



GENDER EQUALITY PLAN

2022 - 2024

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Gender Equality Committee

The various stages of drafting the Gender Equality Plan were followed by the MEDGreen Secretariat

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The Gender Equality Plan is consulted and validated by the General Assembly of the MEDgreen Cluster.

TABLE OF CONTENT

GENDER EQUALITY PLAN WORKING GROUP	2
TABLE OF CONTENT	3
INTRODUCTION	4
1. KEY PRIORITY AREAS	6
2. CONTENT	7
3. COMPOSITION AND FUNCTIONING	8
4. DIAGNOSIS OF THE SITUATION	9
5. ACTIONS MONITORING AND REVIEW	10

INTRODUCTION

The Gender Equality Plan (GEP) is a strategic document that publicly acknowledges the goals of gender equality and intersectionality, calling for concrete objectives and specific priorities to be pursued, paving the way for their implementation. The document can also be considered as a diversity & inclusion strategy.

With this GEP the Innovation Cluster MEDGreen wants to raise self-awareness of gender equality issues, and of unconscious biases in R&I organizations, lining up with the priority of the European Commission to improve gender equality within R&I organizations.

Diversity in regards of age, culture, physical ability, sexual orientation, and multilingualism, is encouraged within our team and promoted towards the stakeholders we partner with.

At a time when many of the paradigms and long-standing assumptions of our society have been called into question by new episodes of racism and negative conservatism, MEDGreen renews the importance of an open and inclusive community - in other words, a community which is not only free from discrimination but is able and keen not to leave anyone behind.

In this perspective, this Gender Equality Plan wants to be an enthusiastic response to the call of the European Commission which envisages the requirement for all organizations to have a GEP if they wish to access research funding.

The GEP will be implemented over two years (2022-2024). The objectives and implementation status of the GEP will be assessed yearly and reviewed accordingly considering the analysis of the context given each year in the Gender Equality Report.

The structure of the plan is in line with the five minimum areas indicated by the European Commission which are broken down into different objectives. The present GEP, embrace these areas:

1. recruitment (with preferential recruitment of under-represented groups), and career progression
2. gender equality in decision-making processes
3. training and development initiatives
4. family-friendly measures aimed at a better work-life balance
5. prevention of harassment

The first area pursues gender equality in recruitment and career progression, promoting gender equality in the assessment and selection committees.

The second area pursues gender balance in senior positions and in decision-making bodies.

The third area focuses on in-company training and seeks to achieve the right breadth and depth of engagement across the organization (building on existing gender knowledge and expertise, policy and initiatives that may already be underway).

The fourth area concerns work-life balance, (this includes provisions on parental, maternity, childcare and other types of family leave, special working time arrangements, organization of working time part-time work, job-sharing, etc.).

The fifth area focuses on combatting gender-based violence and sexual and moral harassment through preventive actions and initiatives to raise awareness.

In defining its GEP, MEDGreen is aware that the latter represent a key requirement to have for every research organization in Europe and is keen to step up its efforts to put European values into practice.

The specifications are structured by area and set out the objectives, actions, responsibilities, direct and indirect addressees, human and financial resources necessary to implement the plan, monitoring indicators and targets, the time schedule for implementing the actions and how the latter relates to the United Nation's SDG Agenda 2030.

The GEP is a general plan based on the value of equal democracy which calls on all those who participated and contributed, to sets high and ambitious goals and is sustained by the aspirations of those who will work to implement it.

