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Fundatia pentru Tehnologia Informatiei Aplicata in Mediu, Agricultura si Schimbări Globale (TIAMASG Foundation)

Gender Equality Plan

The Strategy of the TIAMASG Foundation places an emphasis on four values: progressiveness, equality, independence and trust. This Gender Equality Plan applies for the years 2021 to 2027.

Guiding principles and overall objectives

In all operations, the TIAMASG Foundation strives to ensure equal rights and equal status of women, men and people who declare themselves non-binary. This applies to employees and those involved in the operations in other ways.

The TIAMASG Foundation works on gender mainstreaming in all strategy formulation and decision-making, and will also make use of specific temporary measures to correct unequal status of the genders.

About the Gender Equality Plan

This Gender Equality Plan covers not only equality and equal status of the genders, but places an emphasis on integrating gender perspectives with other perspectives in strategy formulation, decision-making and implementation. It is in accordance with the European Commission's Gender Equality Strategy for 2020-2025.



Objectives and measures

This Plan covers equality of the genders among staff, as well as gender mainstreaming in strategy formulation and decision-making of the TIAMASG Foundation.

The Plan specifies objectives in eight sections and measures that are intended to contribute to the objectives being attained.

I. MANAGEMENT OF EQUAL RIGHTS AFFAIRS, INSTRUCTION AND GENDER MAINSTREAMING

1. Responsibility and management of equal rights affairs

The Executive Director and the Director's Board are the parties primarily responsible for implementing this Plan but can assign to others, such as other administrators, or individual employees, the supervision of and follow-up to individual aspects.

2. Gender mainstreaming in administration

Gender and equality mainstreaming shall be observed in all operations of the TIAMASG Foundation, such as in management, human resource affairs and research, and gender equality shall serve as a guiding principle in strategy formulation, decision-making and planning. Instruction on equal rights affairs for administrators is a fundamental prerequisite for successful mainstreaming.

2.1. Gender and equality mainstreaming – equality screening

All administrative staff of the TIAMASG Foundation shall observe gender and equality mainstreaming in their operations. When working on strategy formulation or decision-making, the needs and perspectives of the genders shall always be taken into account and the consequences of strategy and measures with respect to equality shall be analysed.



2.2. Gender-specific information

Statistical information, such as concerning professional advancement and research activity, shall be gender-specific when appropriate.

2.3. General instruction and advice on equal rights affairs

All employees of the TIAMASG Foundation shall have the option of and be encouraged to receive instruction and advice on gender equality and gender mainstreaming each year. When welcoming new staff members this Plan shall be presented.

2.4. Gender equality in minority groups

Special emphasis shall be placed on preventing gender inequality from occurring in groups that may be faced with other kinds of inequality, such as because of disability, skin colour, nationality, sexual orientation, religion or other factors. It shall always be kept in mind that the status of women, men and non-binary persons in minority groups may be different and special attention must be given to the gender that is at a disadvantage at each time.

II. MEASURES TO CONTRIBUTE TO EQUAL STATUS OF THE GENDERS AMONG EMPLOYEES

3. Employee salaries

There will be no gender-based wage difference at the TIAMASG Foundation.

4. Gender diversity in jobs

Any Positions at TIAMASG Foundation shall not be classified into men's and women's jobs in the advertisement and hirings or another related activity.



4.1. Research

It shall be ensured that people of all genders have equal opportunities for research activity and acquisition of research points and for applying for grants to research funds.

4.2. Retraining

Necessary measures shall be taken to ensure that all genders have equal opportunities regarding retraining, continuing education and vocational training, and to attend courses held to enhance vocational skills or to prepare for other assignment occupations.

5. Committees and councils

The ratio between women and men serving in all committees and councils under the auspices of TIAMASG Foundation shall be as equal as possible.

6. Working environment

Every effort shall be made to provide equal conditions for employees at TIAMASG Foundation and create an environment where all genders can flourish. Bullying, violence, gender-based and sexual harassment and gender-based and sexual violence are never tolerated.

TIAMASG Foundation
Executive Director,

George COJOCARU