

1. PREAMBLE

The CTTC currently has around 30 staff members, mainly comprising administrative and support staff, technicians, engineers, project managers and department heads.

The current breakdown of staff is as follows:

- **52% women**
- **48% men**

This broadly balanced breakdown is a positive development. However, it must not lead us to take equality for granted. The periodic analysis examines the distribution of women and men across job roles, levels of responsibility, recruitment, career progression, pay and access to decision-making positions.

2. PURPOSE OF THE GENDER EQUALITY PLAN

The CTTC's Gender Equality Plan has six main objectives:

- To ensure equal treatment for women and men.
- To prevent gender-based discrimination, stereotypes and bias.
- To promote equality in recruitment and career progression.
- To ensure equitable access to positions of responsibility and management roles.
- To foster a respectful working environment that supports a healthy work-life balance.
- To progressively integrate the gender dimension into R&D, innovation and technology transfer activities where relevant.

This last aspect is consistent with the approach taken by Horizon Europe, which regards the integration of the gender dimension into the content of research and innovation as a distinct issue from the mere representation of women and men within teams.

3. GOVERNANCE

The Gender Equality Plan falls under the responsibility of the Direction of CTTC, which ensures its implementation, allocates the necessary resources, periodically reviews the results and ensures its integration into the CTTC's CSR approach.

The CSR Manager is in charge of the Plan. She/he coordinates it, organises the collection of indicators, proposes actions, monitors progress, prepares periodic reports, and acts as the point of contact for staff.

The CSR Executive Committee is also responsible for monitoring the Gender Equality Plan.

4. IMPLEMENTATION OF THE PLAN

The key areas of focus are as follows:

- Equality in recruitment
- Equality in career progression and access to leadership roles
- Equal pay
- Skills development

- Work-life balance
- Prevention of discrimination, sexism and harassment
- Mapping of existing measures
- Raising staff awareness of bias
- Gender and R&D / technology transfer activities
- Communication and internal culture

For each area of focus, actions are planned and relevant, measurable monitoring indicators are recorded periodically. These indicators are linked to pre-defined objectives, and corrective actions are implemented in the event of significant deviations.

A report is produced and incorporated into the CSR reporting.

5. PLANNING

The Gender Equality Plan covers a three-year period, from 2027 to 2029. It will come into effect in November 2026. It will be rolled out in three phases and will be monitored annually:

1. Assess and structure
2. Roll out
3. Evaluate and improve