

IPRE's Gender Equality Plan (2022-2027)

The purpose of the Gender Equality Plan of the Institute for European Policies and Reforms (hereinafter also referred to as *IPRE*) is to ensure equal opportunities in the internal and external activity of the organization. We start from the principles of gender equality in all our activities, without compromising competence and quality. We want to support all colleagues, partners and stakeholders in Moldova, regardless of gender (as well as sexual orientation, nationality, age and other individual characteristics), and we believe that the work of the organization will bring more benefits to society if the experience of the experts and researchers involved, will be as diverse as possible and if gender aspects have also been taken into account in the ongoing research unfolding.

The current state of gender equality in Moldova, including in civil society and the community of research centres, requires a continuous effort to increase the level of equality of opportunity between men and women in terms of the position and opportunities offered to them. There is a gender imbalance, the share of women in decision-making bodies is modest. As regards improving gender equality indicators, it is imperative to address these issues systematically. The purpose of IPRE is to pay more attention to gender issues in all its activities and thus to contribute to the promotion of gender equality in the work and activities of IPRE.

The responsibility for promoting gender equality is shared by IPRE. The plan is based on interviews with IPRE members, experts, executive and implementation team, analysis of data on IPRE activities. The specific activities to achieve the objectives set and the employees responsible for them are set out in the IPRE's annual action plans. The achievement of the objectives set will be included in the annual reports.

The plan was developed by the IPRE management on 1 September 2022 and approved by IPRE Board on 16 September 2022. The plan will be reviewed at least once a year.

The following are the objectives and basic principles of the Gender Equality Plan, as well as the measures that will be proposed and adopted by IPRE in order to achieve the objectives set.

Building on the activities and possibilities of IPRE to improve the state of gender equality, the five main objectives for the period 2022-2027 are the following:

1. Raising gender awareness among IPRE employees and members
2. Fully complying with the principles of equal treatment
3. Improving gender balance among IPRE members and management
4. Improving gender balance among trainees, scholars, participants in IPRE projects and programmes
5. Implement a gender-sensitive communication strategy

1. Raising gender awareness among IPRE employees and members

In order to make correct and inclusive decisions, gender awareness, including awareness of possible problems caused by unconscious biases, is extremely important for management, experts and other IPRE employees. Raising awareness helps prevent discrimination and ensures fairer decision-making. Raising awareness of gender equality also contributes to the achievement of all the other objectives of the IPRE Gender Equality Plan.

To ensure a better understanding of gender equality among employees, as well as among members of IPRE committees and committees, we will:

- Improve our gender equality skills, including through participation in training courses.
- Integrate gender aspects into the training courses we organise, if necessary.
- Bring together existing outreach material and compile new information materials based on gender equality needs, including material on the importance of considering unconscious biases and gender mainstreaming in research.
- Share our experiences, best practices and developments on gender equality within our organisation, including in-house seminars, workshops, etc.

2. Fully complying with the principles of equal treatment

IPRE supports equal treatment of all persons by refraining from any form of gender-based discrimination (including indirect discrimination, which occurs when seemingly neutral rules provide an advantage to researchers or target groups). Among other things, we pay particular attention to the impact that being on parental leave has on your research career.

To ensure equal treatment, we will:

- Review our rules and regulations to make sure they ensure equal opportunities for everyone.
- Consider justified leave from work, such as parental leave or military service, in preparatory materials related to decision-making.
- Respect the principles of equal treatment and proceed only from the criteria established when making decisions.
- Collect feedback on compliance with the principles of equal treatment in decision-making processes.

3. Improving gender balance among IPRE members and management

The aim of IPRE is to achieve the greatest possible gender balance among members of decision-making bodies, advisory bodies and evaluation committees, as well as reviewers, without compromising the competence of experts. Among the members of committees and committees, we believe that the under-represented gender representation of at least 40% is a good gender balance.

When convening domain-specific groups, gender proportions in different research fields are another factor to be taken into account: in the case of single-gendered research areas, the under-represented gender should, where possible, be represented in the decision-making body in the same proportion as in the general population in the research area concerned. We will take this principle into account when convening any of our panels.

An integral part of the evaluation of applications and entries for the competition, which are funded or mediated by IPRE, is played by the reviewers. While it is difficult to find qualified reviewers, regardless of gender, we have recognized that the proportion of women among reviewers is small and is working to improve gender balance.

In order to achieve a greater gender balance between members of decision-making bodies, advisory bodies and evaluation committees, as well as among reviewers, we will:

- Consciously pay more attention to gender when looking for experts.
- You prefer an underrepresented gender candidate if the candidates are of equal rank.
- Ask other organisations responsible for nominating candidates to be part of our decision-making bodies to also nominate under-represented gender candidates to convene decision-making bodies with a greater gender balance.
- Ask the experts who suggest to reviewers to also recommend underrepresented gender reviewers and, if necessary, draw their attention to the great gender imbalance among reviewers.
- Compile statistical presentations and guidelines that highlight gender issues in the process of searching for group members as well as reviewers to recognize the problem more widely.

4. Improving gender balance among trainees, scholars, participants in IPRE projects and programmes

The aim of IPRE is to improve the gender balance among trainees, colleagues, participants in IPRE projects and programmes. In this regard, we will:

- Present information on IPRE activities, events, calls in an inclusive and gender-sensitive manner.
- Monitor gender distribution among trainees, colleagues, participants in IPRE projects and programmes.
- Present gender-disaggregated data of trainees, scholars, participants in IPRE projects and programmes on the IPRE website.
- Draw the attention of policymakers to possible unconscious prejudice and the importance of taking gender aspects into account.
- Highlight the issue of gender imbalance between trainees, colleagues, participants in IPRE projects and programs during meetings and events.

5. Implement a gender-sensitive communication strategy

One of the key roles of IPRE is communication with society at large, including communicating with colleagues, partners and stakeholders, as well as promoting gender-balanced policies among young people and other actors. Gender equality will also be promoted through communication activities. We will remain aware of gender in all our communication channels and we will:

- Monitor the use of language and refrain from reproducing gender stereotypes.
- Monitor the representation of men and women in illustrative materials.
- Start from the principles of gender diversity when writing press releases, news, profile articles, etc.
- Try to ensure gender balance among speakers at public events, if possible. As in the case of decision-making bodies, we believe that under-represented gender representation of at least 40% is a good gender balance.
- Stress the need to highlight gender issues in various materials and statistics: data, wherever possible, will be broken down by gender.

Approved by IPRE Board IPRE.

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