

## **COMMITMENT AND PLAN OF EQUALITY SOM – FUNDACIÓ CATALANA TUTELAR**

---

**Som – Fundació Catalana Tutelar** declares its commitment to the settlement and development of policies that integrate the equality of treatment and opportunities among women and men, without discriminating direct or indirectly for reason of sex, as well as to promote and encourage the measures to achieve the real equality in our organisation. In order to achieve this, the equality among women and men is established as an strategic plan of our organised policy and Human Resources, according to the definition of the above mentioned principle that establishes the *Organic Act 3/2007*, of March 22nd, for the effective equality among women and men that states literally that :

*“The principle of equality of treatment among women and men supposes the absence of total discrimination, either direct or indirect, for reason of sex, and, specially, those derived from motherhood, assumption of family obligations or civil state”*

This definition has been subsequently confirmed by the *Organic Act 17/2015*, of 21 July, of effective equality of women and men, passed by the Parliament of e Catalunya.

In all the fields where the action of this entity is developed, from the selection to the promotion, as well as the salary policy, training, working conditions and occupation, occupational health, planning of the working time table and conciliation, we assume the principle of equality of opportunities for everybody, irrespective of sex, considering specially indirect discrimination that we define with the same terms as in the article 6.2 of the state legislation as article 2.1 of the Catalan legislation, above mentioned:

*“The law considers indirect discrimination for reason of sex the situation in which a provision, criterion, or practice, apparently neutral, puts two persons of one sex in a particular disadvantage in relation to the other persons of a different sex, unless that provision, criterion or practice are objectively justified in attention to a legitimate finality and the means to achieve that finality are the necessary and adequate”.*

The enunciated principles are put in practice by means of the implementation of a Plan of Equality and approved by a commission composed by the delegates of the company and the workers chosen by all the workers of the company, arbitrating the corresponding systems of monitoring, with the finality of advancing in the consecution of the real equality among women and men at the entity, and by extension, to the whole society.

Barcelona, June, 6<sup>th</sup>, 2017