

M.V. Marunevich Scientific Research Center of Gagauzia

I.A. Konstantinova

Order No. 07-k
dated 2 January 2026



GENDER EQUALITY PLAN (GEP)

Implementation Period: 2026–2029

1. General Provisions

This Gender Equality Plan (hereinafter referred to as the **GEP**) has been developed to ensure equal rights and opportunities for all employees of the **M.V. Marunevich Scientific Research Center of Gagauzia** (hereinafter referred to as the **Center**), regardless of gender, age, family status, or any other personal characteristics.

The Plan aims to establish a fair, safe, and inclusive working environment, prevent all forms of discrimination, ensure equal access to professional development, participation in decision-making processes, and the full realization of employees' scientific potential.

This document has been prepared in accordance with the principles of equal opportunities, the legislation of the Republic of Moldova, and the recommendations of the European Commission regarding the implementation of Gender Equality Plans in research organizations.

2. Objective of the Plan

To establish an effective institutional system for ensuring gender equality across all areas of the Center's activities.

3. Main Objectives

The Plan seeks to:

- ensure equal opportunities in recruitment and employment;
- provide equal opportunities for professional development and career advancement;
- foster a supportive and inclusive organizational culture;
- prevent all forms of discrimination;
- promote gender balance in managerial and decision-making positions;
- raise employees' awareness of gender equality issues;
- introduce a system for monitoring gender-related indicators.

4. Minimum Procedural Requirements

4.1 Publication of the Plan

Activities

- approve the Gender Equality Plan by the Director's Order;
- publish the Plan on the official website of the Center;
- ensure that all employees are informed of the Plan and acknowledge it by signature.

Responsible Persons

Director; Deputy Director.

Timeframe

2026.

4.2 Allocation of Resources

Activities

- appoint a person responsible for coordinating the implementation of the Plan;
- integrate gender equality responsibilities into the duties of the Center's management;
- engage external experts, where necessary.

Responsible Person

Director.

Timeframe

On a continuous basis.

4.3 Data Collection and Monitoring

Activities

Conduct an annual analysis of:

- staff composition by gender;
- distribution of positions by gender;
- remuneration levels;
- participation in research projects;
- participation in professional development and training;
- representation in managerial and decision-making bodies.

Prepare an annual implementation report.

Responsible Persons

Deputy Director; Accounting Department.

Timeframe

Annually.

4.4 Staff Training

Activities

- organize information sessions;
- conduct seminars and awareness-raising events;
- distribute informational materials;
- inform newly recruited employees about the principles of gender equality.

Responsible Persons

Administration.

Timeframe

At least once a year.

5. Main Areas of Implementation

5.1 Work-Life Balance

Objective

To create conditions enabling employees to effectively balance their professional responsibilities with their family and personal commitments.

Activities

- ensure compliance with labour legislation;
- provide leave in accordance with applicable legislation;
- allow flexible working arrangements where operationally feasible;
- promote respect for employees' family responsibilities;
- prevent discrimination against employees with children.

Indicators

- absence of complaints regarding unequal treatment;
- compliance with social guarantees;
- annual assessment of employee satisfaction.

5.2 Gender Balance in Decision-Making

Objective

To ensure equal opportunities for women and men to participate in decision-making processes.

Activities

- apply objective criteria in the selection of candidates for managerial positions;
- assess professional qualifications irrespective of gender;
- ensure transparency in appointment procedures.

Indicators

- proportion of women and men in managerial positions;
- transparent appointment procedures.

5.3 Gender Equality in Recruitment and Career Development

Objective

To prevent discrimination in recruitment, promotion, and career advancement.

Activities

- apply uniform evaluation criteria for all candidates;
- ensure transparent recruitment and selection procedures;
- provide equal access to education and training;
- ensure equal opportunities to participate in research projects;
- provide equal access to professional development activities.

Indicators

- absence of discrimination cases;
- equal participation of women and men in competitions and research projects.

5.4 Gender Dimension in Research Activities

Objective

To integrate gender equality principles into the Center's research activities where relevant.

Activities

- consider the gender dimension, where appropriate, in research topics and methodologies;
- encourage the participation of both women and men in research projects;
- ensure equal access to scientific publishing opportunities;
- support the participation of employees of both genders in scientific conferences and other academic events.

Indicators

- number of research projects;
- participation of employees by gender;
- number of scientific publications.

5.5 Prevention of Discrimination and Gender-Based Violence

Objective

To create a safe, respectful, and inclusive working environment.

Activities

- implement a zero-tolerance policy towards discrimination;
- prevent sexual harassment and all forms of gender-based harassment;
- ensure confidential handling of complaints;
- inform employees about complaint and reporting procedures;
- promote ethical standards of professional communication and conduct.

Indicators

- absence of confirmed cases of discrimination or harassment;
- timely consideration of complaints;
- annual implementation of preventive and awareness-raising activities.

6. Monitoring and Evaluation

The implementation of the Gender Equality Plan shall be evaluated annually.

Monitoring shall include:

- assessment of the implementation of planned activities;
- evaluation of the achievement of performance indicators;
- preparation of an annual implementation report;
- revision of the Plan, where necessary, based on the monitoring results.

7. Expected Results

The implementation of this Plan is expected to result in:

- equal opportunities for all employees;
- increased trust and cooperation within the workforce;
- the development of a modern and inclusive organizational culture;
- prevention of discrimination in all forms;
- enhanced transparency of human resources policies;
- the establishment of a safe and respectful working environment;
- increased participation of both women and men in research activities and decision-making processes;
- compliance with the requirements of international funding programmes and grant schemes that require the adoption of a Gender Equality Plan.

Annex No. 1

Action Plan for the Implementation of the Gender Equality Plan (2026–2029)

No.	Activity	Timeframe	Responsible Person	Indicator
1	Approval and publication of the Gender Equality Plan	Q3 2026	Director	Plan published
2	Appointment of the person responsible for implementation of the Plan	Q3 2026	Director	Order issued
3	Establishment of a gender-disaggregated personnel database	Annually	Human Resources Officer	Annual report prepared
4	Preparation of the annual implementation report	Annually	Responsible Person	Report approved
5	Organization of training activities on gender equality	Annually	Administration	At least one training event conducted
6	Monitoring gender balance in recruitment procedures	Ongoing	Recruitment/Selection Committee	Monitoring completed
7	Monitoring employees' participation in research projects and scientific conferences	Annually	Heads of Structural Units	Statistical data collected
8	Informing employees about the policy on	Annually	Administration	All employees informed

	preventing discrimination			
9	Analysis of the gender composition of managerial positions	Annually	Director	Analytical report prepared
10	Revision of the Gender Equality Plan, where necessary	Once every three years	Director	Updated version of the Plan adopted