



Gender Equality Plan (GEP)



EDMAKTUB Association

2025 – 2028

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Introduction

Developing a Gender Equality Plan (GEP) for the EDMAKTUB Association is essential to reinforce your commitment to inclusivity and equal opportunities. Given that women have historically comprised over 80% of your contracted personnel, researchers, and volunteers, it's vital to recognize and build upon this foundation while striving for comprehensive gender equality.

The document aims to evidence the compromise of the association to the gender equality as well as formalize the compromise of gender equality compromise, and non-tolerance of behaviours and practices that disadvantage or have a negative impact for females in the association.

This plan covers 4 consecutive years, from 2025 to 2028.

1. Executive Summary

Organization Overview: The EDMAKTUB Association, founded in 2000 by Dr. Eduard Degollada, is a non-profit organization based in Barcelona. It is dedicated to the scientific study and dissemination of the aquatic environment, with a special focus on cetacean research.

Commitment to Gender Equality: Recognizing the significant contributions of women within our organization, we are committed to fostering an environment that promotes gender equality across all levels of our operations.

2. Organizational Context

Mission and Activities: Our primary objective is to deepen the knowledge of the sea and marine fauna to preserve its richness and biodiversity. We conduct our own research and collaborate with other institutions and research groups.

Current Gender Composition:

Contracted Personnel: 100% women.

Researchers and Volunteers: Over 80% women.

Existing Policies: While our organization has organically maintained a female-majority workforce, we recognize the need to formalize policies that ensure sustained gender equality and inclusivity.

Policies Improvements: The organization will review periodically the legislation and policies in Spain regarding gender equality in order to be able to implement new measures that could benefit the equality of gender.

Analysis of the results: The organisation has scheduled meeting sessions and to evaluate the gender equality situation inside the organisation.

Objectives of the Gender Equality Plan

The Gender Equality Plan has as its main objective areas:

1. Promote a work-life balance and organisational culture.
2. Promote equal opportunities for all genders in leadership and decision-making roles.
3. Ensure equitable participation in all organizational activities and projects.
4. Recognize and leverage the unique capabilities and perspectives that individuals of all genders bring to our mission.
5. Establish measures against gender-based violence including sexual harassment.

1. Promote a work-life balance and organisational culture

The association compromises to promote the gender equality through the sustainable transformation of organisational culture. Acquiring the commitment to treat both women and men equally, including flexible working hours, visibility in the activities carried out as well as in scientific publications and in the media.

2. Promote equal opportunities for all genders in leadership and decision-making roles

The association is committed to continue to maintain an equal presence in leadership and decision-making positions. Ensuring an appearance in these roles based solely on professional merit regardless of gender and following equal decision-making and hiring criteria, always evaluating the possible bias that women can be exposed due to gender discrimination.

3. Ensure equitable participation in all organizational activities and projects

The association undertakes to follow gender equality programmes to ensure gender equality in all projects and activities in which the association participates. Always following an evaluation of people for the different roles and projects based on their professional merits and aptitudes without taking into account gender, always evaluating the possible bias that women can be exposed due to gender discrimination.

4. Recognize and leverage the unique capabilities and perspectives that individuals of all genders bring to our mission

Identifying the different qualities and skills that gender diversity can bring to the vision of the association's projects and philosophy. Emphasising the positive effect of this biodiversity for the prosperity and projection of the association in the fields in which it operates.

5. Establish measures against gender-based violence including sexual harassment

Strict control of possible discrimination and aggressions of a sexual nature that may occur within the association will be followed. Internal evaluations of employees on this subject will be carried out and employees will always be informed of the need to report this type of aggression and discrimination to the president and/or secretary of the association in order to be able to act.

Within the association, this type of behaviour will never be allowed, and once identified, it will be sanctioned by the presence of the person in certain projects that are being carried out and may lead to the termination of their dealings with the association.

Assessment of Current Gender Equality Status

Workforce Analysis:

The organization currently benefits from a predominantly female workforce, which has been instrumental in driving our mission forward.

There is a need to assess if there are any unintentional gender biases or gaps, especially concerning male participation in certain roles.

Organizational Culture:

The existing culture values inclusivity and collaboration.

We aim to ensure that our policies and practices continue to support a gender-inclusive environment, free from discrimination and bias.

Strategies and Actions

To be able to acquire the gender equality objectives the association proposes certain actions that will help to ensure the objectives cited above.

Recruitment and Retention:

- Implement gender-sensitive recruitment practices to encourage applications from underrepresented genders in specific roles.
- Develop mentorship programs that support career advancement for all genders, ensuring diverse perspectives in leadership positions.

