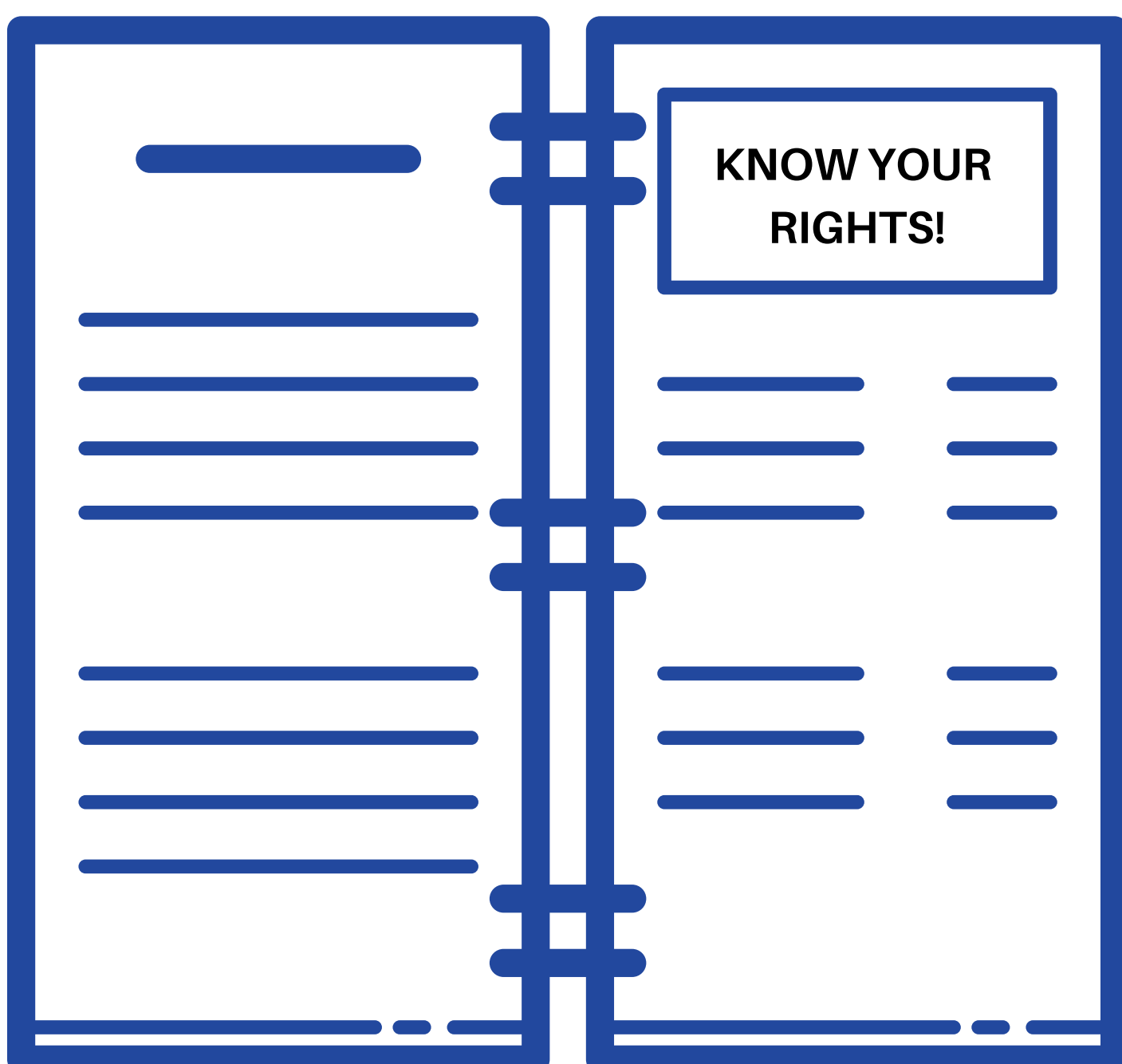
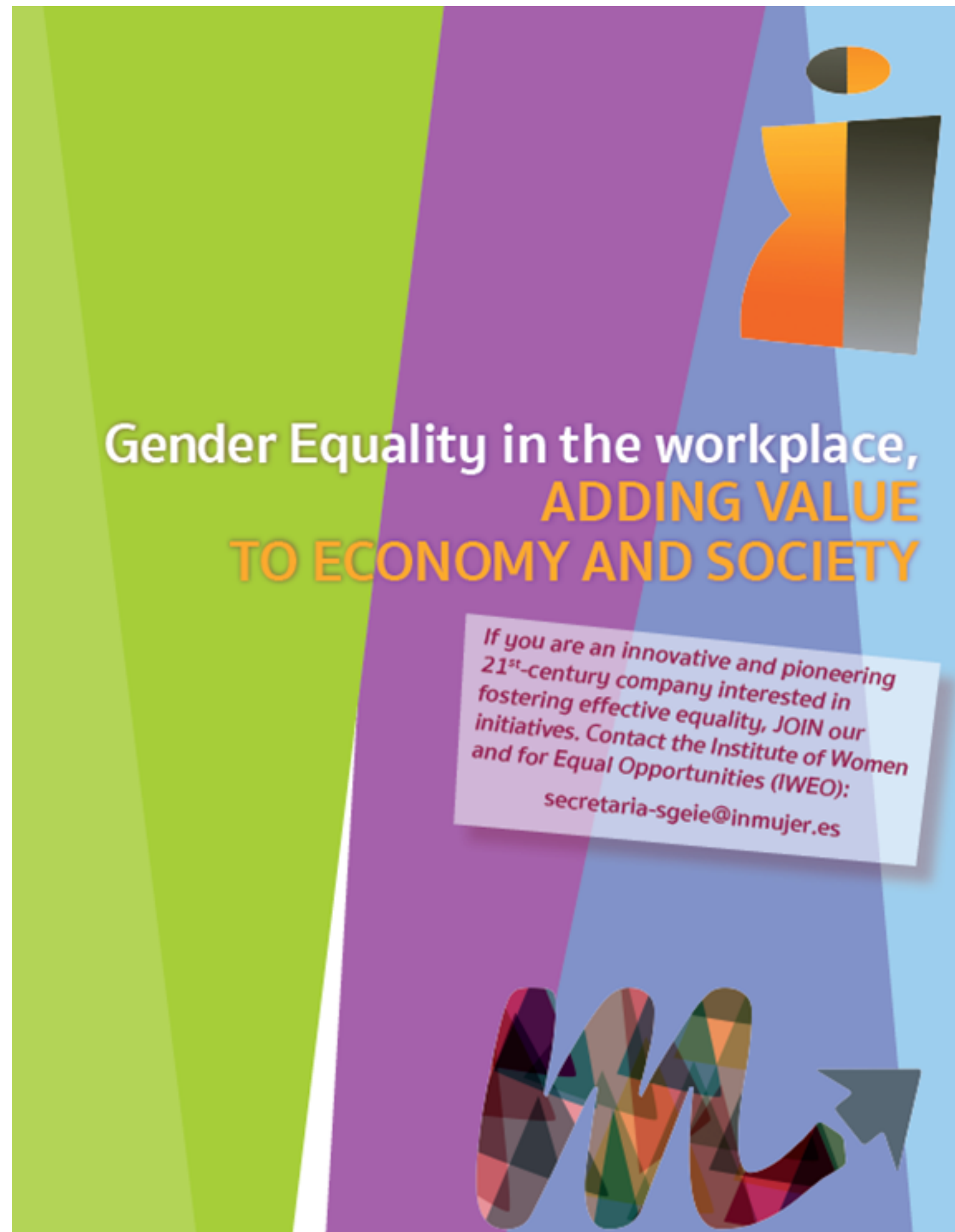


