

GENDER EQUALITY PLAN

1. Institutional Commitment & Setting

1.1 Official Statement

Asociația Obștească Centrul de Analiză și Investigații în Sociologie, Politologie și Psihologie CIVIS (Center CIVIS) is fully dedicated to fostering a diverse, equitable, and inclusive research environment. This Gender Equality Plan (GEP) establishes an operational and strategic framework designed to eliminate systemic gender biases, ensure equal career opportunities for all researchers and administrative staff, and fully meet the mandatory eligibility requirements set by the European Commission under the Horizon Europe Framework Programme.

1.2 Building Blocks

- **Public Document:** This plan is formally approved by Council of Association, signed by the Administrator / Director, and published prominently on the organization's public-facing website to ensure complete operational transparency.
- **Dedicated Resources:** Center CIVIS commits specific resources to execute this plan. A Gender Equality Officer has been appointed to overseeing initiatives, tracking metrics, and supporting staff.
- **Data Collection & Monitoring:** Gender Equality Officer will gather sex-disaggregated data on an annual basis, tracking recruitment ratios, promotion cycles, pay parity, and retention profiles.
- **Training & Capacity Building:** Ongoing educational initiatives, including implicit bias training and management seminars, are deployed systematically across all team members.

2. Thematic Pillars

2.1 Work-Life Balance and Organizational Culture

Center CIVIS recognizes that structural equality relies heavily on offering flexible working schedules that support employees through various life stages.

- Implement core hours guidelines (10:00 to 16:00) for all official corporate and research team meetings to protect work-life balance boundaries.
- Guarantee transparent processes for employees returning from parental leave, including transitional remote hybrid privileges and structured re-induction protocols.

2.2 Gender Balance in Leadership and Decision-Making

Active intervention measures will ensure women are proportionally represented across senior positions, steering committees, and corporate decision boards.

- Require at least 40% representation of underrepresented gender on all internally appointed boards.
- Organize mentorship circles pairing mid-level female researchers with executive leadership mentors.

2.3 Gender Equality in Recruitment and Career Progression

Hiring processes are scrutinized to isolate and neutralize implicit gender bias at every evaluation phase.

- Implement standardized, gender-neutral text evaluation filters for all job announcements and research postings.
- Require interview panels to feature a balanced composition, ensuring structured evaluation sheets are used to neutralize subjectivities.

2.4 Integration of the Gender Dimension into Research Content

As a leading research institution, Center CIVIS treats sex and gender analysis as an essential requirement of high-quality scientific design.

- Embed specific sex and gender analytical guidelines into the standard research project proposal validation process.
- Deliver regular methodologies workshops showing how to isolate biological sex variables versus sociological gender variables in research cohorts.

2.5 Measures Against Gender-Based Violence and Sexual Harassment

Center CIVIS enforces a zero-tolerance policy against any form of discrimination, emotional intimidation, or sexual harassment.

- Policy on the Prevention of and Response to Violence and Harassment in the Workplace adopted
- Maintain clear, independent, and confidential channels for reporting incidents directly to external neutral ombudspersons.
- Roll out annual anti-harassment training courses for all personnel.

3. Implementation & Monitoring Matrix

The following framework guides specific timelines, operational responsibilities, and key metrics to measure the efficacy of our intervention strategies over the multi-year cycle.

Strategic Target	Key Performance Indicator (KPI)	Timeline	Owner
Publish GEP on corporate website	Live public URL and downloadable document	Q4 2026	Executive Board
Launch sex-disaggregated audit	Annual baseline metric report finalized	Q4 2026 (Annual)	Gender Officer
Unconscious bias training roll-out	100% of executive team and hiring managers trained	Q4 2026	Gender Officer
Enforce gender-balanced recruitment panels	Zero compliant panels exceptions permitted	Immediate	Gender Officer
Incorporate gender metrics in research	Review checklist integrated into design workflows	Q1 2027	Executive Board

4. Institutional Approval and Sign-Off

This Gender Equality Plan is formally adopted and integrated into corporate governance rules starting from the active execution date noted below.

Authorized Signature: _____

Name / Position: Ruslan Sintov, Director



Date: October 12, 2026

Organization: Asociația Obștească Centrul de Analiză și Investigații în Sociologie, Politologie și Psihologie „CIVIS”