

# GENDER EQUALITY PLAN

STARA ZAGORA REGIONAL  
ECONOMIC DEVELOPMENT  
AGENCY



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**GENDER EQUALITY PLAN**

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The Gender equality plan (GEP) is aiming towards: promoting career- development of both female and male researchers to prevent the waste of talents, particularly for women, who more often drop out (or interrupt/ abandon) their career; improving decision-making by addressing gender imbalances to meet new opportunities for excellence; incorporating the sex/ gender dimension variable in research, especially where it is traditionally not applied; ensuring diversification of views and methodologies in research and teaching; stimulating a gender aware culture change.

The GEP in the context of its adhesion to the Agenda 2030 issued by the United Nations, aimed to contribute to the achievement of a future Sustainable Development

The GEP includes actions to reach the previous objectives and responds to the guidelines of the European Institute for Gender Equality (EIGE) as it aims to “identify and implement innovative strategies to promote cultural change and equal opportunities in Universities and Research Centers” (EIGE, <http://eige.europa.eu>).

In defining the overall structure of the GEP, SZREDA has followed the elaborated by PLOTINA projec five key areas:



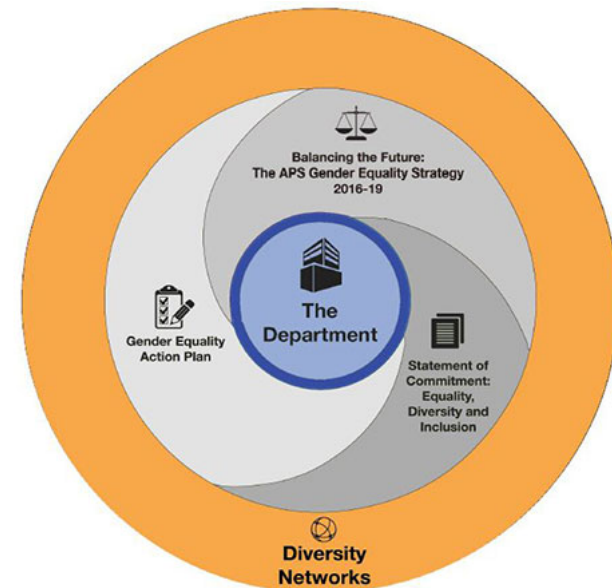
- governance bodies, key actors, and decision-makers;
- recruitment, career progression, and retention;
- work and personal life integration;
- researchers and research: gender equality and sex and gender perspective;
- integration of sex and gender dimension in teaching curricula.

The indicators were developed by the Working group for GEP.


The GEP is a flexible tool, comparable to a Positive Action Plan, which is constructed taking into account the characteristics and needs of each single University or Research Center.

The GEP has been approved by the management body of SZREDA on 1 October 2021.

The GEP contains measures developed on the basis of the needs and the context analysis of the SZREDA, an analysis carried out through the valuable collaboration of its team.





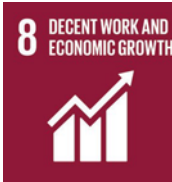


Key areas	Objectives	Measures	Direct Target	Indirect Target	Timeline				Who is in charge of this?	Indicators	Connection with SDGs Agenda 2030
					2020	2021	2022	2023			
KA1 - The governance bodies, key actors and decision-makers	1.1. Promoting the creation of structures to support gender equality	Routine revision of any text, communication, images, from a gender equality and diversity standing point	Researchers/ experts and technical and administrative staff		x	x	x	x	Executive managers DG, GENDER EQUALITY RECTOR DELEGATE (GERD), Communication expert	1.3 Gender sensitive language and images in institutional documents	
KA1 - The governance bodies, key actors and decision-makers	1.2. Promoting gender equality in the institutional culture, processes and practice	Gathering of gender disaggregated quantitative and qualitative data routinely, in departments/ faculties/ schools, if possible, in a digital format. Analysis of these data in a dedicated Report so as to monitor gender and diversity state of art in the organization and allow further data collection	Key actors and decision-makers	Researchers / experts and technical and administrative staff, interns	x	x	x	x	Executive managers DG, GENDER EQUALITY RECTOR DELEGATE (GERD), Communication expert	6.4.3 Provision of an annual RPO gender report	5.1 End all forms of discrimination against all women and girls everywhere



