



#GenderEquality

GENDER EQUALITY PLAN 2023-2024

NATIONAL AGENCY FOR RESEARCH AND DEVELOPMENT

Chishinau, 2023

1. GENERAL PROVISIONS

Present document is drafted in accordance with the framework requirements of the Program for research and innovation of the European Union "Horizon Europe" (2021-2027) to which the Republic of Moldova is party by ratifying the Agreement between the Republic of Moldova and the European Union, on the participation of the Republic of Moldova in the European Union program "Horizon Europe"- the Framework Program for Research and Innovation (Law no. 193 of 25-11-2021), the EC Communication to the European Parliament, COM 152 (2020), the Strategy on gender equality 2020-2025, as well as the provisions of the EC Communication on the European Research Area, COM 628 (2020).

The National Agency for Research and Development, in order to meet the European requirements for participation to the framework Program for research and innovation of the European Union „Horizon Europe” (2021-2027) and having the mission to ensure excellence and performance in the research and innovation field's, assumes in good faith through this document, the implementation of a balanced dialogue between the subjects in the fields of research and innovation of the Republic of Moldova. Also, through this plan, the Agency carries out the activities related to the participation of the Republic of Moldova in the EU programme for research, innovation and development, in accordance with its competence.

In order to achieve excellence in the fields of research and innovation, the Agency aims to formulate an inclusive environment, diversification and inclusion in the fields of research and innovation based on respect for the principle of gender equality.

This Gender Equality Plan has the mission to eliminate gender imbalance and barriers and to ensure equal opportunities for all subjects in the fields of research and innovation. By virtue of this desideratum, the Agency identifies itself among the organizations with active participation in the fields of research and innovation, both at national and international level.

The Gender Equality Plan is an instrument that, on the one hand, reiterates some of the values that governs the institution (such as equality, inclusion, diversity or transparency), and on the other hand proactively responds to challenges to ensure compliance with the principles of gender equality in all institutional processes and practices.

The document is to be implemented by the National Agency for Research and Development in the period 2023-2025.

2. OBJECTIVES AND MEASURES OF ACHIEVEMENT

Recognizing the values of gender equality, the National Agency for Research and Development aims to promote within the institution and in relations with other subjects a culture based on gender equity. Thus, the Agency's activity will be led by ensuring a mutual dialogue, respectful with the promotion of gender equal opportunities and the capitalization of diversity in its actions. At the same time, there is a need to undertake measures aimed at preventing and combating gender inequality.

In this context, the National Agency for Research and Development, aims to identify the specific objectives and the necessary measures to be taken in the period 2023-2025.

In the context of the EU recommendations for the formulation of gender equality plans at national level, the Agency shall formulate the following specific objectives of conduct in respect to the principle of gender equality, as follows:

Objective 1. Document Management- aims to complete the internal acts regarding gender equality, as well as mutual respect and ensuring equal opportunities for employees within the Agency.

Objective 2. Human Resources – meets regular measures of promotion, the awareness and understanding among employees of the following values:

- a) Inclusion- promoting an inclusive culture based on respect for dignity, equality, diversity and the uprooting of stereotypes, discrimination, harassment and violence (in any form);
- b) Diversity – promoting mutual respect and a framework that integrates cultural, religious or ideological and gender differences; taking initiative approaches that enhance the understanding of diversity and, consequently, the transfer of knowledge;
- c) Gender Equality – promoting at institutional level and in the environment of cooperative entities practices and policies that ensure balanced representation at all levels of decision-making;
- d) Equality – promoting institutional processes that ensure equal and efficient opportunities and access throughout the career in the institution (from recruitment to career development), including by ensuring transparency in the selection and promotion process of the hired personnel;
- e) Balance – promoting individual or collective approaches that reconcile family and professional life;
- f) Transparency and integrity – develop practices that ensure institutional transparency by applying the principles of excellence, equal opportunity and diversity;
- g) Freedom – developing and encouraging critical and creative thinking by protecting freedom of expression; promoting a sustainable work environment;

- h) Personal development – support the ascendancy fulfilling the individual potential by promoting individual measures.

Also, the listed measures will be carried out annually through the development of the professional capacities of the employees at the vocational training courses, including by strengthening the leadership with the consideration of gender equality aspects. Assessment of skills and competencies is one of the tasks of periodic achievement.

Another measure of this objective involves informing employees and raising awareness on the issue of sexual and moral harassment, the recognition of abuses and ways of identification and distinction, defining barriers and concepts.

Objective 3. Institutional Communication - one of the desiderate of the human resources management programs will be based on the development of communication and awareness regarding gender equality, thus it will be aimed at increasing the level of awareness within the institution regarding any possible form of discrimination that may occur in the performance of tasks.

Objective 4. Favourable Working Conditions – creating opportunities to reconcile employees' family life with their service activity. Encourage the organization of meetings outside in the family conjecture service and encourage the friendship based on respectful social values. It will aim to organize at least one annual social program action. It also improves the relationship between work and personal life for employees returning from childcare leave.

Objective 5. Mediation and Conflict Resolution – cause issued as a result of the discriminatory acts require priority, if the legal framework allows, depending on the seriousness of the delict; the resolution of conflicts will be taking informally in order to abolish discrimination, harassment or other behaviours, without pursuing a formal investigation. In this regard, it will be aimed at advising the participant and directly addressing a situation through its mediation.

3. FINAL PROVISIONS

This document is posted on the website of the National Agency for Research and Development for transparency and spreading. The Gender Equality Plan is drafted in two languages, Romanian and English, both versions with the same content. In case of differences of understanding, the Romanian language version is taking into consideration. The entire framework of internal documents at the National Agency for Research and Development will be brought in line with this Plan. The activity of implementing and monitoring the implementation of the plan is the responsibility of the Institutional Management Directorate.