

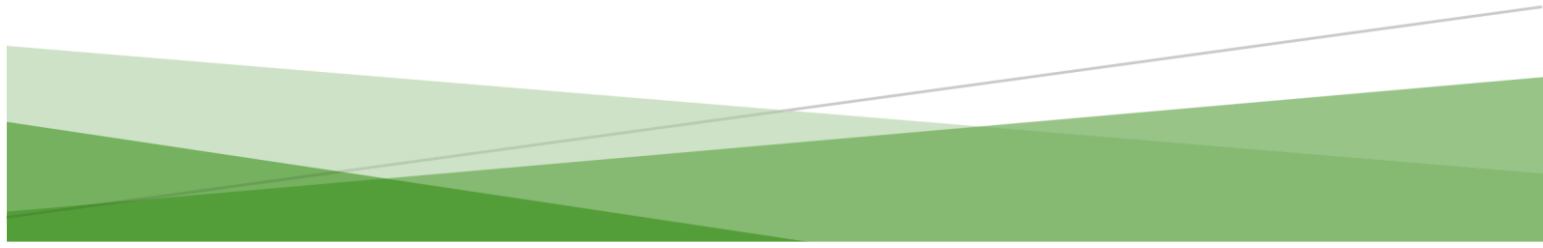
GREENSOFT S.R.L.
Iași, Str. Han Tatar, nr. 4
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RO 14914784



GENDER EQUALITY PLAN

2024-2025

S.C. GREENSOFT S.R.L.



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Abbreviations:

GEP	Gender Equality Plan
GES	Gender Equality Strategy
GEC	Gender Equality Committee
GEAP	Gender Equality Action Plan
SAGE	Systemic Action for Gender Equality
HR	Human Resources

1. Introduction

The GE for 2022-2025 was built in compliance with the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, 2015-2019, the European Strategy for Gender Equality 2020-2025 and the Horizon Europe guidelines on gender equality plans.

The EU Gender Equality Strategy aligns with the EU Commission's commitment to achieve a Union of Equality. The key objectives are: ending violence against women; combating gender stereotypes; eliminating gender disparities in the workforce; ensuring equal participation of women and men in different sectors of the economy; closing the gender pay gap and gender disparities in pensions; eliminating gender discrepancies in the assumption of family responsibilities and achieving gender balance in decision-making and politics. The strategy follows a two-fold approach: mainstreaming a gender perspective in all other policies, combined with specific actions.

The motivation behind the development of the GE strategy is to ensure that our company is a safe place for everyone, and all activities and processes that take place respect the principles of equality, diversity, inclusion and non-discrimination.

Based on the GE strategy, Greensoft SRL developed the GE Plan (GEP) for 2024-2025, with concrete actions and measures, as well as indicators to measure the progress of its implementation and revisions

Implementation of its mission and values, GE strategy and GEP Greensoft SRL ensures and promotes equality and diversity of knowledge and the acquisition of skills for all. The objectives of the GE strategy are implemented through specific actions aimed at protecting an equal and inclusive organizational culture and promoting gender equality at all levels. As such, the GE and GEP strategy will proactively enable the raising of awareness of gender equality, skills and competences; gender balance in decision-making structures and processes, including recruitment; equality of gender in research; integrating the gender dimension into entire research process.

2. The current context of Gender Equality Strategy

At the international level, there is a firm commitment to gender equality, assumed through objective no 5 of the 2030 Agenda for Sustainable Development.

In Romania, the policy on equal opportunities and equal treatment between women and men was first legislated in 2002 with the adoption of Law 202/2002 on equal opportunities between women and men, which focused specifically on gender equality (Gender Equality Act). Among other measures, the law provides for positive actions that promote gender equality as "special actions that are adopted on a temporary basis to accelerate the practical realization of equal opportunities between women and men" (Article 4 letter (e)), admitted only in where it "aims to protect certain categories of women or men, and not women as a group in comparison with men" (Article 6(5)(b)). This law aims to eliminate all forms of discrimination based on gender in the public and private sectors, in areas such as work, education, health, culture, information, supply and access to goods and services, etc. Also, in 2002, the National Agency for Equality of Chances between Women and Men was established.

The National Strategy for Promotion of Equal Opportunities and Treatment between Women and Men 2018-2021 was approved by Government Decision 365/24.05.2018. The strategy has three general objectives: (1) promoting girls' and women's universal access to sexual and reproductive health; (2) reconciling professional life with family and private life; (3) encouraging women's participation in the decision-making process and five areas of intervention: (1) education, (2) health, (3) the labour market, (4) balanced participation in decision-making processes and (5) gender mainstreaming.

All Greensoft SRL employees enjoy recognition, consideration, and respect in a climate of trust, tolerance and dignity, which contributes to collective cohesion, cooperation and increasing the prestige of the company. Greensoft SRL respects the dignity of each of its members and promotes equal opportunities and treatment between women and men.