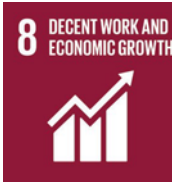


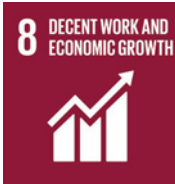
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KA2 - Recruitment, career progression and retention	2.1. Promoting processes to favour and support gender-sensitive recruitment, career and appointments	Carrying out gender awareness initiatives, briefings or creating guidelines to be undersigned by recruitment and appointment Commission Members	Commission Members and administrative staff with supporting roles	Candidates		x	x	x	Management body, GEP working group	6.2.4 Positive actions in recruitment processes	 <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>
KA2 - Recruitment, career progression and retention	2.1. Promoting processes to favour and support gender-sensitive recruitment, career and appointments	Offer of Mentoring and Empowerment courses to improve visibility, self-confidence, negotiating and leadership skills, particularly dedicated to the	Newly recruited staff, researchers and experts		x	x	x	Management body, GEP working group	6.2.10 Empowerment trainings for career progression  6.2.11 Trainings for leadership	 <p>5.1 End all forms of discrimination against all women and girls everywhere</p>	

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KA2 - Recruitment, career progression and retention	2.1. Promoting processes to favour and support gender-sensitive recruitment, career and appointments	Sharing career good practices - role models for women (scientists, researchers and experts)	Newly recruited staff, researchers and experts	Interns	x	x	x	x	Management body, GEP working group	6.2.8 Initiatives for raising awareness on female role models	 <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>
KA2 - Recruitment, career progression and retention	2.1. Promoting processes to favour and support gender-sensitive recruitment, career and appointments	Introduction/retention in the RPO's internal research evaluation procedure of the consideration of maternity and parental leave periods in order to reach a more equal	Researchers and experts		x	x	x	x	Management body, GEP working group	6.2.6 Positive actions in research evaluation	







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KA3 – Work and personal life integration	3.1. Promoting integration of work with family and personal life	Feasibility plans for the creation of new welfare services, e.g. contract arrangements with service suppliers from family care duties and house chores to summer camp organization, to child-care in case of conference or congress	Researchers/ experts and technical and administrative staff	Families of researchers/ experts and technical and administrative staff	x	x	x	x	Management body, GEP working group	6.3.1 Policies on work and personal life integration	 <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>
KA3 – Work and personal life integration	3.1. Promoting integration of work with family and personal life	Encouragement to men to take parental leaves	Researchers / experts and technical and administrative staff	Families of researchers/ experts and technical and administrative staff		x	x	x	Management body, GEP working group	3.4 Standard procedure for parental leave	

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KA3 – Work and personal life integration	3.1. Promoting integration of work with family and personal life	Creation of guidelines to foster a better planning of working meetings accordingly to work life balance needs (e.g. management and communications of the	Key actors and decision-makers (e.g. Department's Directors), researchers/experts and administrative staff			x	x	x	Management body, GEP working group	6.3.1 Policies on work and personal life integration	 <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p>
KA3 – Work and personal life integration	3.1. Promoting integration of work with family and personal life	Implementation of ICT-based systems for enhancing flexibility and improving the staff mobility	Researchers / experts and technical and administrative staff	Interns		x	x	Management body, GEP working group	3.4 Standard procedure for parental leave		



Key areas	Objectives	Measures	Direct Target	Indirect Target	Timeline				Who is in charge of this?	Indicators	Connection with SDGs Agenda 2030
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KA4 - Researchers and research: gender equality and sex and gender perspective	4.1. Promoting a gender and sex perspective in Research processes	Monitoring of all data regarding Research disaggregated by gender: funding allocation, publications submission, excellence evaluation, patent applications	Key actors and decision-makers (e.g. Departments Directors	researchers/ experts	x	x	x	x	Management body, GEP working group	6.4.3 Provision of an annual RPO gender report	 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard
KA4 - Researchers and research: gender equality and sex and gender perspective	4.1. Promoting a gender and sex perspective in Research processes	Development, communication and implementation of standards for the incorporation of the sex and gender variables into research	Researchers/ experts	Interns		x	x	x	Management body, GEP working group	6.4.4 Participation in training seminars on integrating sex/ gender analysis methods, by gender and field	 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard











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