated by sex.
- 11.2.4 Promote specific campaigns and informative and preventive workshops to explain the differences between men and women in terms of health, disease prevention and exposure to occupational hazards.

All actions included in this area should be extended to the support scale unless they are not applicable due to their own idiosyncrasies.

7.12. Scope 12. Prevention and response to sexual harassment and harassment based on sex, sexual orientation and/or sexual identity

Objective:

12.1 Eradicate, through the Protocol for the prevention, detection, action and resolution of situations of sexual harassment based on sex, sexual orientation and/or gender identity, any type of conduct that involves this type of harassment

Measures to achieve the proposed objective:

- 12.1.1 To specifically implement and distribute the Protocol for the prevention, detection, action and resolution of situations of sexual harassment based on sex, sexual orientation and/or gender identity in PG-ME.
- 12.1.2 Edit and distribute material that clearly and briefly indicates the procedure, and carry out the appropriate dissemination so that all PG-ME personnel are aware of it.
- 12.1.3 Promote a follow-up and support group within the Equality and Equity Unit for people who find themselves in situations related to the cases covered by the Protocol and their commands, and offer them the necessary accompaniment.
- 12.1.4 Strengthen the Equality and Equity Unit, and provide this specialised service in gender equality and equity with the maximum training available in order to be a consultation and support reference for all units of the Directorate-General of the Police.
- 12.1.5 Carry out specific continuous training actions, as well as including them in all training courses for access to the different categories of the Mossos d'Esquadra force and also in specialisation courses, on sexual orientation and identities, and to prevent and detect sexual harassment and harassment based on sex, sexual orientation and sexual identity.

Objective:

12.2 Disseminate the Protocol and raise awareness among the entire workforce of the need to be alert and not to be permissive in relation to this issue, which includes gender-based violence

Measures to achieve the proposed objective:

- 12.2.1 Create a space on the Intranet to make the information and procedures foreseen in the current protocol accessible to all personnel.
- 12.2.2 Disseminate the formal channels that the organisation makes available to workers to report situations of harassment of this type.
- 12.2.3 Distribute the assetjament.pgme@gencat.cat email address where one can make inquiries, and report and receive advice on harassment.
- 12.2.4 Include information on the existence of the Sexual and Gender-Based Harassment Protocol..., and the duty to intervene, in the induction manuals for new staff.

Objective:

12.3 Promote effective action in the fight against gender-based violence

Measures to achieve the proposed objective:

- 12.3.1 Publicise the measures provided for in the current regulations in the area of gender-based violence, specifically Instruction AV-IN-012, Monitoring of victims of domestic and gender-based violence.
- 12.3.2 Disseminate the support measures against gender violence in place in the Administration of the Government of Catalonia and, specifically, publicise the telephone number 900 900 120 against gender violence of the Catalan Institute of Women.
- 12.3.3 Update the current protocols for the care and follow-up of victims of gender-based violence, in particular, Operational Instruction AV-IN-012, Follow-up of victims of domestic and gender-based violence.
- 12.3.4 Evaluate the effectiveness of Instruction AV-IN-012, Follow-up of victims of domestic and gender-based violence, with respect to the follow-up of cases

by the regional victim support group (GRAV - Grupo Regional de Atención a la Víctima) for when the victim and/or the alleged perpetrator are members of the PG-ME

12.3.5 Publish on the Intranet, on the ATRI portal, or in other media, informative information on available resources and training programs, and on the general characteristics of situations in which discrimination occurs.

12.3.6 Ensure that the development of the professional career of victims of gender violence is not affected by factors related to the victim's mobility or by leaves, absences or permissions derived from this situation.

12.3.7 Conduct a study of the needs that women victims of gender-based violence may have in their workplace (schedule, accessibility, etc.), and follow up.

All actions included in this area should be extended to the support scale unless they are not applicable due to their own idiosyncrasies.