

Our Normative / Legislative Framework

EU Regulation No. 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)

Edhieren to PIXIL Equality Plan (POLE AVENIA)

Edhieren to PIXIL Equality Plan (RTS)

To contact the Equality Committee:

pixil.equality@bsc.es

Equality Committee

María Emilia Becerro

Magdalena Strugaru

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 NON-DISCRIMINATION

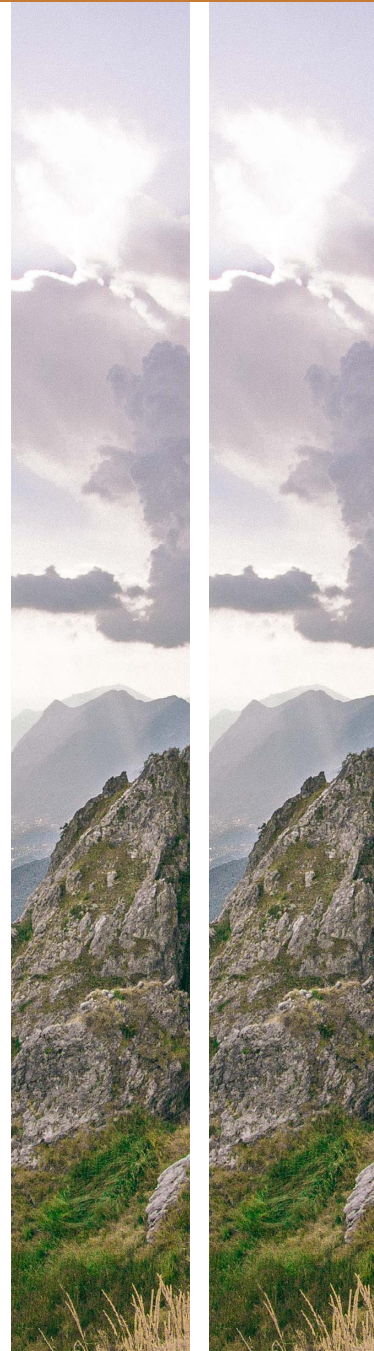
* EQUALITY BETWEEN MEN AND WOMEN



The principles of PIXIL

The principle of non-discrimination requires equal treatment of an individual or group, regardless of their individuals characteristics .

- 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