

SESSION 3

Useful definitions

- **Sustainability and people:** Sustainability that seeks to promote relationships between individuals and the collective use of the common, combining economic growth and respect for the environment with social welfare, promoting the maintenance and creation of employment, protecting the safety and health of people, ensuring reducing poverty and inequalities, and avoiding situations of social exclusion.
- **Social sustainability:** Social sustainability in companies refers to the actions that support the development of a company in harmony with its environment and specifically, with people.
- **Corporate Diversity:** Diversity in the workplace means that a company's workforce is made up of employees of different genders, ages, religions, races, ethnicities, cultural backgrounds, sexual orientation, religion, languages, education, skills, etc. The concept of corporate diversity has much more potential for the company but it is still to be explored, exploited and highly conditioned by the presence of situations of discrimination, segregation and social exclusion in our recent history and, currently, as a cultural heritage in some cases or as a reality in others. As a consequence, corporate diversity at the moment in which we find ourselves needs to be complemented with strategies of inclusion and promotion of equity in companies and also in society.
- **Universal Accessibility:** Universal accessibility is that condition that environments, processes, goods, products and services must meet so that all people can participate autonomously and with the same opportunities. It responds to the needs of people with disabilities, but not only to them, since it makes use and enjoyment more comfortable and easy for anyone.
- **Universal accessibility objective:** The main objective pursued through universal accessibility is to advance equal opportunities and social and labor inclusion by incorporating an inclusive approach into design strategies that ends any barrier that hinders the participation of some people in the different areas. of our society (communication and human relations, education, employment, leisure, culture,...).
- **Gender pay gap:** The gender pay gap, defined in its simplest form, refers to the difference between the average wages of men and women expressed as a percentage of male wages.

It is important to distinguish the wage gap from wage discrimination. The latter is the difference between the wages of a man and a woman who carry out the same job and is prosecuted by law.

- **Labor flexibility:** When we speak of labor flexibility we refer to the rationalization of work, to productivity, to finding a balance between the interests of the person and those of the company. And it is that all these qualities have the same purpose, to reconcile personal life with professional life. The company offers its workers the possibility of deciding some of the characteristics of their job, such as the possibility of working remotely or flexible hours adapted to their needs.
- **Salary flexibility:** this type of labor flexibility consists of offering variable remuneration to workers not linked to their job. It depends on other important variables like your effort or your performance.
- **Flexibility in the workspace:** the company offers its employees the possibility of working from other spaces. It is not necessary to work from the company premises. It is what we commonly know as telecommuting when we work from home or Smart Working when we work remotely from another place.
- **Functional flexibility:** in this type of labor flexibility, employees are not tied to a specific job. Work teams are designed based on the skills of each person and according to the tasks necessary to meet the set objective.
- **Workforce flexibility:** allows employees to be adjusted based on the economic situation or the circumstances that are taking place at that time. It also offers the possibility to change the
- **Corporate volunteering** can be defined as the set of actions promoted by a company, in which its employees participate, altruistically, in beneficial activities for society as a whole. Volunteering initiatives can be of a very diverse nature: environmental, social, cultural, etc. Regardless of this, the important thing is the contribution of value to society and to the people who make it up.
- **Youth unemployment:** Spain leads the list of youth unemployment in the European Union. This is reflected in the report published on Tuesday by Eurostat, the European Statistical Office: 29.6% of young people under 25 are unemployed, the worst figure of the 30 countries that make up the list. Spain is followed by Greece, with a youth unemployment rate of 27.2%, and Italy, which reaches 24.5%. They are the three countries with the worst data on youth employability.
- **Talent development:** Talent development is the set of initiatives that are adopted in a company with the intention of promoting the professional growth of its staff. This strategy seeks to train employees to take on new roles and grow within the company.

- **Training:** Training is a key asset in the organizational culture of a company. The main reason is how fast markets change and evolve. What works today may be totally obsolete tomorrow. Therefore, establishing continuous training processes helps the workforce to remain up-to-date and quickly adapt to new developments that may arise.
- **Occupational health and safety:** Occupational safety is understood as the set of techniques and procedures that aim to avoid and, where appropriate, eliminate or minimize the risks that can lead to the materialization of accidents at work, that is, avoid injuries and the acute effects produced by dangerous agents or products.
- **Occupational well-being:** Occupational well-being is the term with which we refer to a situation of balance between all the aspects that condition the opinion that an employee forms about his work environment. The greater the feeling of well-being, the better the worker's willingness to fulfill their obligations. There is, therefore, a direct relationship between this concept and productivity at work .
- **Social action:** When we speak of "Social Action" we are referring to the use of human, technical or financial resources to help the least favored groups in society, such as the disabled, inhabitants of underdeveloped countries, the elderly, drug addicts, youth... social action is neither confused with nor is it the fundamental part of Corporate Social Responsibility