

## **EQUALITY PLANS AND THEIR URGENT IMPLEMENTATION**

Royal Decree 901/2020, of 13 October, regulating Equality Plans The Royal Decree 901/2020, of 13 October, regulating Equality Plans and their registration (hereinafter, "RD 901/2020"), was passed in order to comply with the provisions of Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation (hereinafter, "RD-Law 6/2019"). The latter extended the obligation to approve Equality Plans to all companies with 50 or more employees - subject to a transitional period -, modified the mandatory content of the Equality Plans, scheduled the creation and regulation of the register of Equality Plans and provided for the regulatory development of certain matters.

Royal Decree 901/2020 came into force three months after its publication in the Official State Gazette, i.e. on 14 January 2021, and provides for a transitional regime for the Equality Plans in force up to that date, which must be adapted within the period set for their revision and, in any event, within a maximum period of twelve months, starting on 14 January 2021, following prior negotiation.