1. KEY PRIORITY GEP AREAS

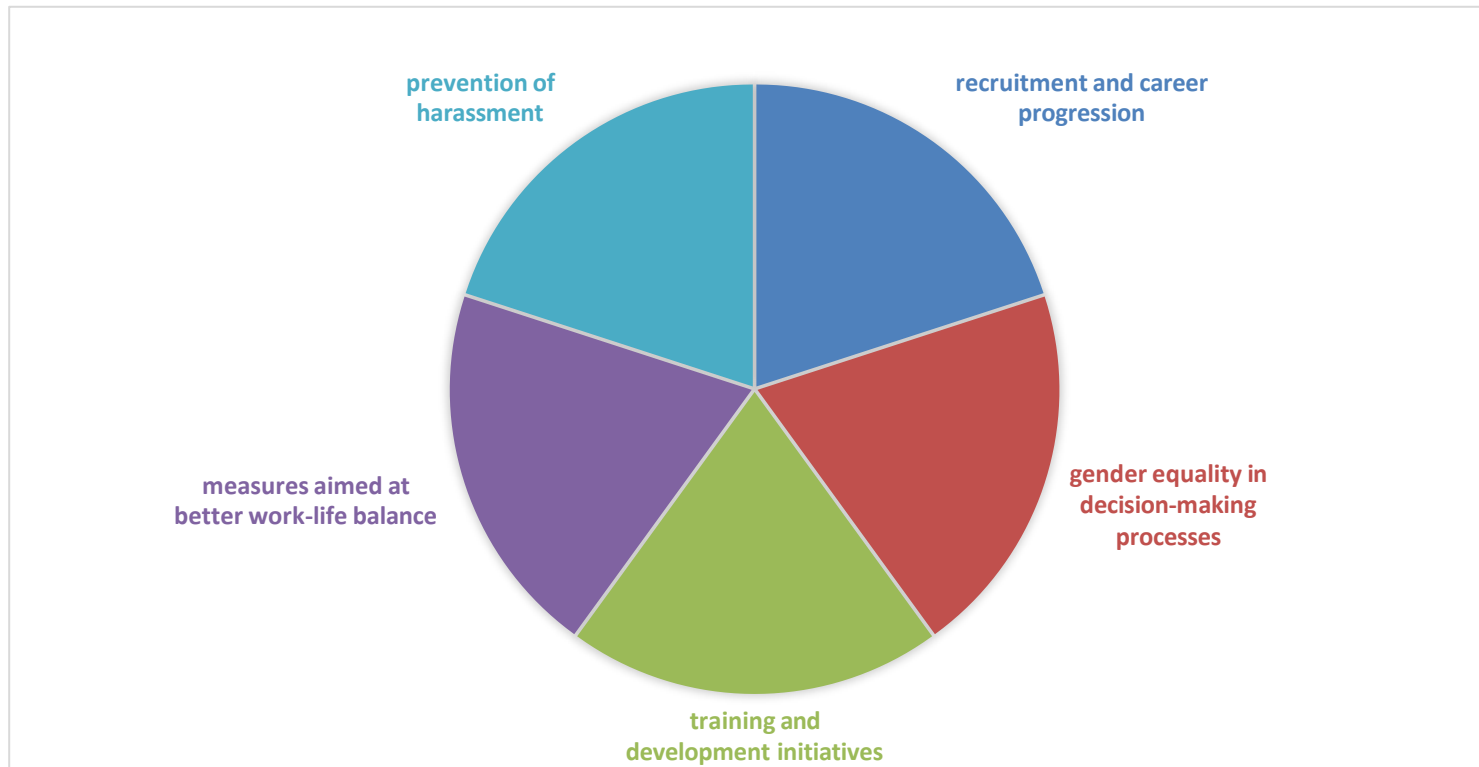


Figure 1

2. CONTENT

About MEDGreen

The MEDGreen Cluster Association is a Romanian legal entity under private law, without non-profit, non-governmental, , non-profit, apolitical and independent, with headquarters in Constanța, Romania, with 11 commercial companies, Universities, other Romanian institutions and individuals.

The purpose of the Association is to facilitate and promote cooperation between businesses, business people, research and educational institutions, and other organizations that contribute or support innovative activities for the realization of products and services nationally and internationally competitive, with high added value and to generate jobs and sustainable regional development opportunities.

The activities carried out by the MEDGreen Innovation Cluster include the full range of services necessary to support enterprises in the realization of innovative products and services of highly competitive on national and international level.

The actions rolled out in this 'Gender Equality Plan 2022-2024' apply to all staff involved and paired activities. With the implementation of this plan, which will be published on the website and will lay down alongside the other policy documents to strengthen its foundations, MEDGreen wants to contribute by promoting a new culture that embrace *"ending gender-based violence; challenging gender stereotypes; closing gender gaps in the labour market; achieving equal participation across different sectors of the economy; addressing the gender pay and pension gaps; closing the gender care gap and achieving gender balance in decision-making and in politics"*¹.