Training and Development:

- Conduct regular training sessions on gender equality, unconscious bias, and inclusivity.

- Encourage participation in professional development programs that promote leadership skills across all genders.

Policy Development:

- Establish clear policies addressing gender-based harassment and discrimination, ensuring a safe and respectful workplace for everyone.
- Promote flexible working arrangements to support work-life balance, accommodating the diverse needs of our team members.

Monitoring and Evaluation

To be able to monitor the gender equality status situation and evaluate the viability of the strategies and actions adopted by the organisation in order to comply with the GEP objectives it is important to set methods to be able to perform this monitoring and evaluation process.

The monitoring and evaluation process consists of:

- Set measurable targets and indicators to track progress in achieving gender equality objectives.
- Regularly review and assess the effectiveness of implemented strategies, making adjustments as necessary.
- Solicit feedback from staff and volunteers to inform continuous improvement and ensure that the GEP remains relevant and effective.

Communication and Dissemination

As communication and dissemination strategies, the association will

- Develop a communication plan to share the GEP with all stakeholders, ensuring transparency and collective ownership.
- Promote awareness of the GEP through workshops, meetings, and informational materials.
- Regularly update stakeholders on progress and any revisions to the plan.

Conclusion

This Gender Equality Plan reaffirms the EDMAKTUB Association's commitment to fostering a gender-inclusive environment that values the contributions of all individuals. Encouraging collective responsibility in achieving the outlined objectives, ensuring that gender equality remains a central tenet of our organizational culture.

By implementing this Gender Equality Plan, the EDMAKTUB Association aims to build upon its strong foundation of female participation, ensuring that all genders are equally represented, valued, and empowered within the organization.

Initial report

The initial report has been generated by an evaluation carried out while creating the Gender Equality Plan. It took into account the last 6 years of data referred to the EDMAKTUB Association, evaluating the gender participation in projects that has been carried out in the association as well as in the association board.

The Fin Whale Project

The Fin Whale Project has been the main project carried out by the EDMAKTUB Association for the last 10 years. Its main goal is to study the presence of fin whales in the Catalan coast.

Each year the association has been incorporating a new team composed of students and researchers from different areas to be able to perform the project.

Below is a graph showing the proportion of men and women who have participated in the project over the last 6 years (Figure 1).

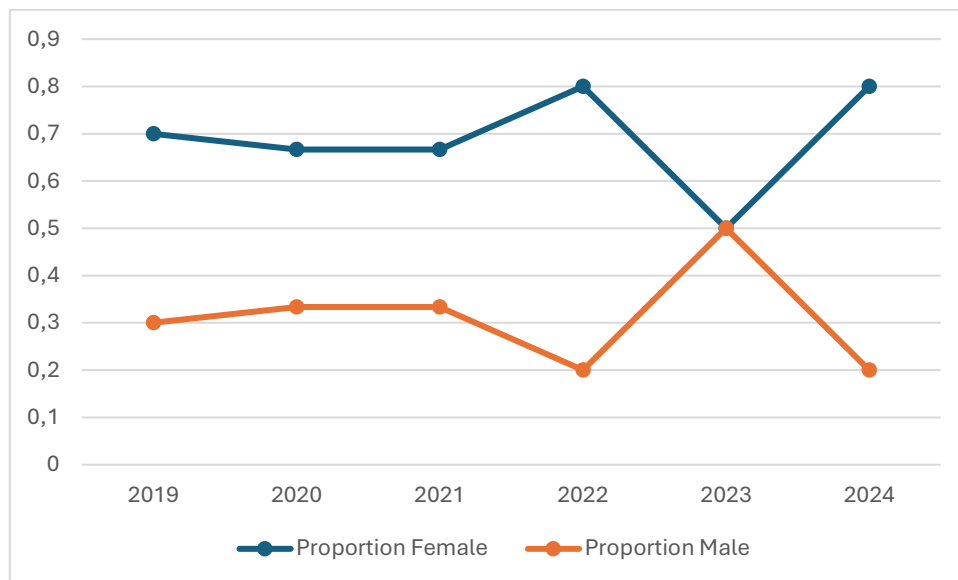


Figure 1. Female and Male proportion along the last 6 Fin Whale Project seasons.

The SACET Project

The South Atlantic Cetacean Project, named as SACET Project, was performed on 2019. This project was a preliminary project which aimed to study the amount of microplastics in the south Atlantic Ocean as well as the cetacean presence, specially focused on the area of Cape Verd and Gulf of Guinea.

