

**2022-2025**

**GENDER  
EQUALITY  
PLAN**



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# INTRODUCTION

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Our strategy on gender equality originates from our actions and work over more than 10 years on equality in the workplace and revolves around our objective of creating a gender-responsive culture that understands gender equality as a core value, through the actions undertaken on a day-to-day basis by **Tehnopol Association of Galați**.

This Gender Equality Plan (GEP) spells out the organization's plan to achieve this goal, its scope and the strategic objectives we want to achieve over the next three years. It is intended to be an evolving document that will be updated regularly to accommodate new actions and developments.

# STATEMENT

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The promotion of **gender equality** and **equal opportunities** has been an important topic for **Tehnopol Association of Galați** since the beginning, guaranteeing a gender balance both at the organizational level and within the activities promoted.

Indeed, gender considerations are crucial both to the vision and to the mission achievement for **Tehnopol Association of Galați**.

We consider equality to be a part of the Association's daily job and an essential part of building a fair and sustainable future for the social economy.

Currently, precisely 50% of our staff are women. To progress gender equality further, we must also continue to challenge the beliefs and attitudes that may sometimes be undermining progress.

**Tehnopol Association of Galați** is aware of the generalized need of expanding its focus on workplace flexibility and being innovative in how it may aid in the overcoming of the barriers that gender diverse individuals face.

This equality plan acknowledges that gender equality relates to the nondiscrimination and protection of fundamental human rights. With that in mind, we also recognize that gender is not always perceived as binary, that various gender identities apart from men and women may exist, and that people with many of these gender identities face systematic discrimination and violence that is varied in its nature.

As such, the association supports the equal rights and fair treatment of all individuals, regardless of their gender identity.

## STRATEGIC CONTEXT

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**Tehnopol Association of Galați** is an organization of community interest, having also the status of public utility. Through the actions carried out since its establishment,

**Tehnopol Association of Galați** has proved to be an active institutional partner, constantly participating in the sustainable development of the South-East Region of the Romania and of Galați city.

The Association takes a leading role in recognizing and valuing the diversity of its staff based on cultural background, gender, age, religion, geographical region, sexual orientation, functional disability and socio-economic situation.

This role is positively associated with the organizational situation given the **age diversity** of employees ranging from approximately 30 to approximately 60 years, variety of **professional and / or cultural backgrounds present**, and half of its workers being **women**. The organization's performance in relation to gender equality, in particular, is a **significant achievement** with women being well represented in senior positions, management, and certain disciplines.

This may be explained by the fact that its model of operation offers a **favorable environment** for all workers, in particular women, enabling them to work and be very present at work, but also by the fact that social economy and social entrepreneurship are often promoted as models for tackling inequality and promoting social inclusion and cohesion.

**Tehnopol Association of Galați** is committed to the fight against gender-based violence and promotes initiatives that preserve the physical, emotional health, safety and well-being of employees.

**Tehnopol Association of Galați** is dedicated to making an additional effort to achieve a gender-equal

organization culture, by taking the measures necessary to develop favorable working conditions and a culture in which female, as well as male workers, feel they are welcome, have job satisfaction and experience the organization as a caring and fair employer.

Additionally, **Tehnopol Association of Galați** takes a clear stance when it comes to quotas and targets, as is elaborated further in this action plan. At the same time, it is important to work on organizational culture.

This gender equality plan suggests the development of specific interventions for areas in need of more practical and strategic approaches, in order to ensure the empowerment of gender diverse individuals as a step towards gender equality.

## OBJECTIVE

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The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organizational practices.

In parallel, this GEP also aims to contribute to the achievement of gender equality in the development of the social economy through research, project design, and programs that pay due attention to gender differences in labor market participation, and actively promote equality between gender diverse individuals.

**Tehnopol Association of Galați** aims to proactively hold itself up as an example to promote organizational

changes in other social economy enterprises, legal entities and support networks.

## SCOPE

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This plan applies to all work throughout the Association.

- An Equality Officer has been appointed to oversee the implementation of the Gender Equality Plan.

Effective implementation of the plan will require commitment from all staff and organizational support for activities to advance the knowledge and skills of staff to enable efficient gender mainstreaming in their areas of work.

The equality officer will monitor and report on the progress of implementation to the executive team and will provide an annual report to all the Association's staff.

- ➔ The equality officer will also set up mechanisms for building capacity among the staff, information, training, and technical support needed to assure the plan's implementation.

## ACCOUNTABILITY AND RESPONSIBILITY

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### 1 — Ratification

The GEP is ratified at the executive level and the equality officer is responsible for ensuring that it is communicated to all staff members.

## 2 — Communication

The equality officer has the further responsibility to ensure that employees are aware of the gender equality plan and to initiate corrective action when discrimination is observed or reported.

## 3 — Monitoring

All the while they are on duty, the equality officer has the responsibility to monitor the situation and keep the plan regularly updated to accommodate new actions and developments.

