**PUR ȘI SIMPLU VERDE**

**GENDER EQUALITY PLAN**

2022 - 2024

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**I. Introduction**

PUR ȘI SIMPLU VERDE is a non-governmental, independent and apolitical organization, founded out of the conviction that the support and action of civil society is needed for Romania to develop sustainably. Sustainable development is the solution that meets the needs of people today, without compromising the ability of future generations to meet their own needs.

Our programs, projects and actions focus on areas such as environmental protection, energy, education, research, human rights, health and digitalization. The activities aim at the development of local communities and the whole society in a sustainable way.

Sustainability means creating value for our organization, for our partners and for the society as a whole. Gender Equality is part of a sustainable development and it is one of the United Nations’ 17 Sustainable Development Goals. Gender Equality, as well as the principles of non-discrimination and equal treatment are fundamental values for PUR ȘI SIMPLU VERDE and we are committed to enable these principles within our organizations, among our partners and other relevant stakeholders. That is why we have anchored this principle into our sustainability strategy. Our aim is to ensure that this principle is not violated.

We, at PUR ȘI SIMPLU VERDE, underline our strong commitment to respecting the principle of Gender Equality as stated in various international conventions:

* 17 Sustainable Development Goals (United Nations)
* 10 Principles of the United Nations Global Compact
* The International Bill of Human Rights
* Women’s Empowerment Principles (United Nations)
* ILO no. 100 Equal Remuneration Convention (1951)
* ILO no. 111 Discrimination (Employment and Occupation) Convention (1958)
* Law no. 202/2002 on equal opportunities and equal treatment for women and men (Romania)

**II. Objectives:**

We aim to promote a diverse and inclusive working environment within our organization, but also among our partners and other stakeholders.

Our measures are aimed to promote equal opportunity for women and men. These measures are designed to achieve the following objectives:

**OBJECTIVE 1** Raising gender awareness among our staff, members and volunteers

**OBJECTIVE 2** Gender equality in recruitment, including for research programs

**OBJECTIVE 3** Supporting female early in their research careers

**OBJECTIVE 4** Measures against gender-based violence, including sexual harassment and discrimination

**III. Principles**

In achieving our objectives, we want to make sure we are respecting the principles related to the Gender Equality:

**Discrimination** Any distinction, exclusion or preference made on the basis of race, colour, sex, religion political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation[[1]](#footnote-1) or other characteristics protected by the law are marital status, sexual orientation, disability, motherhood, parenthood etc.

**Equal Remuneration** Equal remuneration for men and women workers for work of equal value[[2]](#footnote-2)

**Gender Equality** Achieve gender equality and empower all women and girls. Gender bias is undermining our social fabric and devalues all of us. It is not just a human rights issue; it is a tremendous waste of the world’s human potential. By denying women equal rights, we deny half the population a chance to live life at its fullest. Political, economic and social equality for women will benefit all the world’s citizens. Together we can eradicate prejudice and work for equal rights and respect for all[[3]](#footnote-3).

**Unconscious Bias** Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one’s tendency to organize social worlds by categorizing. Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one’s conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, biases may be more prevalent when multi-tasking or working under time pressure[[4]](#footnote-4).

**Sexual Harassment** Any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment[[5]](#footnote-5).

**Work life balance** Work-life balance is relevant for both women and men and involves ensuring that all staff are properly supported to advance their career alongside personal responsibilities that they may hold outside of the workplace, including caring responsibilities[[6]](#footnote-6).

**IV. Proposed Measures:**

The proposed measures are detailed in the Annex 1 to this Policy.

**V. Governance**

The president of PUR ȘI SIMPLU VERDE has full responsibility for the implementation of the commitments set in this Gender Equality Plan, for supporting the Gender Equality Plan, making available financial and human resources, approving relevant documentation and requesting regular updates.

PUR ȘI SIMPLU VERDE has in place a support structure, namely a Diversity Officer subordinated to the President and publicly supported by the President.

The Diversity Officer has the role to set up, implement, monitor and evaluate the Gender Equality Plan, provide practical support and tools, cooperate with other involved stakeholders, raise awareness about the benefits of gender equality and assess the progress of the organization.

Nevertheless, promoting gender equality is the responsibility of every staff member of the organization.

**VI. Communication**

This Gender Equality Plan is published on PUR ȘI SIMPLU VERDE public website and will be communicated actively and regularly across the organization to underline the leaderships’ support for the plan.

**VII. Training**

PUR ȘI SIMPLU VERDE will regularly organize awareness-raising and training actions on gender equality. These actions will be oriented to the whole organization and be evidence-based.

**VIII. Data Collection and Regular Reporting**

PUR ȘI SIMPLU VERDE will collect sex/gender desegregated data on its staff, members, volunteers and other relevant stakeholders. This data shall be monitored on an annual basis. Based on the results of this data, additional measures will be taken, if necessary.

We at PUR ȘI SIMPLU VERDE will publish regularly progress reports of the plan and of the progress towards gender equality.

**IX. Review**

Gender Equality is an ongoing and challenging process to the benefit of the whole organization. This GEP will be re-evaluated regularly and may be subject of review in case of the existing requirements are changing.

**Ph.D. Ioana Maria Petrescu**

**President of PUR ȘI SIMPLU VERDE**

Bucharest, xxx February 2022

**ANNEX no. 1**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **OBJECTIVES** | **ACTIONS** | **TARGETED GROUPS** | **RESPONSIBLE** | **CALENDAR** | | |
| 2022 | 2023 | 2024 |
| **RAISING GENDER AWARENESS AMONG OUR STAFF, MEMBERS AND VOLUNTEERS** | Diversity, Inclusion and Gender Equality Awareness Presentation during the yearly General Assembly of Members | Staff, members, volunteers | Diversity Officer | 1/year | 1/year | 1/year |
| **GENDER EQUALITY IN RECRUITMENT, INCLUDING FOR RESEARCH PROGRAMS** | Developing gender tracking tools (Excel) for monitoring the percentage of women from our staff, members, volunteers, including the participants in research projects and adopting additional measures, if necessary | Staff, members, volunteers | Diversity Officer | 1/year | 1/year | 1/year |
| **SUPPORTING FEMALE IN THEIR RESEARCH CAREERS** | Women from our organization who made a difference in their field of expertise, mainly in research and innovation, will be key-note speakers in the organization's internal meetings | Staff, members, volunteers | Diversity Officer | 1/year | 1/year | 1/year |
| **MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT AND DISCRIMINATION** | The Gender Equality Plan is presented in the organization's internal meetings | Staff, members, volunteers | Diversity Officer | 1/year |  |  |
| The Gender Equality Plan is published on the public website of the organization | Staff, members, volunteers | Diversity Officer | 1/year |  |  |

1. ILO Convention no. 111 [↑](#footnote-ref-1)
2. ILO Convention no. 100 [↑](#footnote-ref-2)
3. https://www.globalgoals.org/5-gender-equality [↑](#footnote-ref-3)
4. Renee Navarro, PharmD, MD, Vice Chancellor, Diversity and Outreach of University of California, San Francisco [↑](#footnote-ref-4)
5. European Institute for Gender Equality [↑](#footnote-ref-5)
6. Horizon Europe Guidance on Gender Equality Plans (GEPs) [↑](#footnote-ref-6)