

Support service for businesses

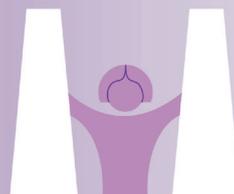
TO PROMOTE THE EQUALITY OF WOMEN AND MEN

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EMAKUNDE

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INSTITUTO VASCO DE LA MUJER

Erakunde Autonomiaduna

Organismo Autónomo

EUSKO JAURLARITZA



GOBIERNO VASCO

EQUALITY OF WOMEN AND MEN IS A MUST FOR INNOVATION AND ECONOMIC GROWTH

Businesses are key agents for promoting conditions to facilitate equality between employed people and to remove the barriers that prevent this in the day-to-day activities of their organisation. Incorporating equality in management is an important element of innovation that contributes to:

- Reviewing all the processes of the organisation and the products and services that it provides from another perspective.
- Incorporating new values and taking into account the potential of all the people in the organisation.
- Promoting greater social justice and encouraging more egalitarian models.

In fact, the most economically developed countries are the countries with the highest levels of equality between women and men.

WHAT FORM DOES THE SUPPORT OF BUSINESSES BY EMAKUNDE TAKE?

01 INFORMATION AND ADVICE

Emakunde informs and advises business entities through studies, training sessions, guides and other methodological tools to faci-

litate the design of equality measures in the organisations. All of this is available at the web.

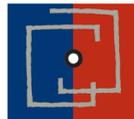
02 FINANCIAL SUPPORT THROUGH GRANTS

Emakunde supports the implementation of equality plans in companies through an annual call for applications for support for hiring an approved consultant to carry out a diagnosis and a plan for the equality of women and men. Grants can be applied by companies or private organisations based in the BAC that:

- **Are not owned or controlled by the public administration.**
- **Hire the technical assistance from an approved consultant.**
- **Are committed to achieving the recognition of Collaborating Entity for the Equality of Women and Men.**

03 CERTIFICATION OF COMMITMENT TO EQUALITY: HOW TO BECOME A COLLABORATING ENTITY

emakumeen eta gizonen
berdintasunerako
lankidetzara erakundeak



entidad colaboradora
para la igualdad de
mujeres y hombres

Emakunde recognizes organizations that carry out actions to promote equality in the organisation. Requirements to opt for recognition as a Collaborating Entity for the Equality of Women and Men:

- **To carry out its activity in the territory of the BAC.**
- **To hold management and administration of the entity in the BAC.**
- **To provide a diagnosis and plan of action on equality which have been communicated to all the staff.**
- **To have established specific measures to prevent and deal with sexual harassment and harassment based on sex.**

Applications are welcomed at any time throughout the year.

04 APPROVAL OF CONSULTANTS FOR TECHNICAL ASSISTANCE TO COMPANIES

Emakunde approves consultants for the provision of technical assistance on equality to companies and organisations. Requirements:

- **To have at least one workplace in the BAC under a business name.**
- **To provide consulting services to other companies.**

- **To have at least one person accredited as an Equality Agent by a university or public administration with a permanent contract.**
- **To have been recognised as a Collaborating Entity for Equality.**
- **To submit a project documenting the assistance and advice to be provided.**

Applications for approval can be made at any time throughout the year.

05 PARTICIPATION IN NETWORKS OF COMMITTED COMPANIES

Emakunde promotes and supports the creation of networks of companies committed to equality. Both the Network of public companies and the BAI SAREA Network of Collaborating Entities for Equality are spaces to share, discuss, receive training and multiply the impact on equality in the participating companies.



Berdintasunean
Aukerak Indartzen