

## RENAM's Gender Equality Plan 2024-2029

### 1. Introduction

The Research and Educational Networking Association of Moldova (RENAM) is a non-governmental, non-commercial and non-for-profit network. RENAM develops the modern electronic communications infrastructure and services to support research and education activities in the Republic of Moldova.

This document contains information regarding the adopted Gender Equality Plan (GEP) at RENAM to provide a common working scheme for all interested parties. It contains our ambitions for gender equality and diversity at RENAM, as well as also contains our plans for realising these ambitions.

Gender equality is a fundamental value of the European Union and is one of the United Nations Sustainable Development Goals. Gender equality benefits research and innovation (R&I) by improving the quality and relevance of R&I, attracting and retaining more talent, and ensuring that everyone can maximise their potential.

At RENAM we understand the importance of commitments and actions that aim to promote gender equality in an organisation through institutional and cultural change. RENAM's GEP publicly acknowledges the goals of gender equality and formulates the key principles, objectives and measures to promote equal opportunities for women and men.

All employees at RENAM shall have equal opportunities regardless of their gender and other diversity categories such as ethnicity, religion, age, disability, sexual orientation, political position and cultural background. We believe that an inclusive working environment is a competitive advantage and a prerequisite for success in recruitment, well-being and achieving excellent results. All of the staff members have a responsibility to create and sustain an inclusive and welcoming environment for everyone at RENAM.

The current GEP takes up the framework established by the European Commission and develops the mandatory requirements (so-called "building blocks") for a GEP, as well as recommended thematic areas.

### 2. Objectives

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 organisational practices. With this GEP, RENAM seeks to implement the following objectives:

- Ensuring equal opportunities and equal treatment of female and male employees;
- Facilitating the work-life balance for female and male employees.

### 3. Mandatory requirements

#### 3.1. Public Document

This GEP is a public document. It was considered and approved by the RENAM Management Board, signed by the top management and published in April 2024 on the RENAM website under the tab "About", section "RENAM Documents". It has also been communicated to all RENAM employees via email and planning meeting in April 2024. The GEP will be reviewed and updated *every five years*.

**Action 1.** Keep the GEP up-to-date with new information or initiatives concerning the gender policy within RENAM.

**Action 2.** Make these changes known to the outside world by publishing the most recent version on the RENAM website.

**Action 3.** Communicate these changes internally through emails to inform the staff about the ongoing actions and initiatives on gender equality.

### 3.2. Dedicated Resources

Within the RENAM, three contact persons have been appointed:

- Peter Bogatencov, Chair of the RENAM Management Board ([bogatencov@renam.md](mailto:bogatencov@renam.md)),
- Olga Popcova, Marketing Communications Officer ([olga.popcova@renam.md](mailto:olga.popcova@renam.md)),
- Liudmila Smolina, Human Resources and Office Manager ([executive@renam.md](mailto:executive@renam.md)).

These persons are responsible for the follow-up of the GEP, the communication and the implementation of the actions within RENAM – including through the involvement of other RENAM employees who can contribute to the successful implementation of the planned activities.

Effective implementation of the GEP will require commitment from all staff and organisational support for activities. Management is responsible for implementing measures to ensure equal opportunities and gender equality. At the same time, we all share a collective responsibility to contribute to this implementation and to ensure a good working environment without discrimination or differential treatment.

**Action 4.** Follow-up on the progress of the GEP and the actions within RENAM.

### 3.3. Data collection and monitoring

RENAM Human Resources and Office Manager has the data disaggregated by sex of personnel at disposal. In order to get an idea of the respective situation of women and men in a given area, "gender statistics" will be determined on an *annual basis*.

**Action 5.** Collect the data for the assessment, which shall include the percentage of men and women among all employees of the RENAM.

**Action 6.** During the analysis, identify imbalances, examine their origins and formulate proposals to correct them.

**Action 7.** Annually disseminate internally and externally the conclusions of the RENAM gender equality analyses. The external dissemination is foreseen by integrating it into the published annual report.

As of April 2024, the "gender statistics" look as follows:

Total number of employees at RENAM	Women	Men
17	5	12
	29 %	71 %

### 3.4 Training

The implementation of measures to raise awareness of gender issues among RENAM staff is essential for understanding and correcting discrimination, stereotypes and other prejudices that may plague the working environment.

**Action 8.** Promote visibility of women internally in the organisation and externally – within the Moldovan research and education community and internationally, for example, within GÉANT's Women in STEM campaigns.

**Action 9.** Raise awareness within RENAM staff (including decision-makers) about gender equality, equal opportunities, unconscious gender biases and diversity.

**Action 10.** Encourage the staff to participate in initiatives supporting gender equality and diversity, and share their knowledge with the rest of the staff afterwards.

#### **4. Recommended thematic areas**

##### **4.1. Work-life balance and organisational culture**

RENAM is committed to a culture of collaboration, appreciation and open communication. A family-friendly work environment at RENAM is designed to help women and men reconcile work and family life. At RENAM, there are individual possibilities for flexible working hours and distant work. Employees are given the possibility to make their work activities adaptable to their family life, accommodating different needs at different stages of life. This helps accommodate different needs at different stages of life, allowing employees to work while, for example, also taking care of young children or elderly parents.

In addition, the right of disconnection is an important factor in maintaining this work-life balance.

**Action 11.** Communication of the different offers and framework conditions, such as explaining the benefits of good work and family life compatibility.

**Action 12.** Foster a supportive working environment, ensuring that employees can balance their personal lives with work commitments.

##### **4.2. Gender balance in leadership and decision-making**

Increasing the percentage of women in leadership and decision-making positions is one of the long-term objectives for RENAM.

**Action 13.** Identify gender imbalances in leadership and decision-making positions, determine their origin and propose ways to correct them.

##### **4.3. Gender equality in recruitment and career progression**

RENAM aims to provide equal chances to both men and women to develop and advance their careers. For this purpose, a fair, transparent recruitment process is needed.

**Action 14.** Promote gender-inclusive and bias-free recruitment, career progression, and evaluation policy.

**Action 15.** Encourage equal participation of all gender members in professional activities and events.

##### **4.4. Integration of the gender dimension into research and teaching content**

This thematic area, recommended by the European Commission, is not applicable to RENAM due to the nature of our activities and is not elaborated in this GEP.

##### **4.5. Measures against gender-based violence, including sexual harassment**

RENAM takes the necessary measures to protect its employees against violence, harassment and unwanted sexual behaviour at work. This applies to both women and men to the same extent. RENAM values the physical and emotional health, safety and well-being of all its employees. Any top manager or

decision-maker responsible for other staff should take appropriate action to ensure that any violence or harassment does not occur at RENAM.

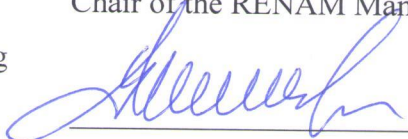
**Action 16.** Raise awareness of the issues related to the various forms of gender-based violence and inappropriate behaviour.

***APPROVED***

at the RENAM Management Board Meeting

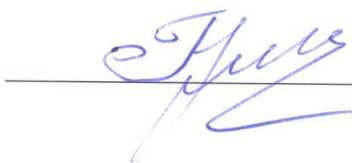
Minutes No. 01/04 dated 04.04.2024

Chair of the RENAM Management Board



Dr. Peter Bogatencov

Secretary of the RENAM Management Board



Dr. Grigore Secrieru