We hope that the efforts made and the expected results of this plan can actually trigger concrete improvement in the coming years, by ensuring room, more attention, support and respect to anyone who is currently part of MEDGreen as an employee, stakeholder, partner, or it will be in the future; despite their gender, colour, sex, or nationality.

¹ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en



3. COMPOSITION AND FUNCTIONING

The MEDGreen Secretariat will be responsible for monitoring, evaluating and annually reviewing the equality plan. It will also ensure that the plan is implemented and carried out correctly recurring to a combined top-down and bottom-up approach.

The plan and the achievement of its objectives will be assessed annually by the MEDGreen General Assembly, identifying opportunities for improvement in the policies implemented and future challenges to be addressed.

In this way, MEDGreen renews its commitment to equal opportunities for all, as a key and transversal principle within our organization. MEDGreen principles are:

- ***Openness***
- ***Participation***
- ***Accountability***
- ***Effectiveness***
- ***Coherence***

As part of its communication strategy, MEDGreen commits itself to promote the principle of equality and inclusivity for women, men, and LGBTQIA+ people. Every person as a human being deserves respect and equal access to opportunities and services.

4. DIAGNOSIS OF THE SITUATION

The MEDGreen Secretariat as of 2022 consists of 5 people of which 2 women and 3 men

This disproportion in terms of gender is due to pure casualty in the growth of the organization, which does not relate to the choices of components per se. However, despite a good mix of cultural backgrounds, we recognise the gap in terms of gender as a clear area of improvement. Nonetheless, as MEDGreen work and activities are ramping up, we expect to have soon available new positions by the end of 2022.

MEDGreen believes in strive to respects the principle of equal opportunities; it supports and promotes diversity and inclusion in recruitment procedures and selection processes.

There is currently no gender pay gap in the organization thanks to the implementation of the equal opportunities' principle.

Within the framework of this plan, there will be continuous monitoring of the activities carried out to ensure compliance with the planned actions and objectives. It is expected that the progressive implementation of the measures proposed by the organization will have a positive impact on the increase of female participation in the different areas of activity of MEDGreen. An evaluation of the results obtained by the plan will be carried out after its implementation and reviewed annually.

To enhance the flexibility of working time arrangements and work-life balance MEDGreen guarantee:

- flexible teleworking measures
- parental leave policies
- Support for caring responsibilities

5. ACTIONS MONITORING AND REVIEW

The following table shows the timetable for the proposed measures, as well as their foreseeable execution for the review and monitoring of each of the actions proposed in this equality plan.

Objective	Actions	Year 2022	Year 2023	Year 2024
1.1 Work-life balance and organizational culture	→ Full-time teleworking			
	→ Possible measures (support for workload management; advice and support on work-life balance)	X	X	X
1.2 Gender balance in leadership and decision-making	→ Monitoring of the ratio of gender balance in the Secretariat/Executive Group/Board	X	X	X
	→ Identify and put in place measures to improve gender balance across Secretariat/Executive Group/Board			X
	→ Review procedures for selection/appointment of staff to gender balance	X	X	X
	→ Ensuring gender balance through monitoring and identifying correcting actions when needed;	X	X	X
1.3 Gender equality in recruitment and career progress	→ Encourage the equal participation of internal promotion processes		X	X
	→ Upload the GEP on the MEDGreen website and make public that MEDGreen has a GEP in place	X	X	X
	→ Make MEDGreen’s commitment more explicit in recruitment processes	X	X	X
	→ Possible measures (unconscious bias training for recruiters)		X	X

	→ Encouraging and providing support to women employees to be part of external public events.			
1.4 Integrating gender equality culture into ALICE policy	→ Mainstreaming gender (women, trans/non-binary gender) in new projects, and activities, as well as by and organizing/participating in more online events with women speakers in the logistics sector		X	X
1.5 Prevention of sexual harassment	→ Implementation of a training and capacity building → MEDGreen will integrate anti-sexual harassment training courses to raise awareness of this issue, including unconscious/language gender biases	X	X	X

Table 1