Below there is a graph showing the proportion of male and female that composed de team (Figure 2).

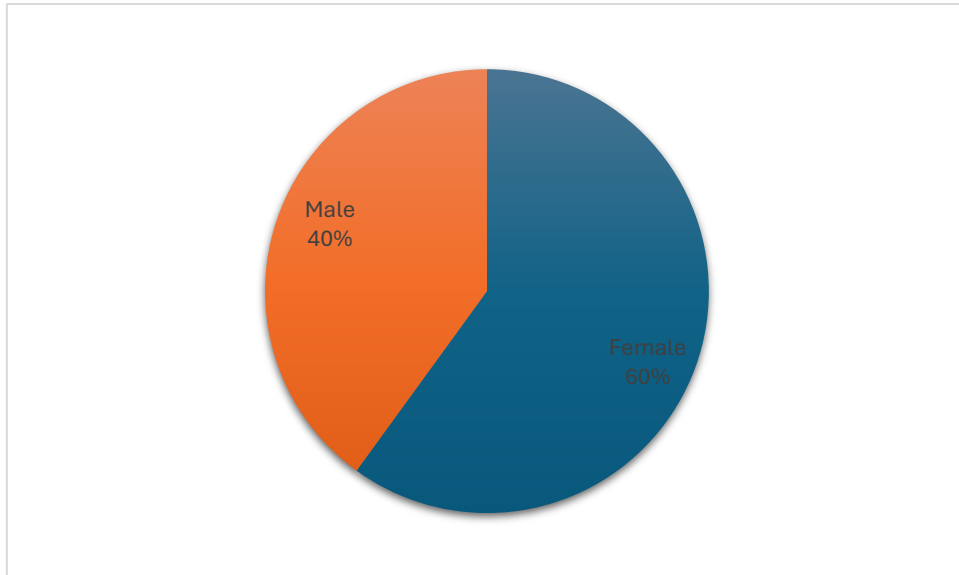


Figure 2. Proportion of male and female that participate in the SACET Project in 2019.

EDMAKTUB Board

The EDMAKTUB Board represents the main leadership and decision-making organism of the association. In recent years, the board members have been maintained, ratifying the board after its 4-year term. The gender composition of the board is represented in Figure 3.

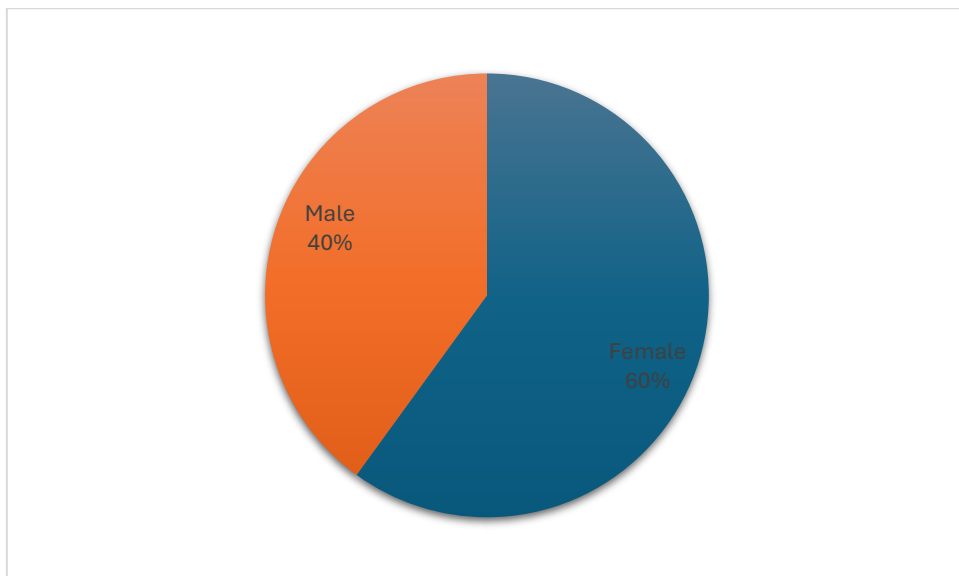


Figure 3. Proportion of male and female that compose the board of the EDMAKTUB Association since 2019.

So far, no gender-based violence or discrimination has been reported by any member of the association.

To formalise this GEP, this action plan is signed by the President and maximum representative of the Association, Dr. Eduard Degollada Bastos.



Dr. Eduard Degollada Bastos
President of the EDMAKTUB Association