## 4 — Data collection

The equality officer is expected to collect data disaggregated by sex and other relevant variables, and to review and reflect on the gender aspects of the respective areas of work. Such action will help ensure the integration of gender considerations in all of the Association's work in different fields.

# KEY FOCUS AREAS

The equality plan identifies two areas for focused attention that will enable strategic and sustainable change at **Tehnopol Association of Galați**. The plan will help us, over the next 3 years, to navigate and improve the gender equality journey.

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## 1 — Organizational culture and easier combination of work-life balance



## 2 — More balanced gender representation in management, recruitment, career progression and events

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In order to achieve its strategic objectives, **Tehnopol Association of Galați** needs to work in several areas that serve as building blocks for the strategy.

# STRATEGIES & MEASURES OF SUCCESS

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## 1 — ORGANIZATIONAL CULTURE AND EASIER COMBINATION OF WORK-LIFE BALANCE

defined as the promotion and support of an organizational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities.

### STRATEGIES

- The equality officer will oversee, monitor and promote the implementation of the gender equality strategy and action plan
- Promote the organization's image and reputation as an inclusive organization that supports and values diversity
- Integrate gender inclusion into planning and strategy across the organization

- Undertake a regular review of flexible work and other relevant policies
- Diagnosis of the needs of persons coming back to work after parental leave, with respect to support from the organization
- Ensure all staff are aware of the gender equality and related equality policies

## MEASURES OF SUCCESS

- Incorporate gender equality objectives in the planning and strategy of **Tehnopol Association of Galați**
- External communication and statements of support for gender equality
- Annual surveys of all staff (including in-house consultants and interns) with a satisfaction score of a minimum of 80% on gender experiences in the workplace: harassment, discrimination, workplace culture and management styles, the results of which are shared with the executive committee
- Carry out consultations and surveys, and publish the results as part of the activities related to the next gender equality plan for **Tehnopol Association of Galați**
- Create family-friendly policies; provide options and implement flexible working hours and methods

## 2 — MORE BALANCED GENDER REPRESENTATION IN MANAGEMENT, RECRUITMENT, CAREER PROGRESSION AND EVENTS

defined as the equal access to and balanced participation of gender diverse individuals in decision-making structures (formal and informal) and ensuring equal chances to develop and advance their careers.

## STRATEGIES

- Representation of gender diverse individuals in senior positions and in leadership domains
- Review the workforce planning process to ensure gender equality objectives are included
- Promote key stakeholders', **Tehnopol Association** members' and decision-makers' engagement with gender equality
- Promote gender inclusive and bias-free recruitment, career progression, and evaluation policy
- Balanced gender representation at events arranged at and by **Tehnopol Association of Galați**

## MEASURES OF SUCCESS

- Representation of gender diverse individuals on projects and research activities implemented by **Tehnopol Association of Galați**
- Having a human resources policy to promote equal career opportunities for all genders
- Training and mentorship programs that help employees to accommodate work demands on their return from parental, maternity, or family-related leave
- Include gender awareness in all job specifications
- Formulate recommendations with respect to increasing balanced gender representation at events
- Use social media and a range of other media outlets to create a positive image of successful practices

and/or key stakeholders in the social economy engaged in gender equality

## REGULATORY FRAMEWORK

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The Gender Equality Plan is an instrument that, on the one hand, reiterates some of the values that are central to the institution's governance (such as equality, inclusion, diversity, transparency), and on the other hand proactively responds to challenges in order to ensure that gender equality principles are upheld in all institutional processes and practices.

Equality of opportunity is an integral part to the development objectives of **Tehnopol Association of Galați**. Gender balance is a critical component for the Association to ensure fair access and equity for our entire staff. The Association is following international and national standards and commits to the promotion of equality of opportunities between women and men in its principles and priorities. The gender equality plan of Tehnopol Galați Association takes into consideration the provisions of the Horizon Europe guidance on gender equality plans.

This Gender Equality Plan legitimates and protects every strategy aiming to achieve gender equality at **Tehnopol Association of Galați**. The Gender Equality Plan is devised according to national and European laws

and aligns with national initiatives and actions focusing on: equality of women and men, rights, discrimination banning, equality treatment, harassment in workplace, social responsibility of organizations etc. Specific articles, policies and directives can be found below:

### **European Union Law TFEU**

- Article 157 TFEU

### **Chapter of Fundamental Rights of the EU**

- Article 21(1)
- Article 23

### **Directives**

- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU
- Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC (Text with EEA relevance)
- Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC
- Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)
- Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin

- Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC) 5
- Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
- Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions
- Council Directive 75/117/EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women Greek Law

### **Relevant National Legislation**

- Law 202/200 regarding equality for opportunities between women and men
- Emergency Ordinance 137 /2000 regarding the prevention and sanctions for all forms of discrimination
- Law 448/2006 regarding the protection and promotion of rights for disabled persons

Organization Name	Tehnopol Association of Galați
General Executive Director	Ionuț Răzvan Mocanu
Equality Officer	Matei Dobre
Number of employees	10
Authorized by	Ionuț Răzvan Mocanu
Date	September 2022
Stamp and signature	