

Gender Equality Plan

Introduction.....	2
Gender Equality Plan.....	4
Implementation.....	6
Monitoring and Evaluation.....	8

Introduction

The EU Gender Equality Strategy 2020-2025 presents policy objectives and actions intending to instill substantial progress toward gender equality by 2025. The main goal is to have a Union where women and men, girls and boys are free to follow their selected path in life and have equal opportunities. The strategy uses a dual approach whereby gender mainstreaming is combined with other targeted actions, while intersectionality remains a horizontal principle for its implementation. [1]

The key principles for this strategy are:

- Ending gender-based violence;
- Challenging gender stereotypes;
- Closing the gender gap within the labor market;
- Attain equal participation across different sectors;
- Tackle the gender pay and pension gap;
- Tackle the gender care gap;
- Attain a gender balance in decision making and politics;

Objective 5 of Romania's National Strategy for Sustainable Development to 2030 focuses on Gender Equality, aiming to achieve gender equity and empower all women and girls. Gender equality is seen as a relevant indicator of progress in developed societies. Although more than 50% of the global population is female, many inequalities persist between male and female individuals. However, it is important to stress that gender at birth has no influence on dignity and quality of life in developed societies. [2]

	Targets
Objective 5	Eliminate all forms of discrimination against all women and girls everywhere;
	Eliminate all forms of violence against women and girls in public and private spheres, including trafficking, sexual exploitation, and other forms of exploitation.
	Eliminate all harmful practices such as child, early and forced marriage, and female genital mutilation
	It is recognizing and valuing unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies and promoting shared responsibility in the household and family, as appropriate at a national level.
	Ensuring women's full and effective participation and equal opportunities in leadership positions at all levels of decision-making in political, economic, and public life.
	Ensuring universal access to sexual and reproductive health and rights in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

Table 1 - Targets of Objective 5, Gender equality

The EU directive on work-life balance for parents aims to achieve equality between men and women in terms of labour market opportunities and treatment at work. This directive aims to improve

families' access to family leave and flexible working arrangements and must now be adopted by Member States by August 2022. [3]

Axiologic Research respects its employees' various social roles and responsibilities while promoting a flexible work environment. The aim is to facilitate a balance between professional and family obligations and aspirations.

In this direction, the following actions will be implemented:

- providing flexible working hours/patterns for employees with responsibilities family responsibilities, both women and men, as far as possible;
- offering home working opportunities.

Monitoring progress in ensuring working conditions that facilitate the reconciliation of family life and work will be done through the following indicators:

- a)** Implementation of maternity and paternity policies that encourage parental participation in work;
- b)** The number of people who have received administrative support from the institution for maternity leave, parental leave, etc.

Axiologic Research considers it essential to find a balance and fair participation in the decision-making process. This priority is achieved by adopting transparent and merit-based recruitment policies that include gender and diversity aspects in research and development activities. In addition, our commitment is reflected in the creation of meaningful learning experiences and the generation of new knowledge regardless of the gender of employees. In promoting gender equality, we ensure that all candidates, regardless of gender, have access to fair employment and career advancement opportunities.

