

# EQUALITY PLANS



Co-funded by  
the European Union

Location: **Spain**

Stakeholders: **Social partners, companies and government**

Main Objective: **Require companies to promote gender equality through a regulatory framework.**



**Phase 1. Launch of the process of drawing up the equality plan:** Communication and opening of negotiations and constitution of the negotiating committee.

**Phase 2. Diagnosis:** compilation and analysis of quantitative and qualitative data to determine the degree of integration of equality between women and men in the company.

**Phase 3. Design, approval and registration of the equality plan:** definition of objectives, design of measures, establishment of monitoring and evaluation indicators, implementation schedule, approval and registration of the plan.

**Phase 4. Implementation and monitoring of the equality plan:** verification of the degree of development and fulfilment of the measures and evaluation of results.

**Phase 5. Evaluation of the equality plan:** assessment of the degree to which the objectives have been achieved, the results and the impact the plan has had on the company.

Required for companies with **50 or more employees**, or when established by collective agreement or labour authority.

Process involves **five phases** from launch to evaluation: workers' representatives and/or trade unions participate **in all phases**.

**Phase 1. Launch of the process of drawing up the equality plan:** Communication and opening of negotiations and constitution of the negotiating committee.

**Phase 3. Design, approval and registration of the equality plan:** During the design of the equality plan, the trade unions participate in the definition of objectives, specific measures and implementation schedules.

**Phase 4. Implementation and monitoring of the equality plan:** in this phase, the unions work together with the company to ensure that the established measures are carried out as planned. They also act as intermediaries to resolve any conflicts or difficulties that may arise.

**Phase 5. Evaluation of the equality plan:** The trade unions participate in the periodic evaluation of the equality plan, analysing the results obtained and proposing improvements to address new needs or challenges.

Spanish Equality Plans are a best practice in inclusive policymaking. They require continuous involvement of trade unions across all five phases – design, implementation, and evaluation – ensuring gender equality measures are co-created, effectively applied, and constantly improved. This approach goes beyond compliance to foster real inclusion and diverse workplaces.