

## **EQUALITY PLAN**

**ANDALUSIAN PUBLIC FOUNDATION**

**EL LEGADO ANDALUSÍ**

**IN-HOUSE INSTRUMENTAL ENTITY (medio propio personificado under  
Spanish law)**

**Validity: 2026–2029**

**Ministry of Culture and Sport**

**Regional Government of Andalusia**

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### EQUALITY PLAN

Andalusian Public Foundation El legado andalusí  
In-house instrumental entity (FPA ELA MPP)

Validity: 2026–2029

Scope of application: Entire workforce  
Supervising authority: Ministry of Culture and Sport  
Regional Government of Andalusia

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## 1. INTRODUCTION

Equality between women and men constitutes a fundamental principle of the legal system and an essential value for the social, economic and organizational development of public administrations. In this context, the Andalusian Public Foundation El legado andalusí, Designated In-House Providing Entity (hereinafter, El legado andalusí Foundation), undertakes the commitment to integrate gender equality as a cross-cutting principle within its internal management and human resources policies.

This Equality Plan is conceived as a strategic planning instrument aimed at ensuring equal treatment and opportunities for women and men, preventing any form of discrimination on the grounds of sex, and promoting a respectful, inclusive and co-responsible working environment.

Furthermore, the Plan seeks to contribute to the improvement of the working environment, to the optimization of the skills and potential of the entire workforce and, consequently, to enhancing the quality of the public service provided by the Foundation.

## 2. LEGAL STATUS AND INSTITUTIONAL FRAMEWORK

The Public Andalusian Foundation El legado andalusí, acting as an in-house providing entity (medio propio personificado), was established by public deed executed before the Notary of Granada, Mr. Santiago Marín López, on 18 February 1996. Its founding deed was subsequently amended by public deed dated 9 October 1998.

El legado andalusí Foundation is registered in the Andalusian Register of Foundations under number GR/674. It has its own legal personality and full legal capacity to act and may conduct all actions necessary to fulfil the purposes for which it was created, in accordance with the applicable legal framework.

The Foundation has the status of an in-house providing entity and is attached to the Regional Ministry of Culture and Sport of the Regional Government of Andalusia (Junta de Andalucía). It conducts its activities within the Autonomous Community of Andalusia.

### **3. APPLICABLE LEGAL FRAMEWORK**

This Equality Plan has been drawn up in accordance with national and regional legislation on equality, as well as the specific regulations applicable to public foundations, including in particular:

- ✓ Spanish Constitution, Articles 9.2 and 14.
- ✓ Organic Law 3/2007 of 22 March, on the Effective Equality of Women and Men.
- ✓ Law 12/2007 of 26 November, on the Promotion of Gender Equality in Andalusia.
- ✓ Law 10/2005 of 31 May, on Foundations of the Autonomous Community of Andalusia.
- ✓ Law 50/2002 of 26 December, on Foundations.
- ✓ Law 49/2002 of 23 December, on the Tax Regime for Non-Profit Entities and Tax Incentives for Patronage.
- ✓ Basic Statute of Public Employees.
- ✓ Regional regulations on work–life balance, occupational risk prevention and harassment.

### **4. FOUNDING PURPOSES**

In accordance with its Statutes, El legado andalusí Foundation pursues the following founding purposes:

- a) To promote culture, encourage tourism and stimulate the socio-economic structures of Andalusia through knowledge and understanding of Al-Andalus.
- b) To develop economic, scientific, and cultural research lines related to the civilization of Al-Andalus.
- c) To disseminate and enhance the historical and artistic heritage of Al-Andalus through the Routes of El legado andalusí and exhibition programmes designed to facilitate public access to this cultural legacy.

- d) To strengthen cooperative and collaborative relations with Arab countries.
- e) To undertake any other activities that contribute to the fulfilment of its founding purposes.

The implementation of these objectives is guided by principles of equality, inclusion, respect for diversity and social responsibility.

## 5. INSTITUTIONAL COMMITMENT TO EQUALITY

Equality between women and men constitutes a **strategic and cross-cutting principle** guiding the Foundation's actions. El legado andalusí Foundation reaffirms its determined commitment to adopting effective measures aimed at achieving real and substantive equality, as well as eliminating any form of direct or indirect discrimination on the grounds of sex.

The Equality Plan is conceived as a tool designed to:

- Ensure equal treatment and equal opportunities in access to employment, professional promotion and training.
- Promote work–life balance from a perspective of shared responsibility.
- Prevent and address sexual harassment and harassment on the grounds of sex.
- Foster an organizational culture based on respect, fairness, and participation.

## 6. SITUATIONAL ANALYSIS

The equality diagnosis forms the basis of the Plan and makes it possible to identify potential imbalances, areas for improvement and priority lines of action.

### 6.1 Workforce Composition

The analysis of the workforce will be conducted using sex-disaggregated data, considering variables such as professional category, type of employment relationship and level of responsibility.