Greensoft SRL operates on the following principles:

- a) the principle of equity
- b) the principle of managerial and financial efficiency
- c) the principle of transparency
- d) the principle of respecting the rights and freedoms of employees

- e) the principle of independence from ideologies, religions and political doctrines
- f) the principle of quality assurance

Greensoft SRL values:

- Integrity
- Respect
- Innovation
- Teamwork

3. Measures for definition and implementation of the Gender Equality Action Plan

The gender equality plan being a strategic document, will involve the whole company, with the support and formal commitment of management, staff, both women and men.

3.1 Greensoft SRL strategy for gender equality for the period 2024-2025

No	Domain	Objectives
1.	Work-life balance and organizational culture	Promoting the integration of work with family and personal life
2.	Gender balance in leadership and decision-making	Promoting gender equality in institutional culture, processes and practices
3.	Gender equality in recruitment and career progression	Promoting processes that foster and support gender-sensitive recruitment, careers and appointments
4.	Integrating the gender dimension into research content	Promoting a gender and sex perspective in research processes
5.	Measures against gender-based violence, including sexual harassment	Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity

3.2 Greensoft SRL Gender Equality Plan for the period 2024-2025

3.2.1 Creating an organizational culture that encourages balance between professional life and private life

No	Action	Target group	Chronology		Indicators	Responsible
			2024	2025		
1.	Define the necessary tools for work-life balance policy	Managers Employees	X	X	Tools for work-life balance implemented	HR Manager
2.	Flexible work conditions (part-time, work from home, flexible start time)	All staff	X	X	Work from home Policy. Internal Regulation	HR Manager
3.	Improve working conditions	All staff	X	X	Improved working conditions	Office Manager
4.	Annual Employees Satisfaction Survey	All staff	X	X	Put in place. Employees Satisfaction Survey	HR Manager
5.	Better scheduling of work meetings based on work-life balance needs	All staff	X	X	On-line meeting platforms	IT Administrator

3.2.2 Gender balance in leadership and decision-making

No	Action	Target group	Chronology		Indicators	Responsible
			2024	2025		
1.	Appointing responsible for monitoring and ensuring that workplace procedures and practices respect gender equality	All staff	X	X	Internal decision for responsible	HR Manager
3.	Review of any text, communication, images for gender equality	All staff	X	X	Reviewed of any text, communication, images for gender equality	Legal counsellor
4.	Promoting initiatives to facilitate gender equality at all levels of the organization, providing staff training	Project Managers	X	X	Awareness training on gender equality issues	HR Manager

3.2.3 Gender equality in the recruitment process and career progression

No	Action	Target group	Chronology		Indicators	Responsible
			2024	2025		
1.	Gender awareness initiatives, briefings and guides for recruitment and career path	Candidates, All staff	X	X	Recruitment Policy Career path policy	HR Manager
2.	Gender equality, career path and leadership training programs	All staff	X	X	Recruitment training Career path policy Leadership training	HR Manager
3.	Dissemination and communication of good career practices – role models for women	All staff	X	X	Initiatives for increasing awareness for women models Initiatives for gender	General Manager

					diversity in management team	
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3.2.4 Integration of gender dimension in research

No	Action	Target group	Chronology		Indicators	Responsible
			2024	2025		
1.	Internal seminars about gender perspective in research activity	Project Managers	X	X	Staff participation at seminars about analyse gender methods in research activity	HR Manager
2.	Dissemination and communication of best practices in career - role models for women	All staff	X	X	Initiatives for increasing awareness for women models Initiatives for gender diversity in management team Initiatives for gender diversity in management team	General Manager

3.2.5 Measures against gender-based violence, including sexual harassment

No	Action	Target group	Chronology		Indicators	Responsible
			2024	2025		
1.	Discrimination training program (including discriminatory language), violence (based on prejudice or gender), harassment and sexual harassment	All staff	X	X	Acquired skills (identification and actions to discrimination and violence)	HR Manager

2.	Internal procedure to encourage reporting of all forms of discrimination, including gender discrimination, gender-based violence and sexual harassment	All staff	X	X	Implement internal procedure	HR Manager
3.	Put in the Code of Ethics articles against gender-based violence, including sexual harassment	All staff	X	X	Updated Code of Ethics	HR Manager

3.3 GEP monitoring and evaluation

Implementation of GEP at Greensoft SRL, progress against the goals and objectives of the gender equality strategy will be periodically evaluated through regular meetings. The implementation of the GEP will be permanently monitored in the company. Gender equality committee members are responsible for data collection and input. They will conduct a first review of GEP progress (against indicators), collect knowledge and feedback.

The members of the GEC commission will conclude reports of findings (once a year), which are then presented to the management team and discussed. These meetings will provide valuable insights into GEP implementation. These meetings will also provide feedback and recommendations that will allow adjustments and improvements to GEP interventions for the following year.

Regular reports enable continuous review of the impact of the GEP, as well as keeping the wider community informed and engaged in progress towards gender equality. The review of progress reports includes qualitative information as well as quantitative data, such as updates of gender-disaggregated human resources data, monitoring data to track the implementation of key actions.

After their conclusion and adoption by the Greensoft SRL management (Senate, Rector, PRs), the periodic (annual) progress report of the EG is published on the university website and communicated to the entire academic community.