

RENAM's Gender Equality Plan – 2025 Report

This document contains information regarding the implementation during the period **April 5, 2024 – April 30, 2025** of the Gender Equality Plan (GEP) at RENAM, approved by the RENAM Management Board on April 4, 2024.

This RENAM's GEP 2025 Report is a public document, published on the RENAM website. Annual reports allow ongoing organisational review of the impact of the plan as well as keeping the wider community informed and engaged in the organisation's progress towards gender equality.

Within **Action 5.** “Collect the data for the assessment, which shall include the percentage of men and women among all employees of the RENAM”, the following "gender statistics" were gathered by the RENAM Human Resources and Office Manager, as of April 25, 2024:

Total number of employees at RENAM	Women	Men
15	5	10
	33 %	67 %

Analysis: The number of women among all RENAM employees remained the same – 5 persons. However, due to a smaller total number of employees (10 in April 2025, compared to 12 in April 2024), the percentage of women increased (from 29% to 33%). So, it cannot be characterized as a qualitative change.

Within **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”, on the RENAM website the following articles were published, highlighting women and increasing visibility of female experts:

- Velicova Tatiana, PhD in Pedagogical Sciences, Docent, Comrat State University – [“RENAM expands access to eduroam at Comrat State University”](#) on March 21, 2025;
- Dr. Diana Valuta, Head of the Cervical Screening Coordination Unit, Obstetrician-Gynaecologist, Oncologist, Research Institute for Mother and Child Health Care – [“Advanced technologies in public health: the National Colposcopy Network in the Republic of Moldova”](#) on April 24, 2025.

Within **Action 9.** “Raise awareness within RENAM staff (including decision-makers) about gender equality, equal opportunities, unconscious gender biases and diversity”, all RENAM employees were informed about the opportunities to attend the trainings organized by GÉANT on these topics.

Within **Action 12.** “Foster a supportive working environment, ensuring that employees can balance their personal lives with work commitments”, during the reported period at the bi-weekly planning meetings, there were communicated possibilities for flexible working hours and distant work for RENAM employees, especially for women, to make their work activities adaptable to their family life.