

**Our Normative / Legislative Framework**

EU Regulation N° 1303/2013 European Parliament, December 17  
2013 - Art. 7

Guiding principles: INTERREG VA Spain-France-Andorra POCTEFA  
2014-2020 Version 2.2 approved by the European Commission  
08/17/2016 - P.8

**Internal regulations of each institution:**

Gender equality and diversity plan (BSC)

Equality Plan (UB)

Equality Plan (BCAM)

Charter for Equal Opportunities and Gender Equality (INRIA)

Adhere to PIXIL Equality Plan (POLE AVENIA)

Adhere to PIXIL Equality Plan (RTS)

To contact the Equality Committee:

[pixil.equality@bsc.es](mailto:pixil.equality@bsc.es)

Equality Committee  
María Emilia Becerro  
Magdalena Strugaruru

The project has been 65% cofinanced by the European Regional Development Fund (ERDF) through the Interreg V-A Spain-France-Andorra programme (POCTEFA 2014-2020). POCTEFA aims to reinforce the economic and social integration of the French-Spanish-Andorran border. Its support is focused on developing economic, social and environmental cross-border activities through joint strategies favouring sustainable territorial development.



## Horizontal principles of equality

\* EQUAL OPPORTUNITIES AND  
NONDISCRIMINATION

\* EQUALITY BETWEEN MEN AND WOMEN



# Los principios de PIXIL

*El principio de no discriminación requiere la igualdad de trato de un individuo o grupo, independientemente de sus características particulares.*

- Provide equal opportunities for women and men in the elaboration and execution of all the actions developed within the project.
- Promote equal opportunities at all organizational levels.
- Facilitate the balance between professional, personal, and family aspects for all project participants.
- Remove and prevent any discrimination by sex, age, race, or physical condition.
- Eradicate the concept of a hierarchy established by gender difference.
- Eradicate any type of sexual, labor, or any other type of harassment at work.



The Equality Committee sets its objectives by:

- Guaranteeing the principle of equality, the Committee being its observatory.
- Ensuring a healthy and respectful environment that enables PIXIL members to prosper both professionally and personally.
- Generating tools for immediate solutions, if inequalities are observed and/or reported.

What do we promote?

- Incorporate gender equality principles in all project actions.
- Organize professional training, courses and activities that allow reconciliation of work and family life.
- Adopt non-sexist communication strategies.
- Make all events accessible to people with disabilities.
- Acknowledge and encourage the incorporation of vulnerable groups in the labor market