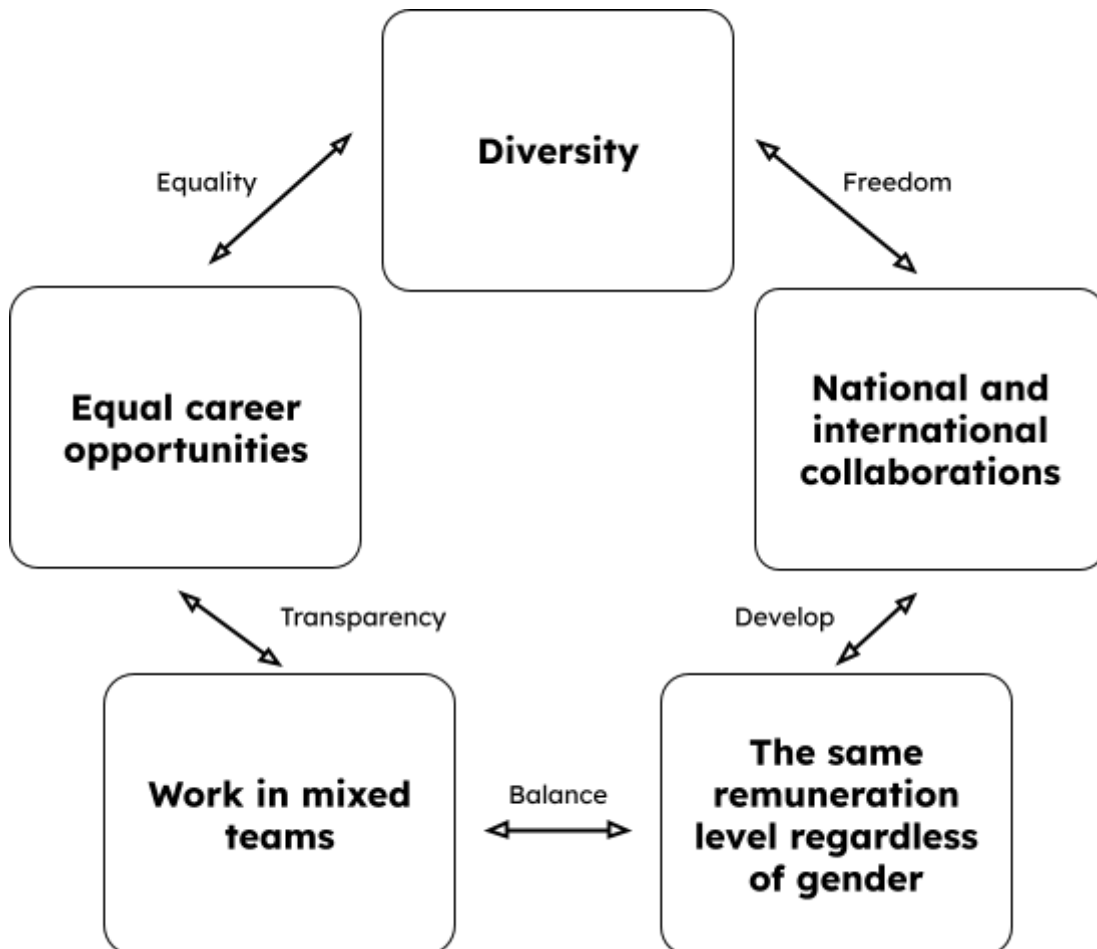
At Axiologic, both women and men have equal opportunities for career advancement and equal pay. Throughout its experience, Axiologic has focused on collaborating with colleagues of both genders, both nationally and internationally, to develop scientific articles and implement projects.

Gender Equality Plan

Axiologic Research has developed the Gender Equality Plan (GEP) for the period 2024-2028, aiming to integrate the gender perspective. The approach of this plan aligns with the strategic principles of European Gender Equality, advocated through education and research, by the European Strategy for Gender Equality 2020-2025.[4]

Our principles in line with the European Strategy for Gender Equality include:

- **Inclusion:** all individuals, regardless of origin, age, gender, or other characteristics are accepted and valued;
- **Gender equality:** fair and non-discriminatory treatment of people of all genders. The company encourages and supports women and men equally, thus contributing to diversity and fairness.
- **Equal Opportunities:** everyone has access to similar resources and opportunities, regardless of their circumstances;
- **Non-Discrimination:** the rejection of any kind of discrimination, whether based on race, ethnicity, religion, sexual orientation, or any other criteria.
- **Balance:** the importance of maintaining harmony between different aspects of life, including work and personal life.



The document addresses five areas of intervention, in accordance with the requirements set by the European Commission.