	2025			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Director		1,00	1,00		1,00	1,00
Head of Area		5,00	5,00		5,00	5,00
Mid-Level Technician I	1,00	4,00	5,00	1,00	4,00	5,00
Mid-Level Technician II	2,00	2,00	4,00	2,00	2,00	4,00
Assistant Technician	1,00		1,00	1,00		1,00
Interpreter-Information Officer		3,00	3,00		3,00	3,00
<b>TOTALES</b>	<b>4,00</b>	<b>15,00</b>	<b>19,00</b>	<b>4,00</b>	<b>15,00</b>	<b>19,00</b>

## 6.2 Access to Employment and Recruitment

Recruitment and hiring procedures will be analyzed, assessing the use of objective criteria, the language used in vacancy announcements and the composition of selection panels, in order to ensure equal opportunities.

## 6.3 Promotion and Professional Development

The diagnosis will examine internal promotion mechanisms and professional development processes, assessing the possible existence of vertical or horizontal segregation and the application of transparent and non-discriminatory criteria.

## 6.4 Training

Access to training activities will be reviewed, including the suitability of the training offer and the incorporation of specific content on gender equality and the prevention of harassment.

## 6.5 Work–Life Balance and Shared Responsibility

The use of available work–life balance measures — such as leave arrangements, reduced working hours or flexible working time — will be analyzed, assessing possible differences in their use between women and men.

## 6.6 Prevention of Sexual Harassment and Harassment on the Grounds of Sex

The existence, updating, and level of awareness of protocols for the prevention of and response to harassment will be reviewed, as well as the communication and reporting channels available. In this regard, the **Regional Government of Andalusia (Junta de Andalucía)** has established a **Protocol for the Prevention of and Action against Workplace Harassment, Sexual Harassment, and Harassment on the Grounds of Sex or Other Discrimination** within the Andalusian Public Administration. This **protocol was approved and ordered to be published by Resolution of the General Secretariat for Public Administration** and forms part of the obligations imposed on public administrations under equality legislation. <https://short.do/jc8dQh>

Specifically:

- **Organic Law 3/2007** (<https://short.do/ktnMeD>) and **Law 12/2007 on Gender Equality in Andalusia** (<https://juntadeandalucia.es/boja/2007/247/1>) require public administrations to implement action **protocols including preventive and protective measures** against sexual harassment and harassment on the grounds of sex, ensuring confidentiality, prompt handling of procedures, and protection of victims.
- By Agreement of the General Negotiating Committee of the Regional Government of Andalusia (13 February 2020), the **Protocol for the prevention of and action in cases of workplace harassment, sexual harassment and harassment on the grounds of sex or other discrimination** within the Administration of the Regional Government of Andalusia was established. Its publication was ordered by Resolution of 3 March 2020. [https://short.do/bc\\_xY](https://short.do/bc_xY)
- Furthermore, on **11 March 2025**, the **application form for prevention and intervention in cases of workplace harassment, sexual harassment, and harassment on the grounds of sex or other discrimination** within the Administration of the Regional Government of Andalusia was approved and officially published in the Official Gazette of the Regional Government of Andalusia (BOJA), as part of the protocol's operational framework. <https://short.do/sjZOy2>

## 7. OBJECTIVES OF THE EQUALITY PLAN

### General Objective

To ensure effective equality between women and men within El legado andalusí Foundation, integrating a gender perspective into all internal management policies and practices.

### Specific Objectives

- Promote a balanced representation of women and men at all levels of the organization.
- Ensure that recruitment and promotion processes are free from gender bias.
- Foster training and awareness-raising initiatives on equality.
- Encourage work–life balance and shared responsibility.
- Prevent and address sexual harassment and harassment on the grounds of sex.

## 8. MEASURES AND ACTIONS

The Equality Plan will include concrete, measurable, and time-bound actions, which include:

Area	Measure	Responsible	Timeline	Indicator
Recruitment	Review language and criteria in job postings	HR	Annual	% of postings reviewed
Promotion	Ensure objective and transparent criteria	HR	Annual	Number of promotions
Training	Mandatory equality training	HR	Annual	% of staff trained
Work-life balance	Dissemination of shared-responsibility measures	HR	Annual	% by gender
Harassment	Actualización y difusión del protocolo	HR	Annual	Current protocol in place

## 9. MONITORING AND EVALUATION

A Joint **Equality Committee**, composed of two specialists from El legado andalusí Foundation, will be established to monitor, evaluate, and update the Plan. The Committee will prepare periodic reports to assess the degree of achievement of the objectives and, where appropriate, propose corrective measures.

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## 10. DURATION

This Equality Plan will remain in effect for **four years** from its approval by the competent governing body of the Foundation, with intermediate evaluations conducted annually.

## 11. CONCLUSION

The Equality Plan of the Public Andalusian Foundation El legado andalusí, acting as an in-house providing entity (medio propio personificado), represents a key tool for advancing toward a more equitable, efficient organization committed to the values of equality and public service that guide its actions.