In 2015, the Institute of Women elaborated a reference manual to support companies with the definition and implementation of specific procedures to prevent and combat sexual harassment and harassment based on sex at the workplace. The tools elaborated in 2015 are being revised in 2019 to make them more practical for companies, instead of a manual to support the elaboration of a specific company protocol, companies will have a concrete protocol to combat sexual harassment and harassment based on sex, that easily adapts to different situations. The new Protocol will serve as an awareness raising instrument as well as a practical tool to be implemented in companies and other organisations, especially for small and medium-sized enterprises (SME). It will contain a **clear definition of conducts and situations that may constitute sexual harassment and harassment based on sex**, the procedure to channel possible cases, applicable sanctions and other legal consequences. Companies will be able to directly adapt it to their specific structure, resources and needs and/or negotiate it with worker's legal representation (when available). The Institute of Women free Technical Advisory Service also supports companies in this endeavour. The new protocol will also support SMEs to comply with new regulation published in March 2019 that obliges companies with more than 50 employees to implement gender equality plans which have to include measures to prevent sexual harassment and harassment based on sex. The Institute also produced an awareness raising leaflet for workers including information on their rights and how to exercise them.

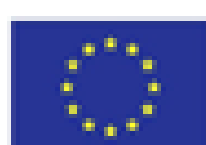


Impact

The Reference Manual to support companies in the definition and implementation of specific procedures to prevent and combat sexual harassment and harassment based on sex at the workplace has registered more than **41,000 downloads** from our website between January 2015 and July 2019. The new protocol is envisaged to have a higher impact in a shorter period due to the fact that it has been requested by the SMEs which represent more than **90% of the Spain's business market**. Additionally, it is envisaged to be implemented, in a pilot phase, with more than **400 companies** that are currently registered at the Institute of Women technical Advisory Service. The protocol might be used by **1.349.325 companies** already registered at the Spanish Social Security with an indirect impact in **14.303.326 workers** according to June 2019 statistics of the Ministry of Labour, Migrations & Social Security. Additionally, the savings for companies regarding the administrative burden associated to the implementation of the protocol, if all the companies will use it, has been estimated in more than **40.000.000€**.

More Info:

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