Intervention area	Objectives
Work-life balance and organizational culture	Promoting integration of work with family and personal life; promoting gender equality in Axiologic's organizational culture.
Gender equity in leadership and decision-making.	Promoting gender equality in the institutional culture, process, and practice.
Gender equality in recruitment and career progression.	Encouraging gender equality in recruitment and career progression of employees.
Integration of gender dimension in research and educational content.	Strengthening gender integration in the research process.
Measures against gender-based violence and sexual harassment	Preventing and combating harassment and discrimination. Create and implement transparent organizational strategy documents prohibiting gender-based violence and harassment, ensuring a safe and respectful environment within the institution.

Implementation

The implementation of this plan is centered around achieving a set of strategic objectives, which will be highlighted below.

Objective 1: Promoting integration of work with family and personal life; promoting gender equality in Axiologic's organisational culture.

Measures	Indicators	Responsible
Supporting a work program flexible.	Internal procedures developed related to flexible working arrangements.	GEP Responsible
The use of electronic tools to improve flexibility in work and planning activities and to optimize the efficiency of work meetings.	Internal procedures developed related to the use of electronic means in work and planning work.	GEP Responsible
Support for the career progress of employees who have benefited from family responsibilities-related leave by excluding that period from the	Specific regulation	GEP Responsible

evaluation of professional performance.		
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Objective 2 - Promoting gender equality in the institutional culture, process, and practice.

Measures	Indicators	Responsible
Regular review of any communication text and images with a focus on gender equality and diversity perspectives	Trimester review	GEP Responsible
An annual gathering of feedback from Axiologic Research employees on possible measures to improve compliance with the principle of gender equality within the institute.	Annual feedback	GEP Responsible

Objective 3 - Encouraging gender equality in recruitment and career progression of employees.

Measures	Indicators	Responsible
Applying recruitment policies that promote equity and exclude gender discrimination.	Assessing the level of clarity perceived by employees regarding the criteria and procedures involved in the advancement process.	GEP Responsible
Ensuring transparency in the advancement process, clarifying criteria, and promoting an objective and fair process.		GEP Responsible

Objective 4 Strengthening gender integration in the research/ work process.

Measures	Indicators	Responsible
Organizing internal debates on the use of the gender perspective in research activity.	The number of participants in the organized debates.	GEP Responsible
Formation of mixed work teams without making discriminations among team members.	Quarterly analysis of mixed team performance to assess the impact of diversity on results and stability objectives.	GEP Responsible

Objective 5 - Preventing and combating harassment and discrimination.

Measures	Indicators	Responsible
Organization of an annual training session on identifying and reporting gender harassment and discrimination at the company level.	The number of participants in the organized debates.	GEP Responsible
The internal organization of debates has the following themes: discrimination; violence; harassment (including bullying sexual)	The number of participants in the debates organized about discrimination; violence; harassment	GEP Responsible

Monitoring and Evaluation

The gender equality plan will be implemented over the next four years (2024-2028), and progress towards the goals and objectives of the Gender Equality Strategy 2022-2025 will be periodically assessed.

Periodic reports enable a continuous assessment of the impact of the Gender Equality Plan, as well as informing and involving broader communities at various stages of progress regarding gender equality.

Implementation will be closely monitored by the Responsabil GEP and a regular assessment of progress in implementing the plan will be made. If necessary, measures will be proposed to ensure that the objectives of the plan are achieved. These measures will be integrated into the Gender Equality Plan the following year (or as necessary).

Sources

[1]<https://humanrights.gov.mt/en/Pages/Gender%20Equality/European%20Affairs/Gender-Equality-Strategy-2020-2025.aspx>

[2] <https://dezvoltaredurabila.gov.ro/obiectivul-5-egalitate-de-gen>

[3]<https://humanrights.gov.mt/en/Pages/Gender%20Equality/European%20Affairs/Work-Life-Balance.aspx>

[4]https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

<https://eur-lex.europa.eu/legal-content/RO/TXT/?uri=celex%3A52020DC0152>