



CENTRUL PENTRU POLITICI ȘI SERVICII DE SĂNĂTATE

CENTER FOR HEALTH POLICIES AND SERVICES

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Gender Equality Plan

2023-2025



Introduction

The Gender Equality Plan set to be implemented by the Center for Health Policies and Services (CHPS) from 2023 to 2025 represents the initial phase of a broader initiative aimed at fostering equality within the organization. This plan serves as a tool that, firstly, reinforces core values integral to CHPS's governance, including equality, inclusion, diversity, and transparency. Secondly, it actively addresses challenges to uphold gender equality principles throughout all institutional processes and practices.

CHPS's endorsement of gender equality aligns with its role as a key player in the innovation ecosystem, emphasizing social responsibility and a commitment to equal opportunities for both men and women. The increased emphasis on gender equality underscores CHPS's acknowledgment that individuals, irrespective of gender, contribute equally to their professional roles. This recognition extends across diverse fields and hierarchical levels, fostering a multifaceted organizational approach.

Gender equality, seen as an extension of equal rights and freedoms, ensures fair opportunities, supports skill development, and encourages the acquisition of new knowledge. By embracing everyone, regardless of gender, CHPS aims to create a more inclusive and motivating work environment, ultimately fostering higher levels of productivity and employee satisfaction.

CHPS is dedicated to promoting and instilling a culture of diversity and inclusion grounded in respect and equal opportunities. This cultural integration, becoming part of the institution's identity, will serve as a guiding principle for both internal and external activities.

Principles

In the pursuit of addressing inequalities and striving for the elimination of imbalances and barriers to secure equal rights and opportunities, CHPS has adopted a set of guiding principles to shape the process:

1. **Inclusion:** CHPS is committed to fostering an inclusive culture founded on respect for dignity, equality, differences, and the fight against stereotypes, discrimination, harassment, and violence in any form.
2. **Diversity:** The organization aims to promote mutual respect and provide a framework that integrates cultural, religious, or ideological differences. Initiatives will be undertaken to enhance the understanding of diversity, ultimately facilitating the transfer of knowledge.
3. **Gender Equality:** CHPS is dedicated to promoting institutional practices and policies that ensure a balanced representation at all decision-making levels.
4. **Equality:** The organization endeavours to promote institutional processes that guarantee equal opportunities and efficient access to one's career within the institution, spanning from recruitment to career development.
5. **Work-Life Balance:** CHPS is committed to promoting individual or collective measures that facilitate the reconciliation of family life with professional responsibilities.
6. **Transparency and Integrity:** CHPS aims to develop practices that ensure institutional transparency, applying principles of excellence, equal opportunities, and diversity.
7. **Freedom:** The organization actively promotes critical and creative thinking, safeguarding freedom of expression and cultivating a healthy and safe working environment.
8. **Personal Development:** CHPS supports the achievement of individual potential by advocating for personalized measures that contribute to personal growth and development.

Key Objectives

CHPS implements this GEP through a series of specific actions based on the following five key objectives:

1. Raise awareness of gender equality and bias
2. Ensure work-life balance among staff members
3. Promote and support gender balance in management roles
4. Promote and support gender equality in recruitment and career progression
5. Prevent sexual and moral harassment and take necessary action whenever allegation of misconduct
6. Integrate gender dimension into research activities and any other project activities conducted



O1. Raise awareness of gender equality and bias

1.1 Introduction of the Gender Equality Plan to All Staff:

Purpose: Emphasize to staff that gender equality and inclusion are top priorities for CHPS.

Aims: Raise awareness of gender equality and anti-discrimination principles within the organization.

Activities: Actively communicate the GEP to all staff during onboarding and throughout their employment. Messages will be shared through senior management and Staff Representatives.

Indicators: Achieve 100% distribution of the GEP to all staff members.

Outcomes: Enhance staff awareness of the organization's commitments to gender equality and inclusion, fostering understanding of implementation, monitoring, and reporting processes.

1.2 Implementation of Bias Training for All Staff Members:

Purpose: Address current organizational deficiencies related to bias.

Aims: Raise general awareness of gender equality and bias, fostering an inclusive leadership culture to prevent discrimination. Enable employees to feel valued regardless of gender.

Activities: Conduct training sessions on bias for all staff, delivered by experts. Strengthen managerial skills for effective management of a diverse group in an empathetic and unbiased manner.

Indicators: Ensure 100% of staff members receive bias training.

Outcomes: Mitigate bias in gender and diversity among employees, fostering an environment free from discrimination.

1.3 Coordination of Informal Gatherings on Fairness, Diversity, and Inclusion:

Purpose: Embed fairness, diversity, and inclusion in the organization's culture.

Aims: Promote discussions on fairness, diversity, and inclusion across the organization.

Activities: Organize dedicated events on these topics for all staff.

Indicators: Measure the number of events organized.

Outcomes: Increase awareness and dialogue on diversity, fairness, and inclusion, while promoting the measures taken.

1.4 Develop Gender-Sensitive Communication:

Purpose: Ensure all institutional communication is gender sensitive.

Aims: Guarantee that both internal and external communication is gender sensitive.

Activities: Develop an informative gender sensitive communication kit.

Indicators: Create one informative kit regarding gender-sensitive communication.

Outcomes: Over 70% of informed employees understand the importance of using gender-sensitive language in both internal and external communication.

O2. Ensure work-life balance among staff members

2.1 Promote Initiatives Supporting Work-Life Balance

Purpose: Enhancing the balance between work and personal life can lead to substantial improvements in productivity, diminish the risk of work-related stress, and foster greater well-being.

Aims: Implement the right-to-disconnect and working-from-home policies.

Activities: Actively communicate existing policies and engage in a dialogue with Program Managers to identify and address issues related to work-life balance, including those potentially influenced by gender.

Indicators: Number of staff reaching out to their coordinators.

Outcomes: Achieve improved staff retention and heightened productivity through an enhanced work-life balance.

2.2 Introduce Measures to Facilitate Parenthood

Purpose: Alleviate potential stress for employees returning to work who must navigate the dual challenges of regaining professional competencies and adjusting to parenthood.

Aims: Assist employees returning from parental leave in acclimating to recent developments within the institution and resuming their previous projects.

Activities: Conduct information sessions among employees emphasizing the significance of the transition period and offering supportive measures.

Indicators: Monitor the number of information sessions conducted, especially upon the return of an employee from parental leave.

Outcomes: Enhance employees' work efficiency and professional satisfaction during the initial 3 months following their return from parental leave.

O3. Promote and support gender balance in management roles

3.1 Embed Gender Considerations in Internal Processes and Regulations

Purpose: Ensure transparent and up-to-date procedures that account for gender equality.

Aims: Advocate for and uphold the principle of non-discrimination throughout the organization.

Activities: Analyse and, where relevant, revise internal procedures.

Indicators: Assess the number of revised procedures incorporating gender equality considerations.

Outcomes: Encourage gender equality and the adoption of best practices through clear and updated internal processes.

3.2 Support Organizational Initiatives Focused on Gender Equity in Programmatic Implementation:

Purpose: Apply a gender equity lens to the organization's programmatic interventions.

Aims: Raise awareness of gender equality and bias by ensuring that implemented activities consider gender perspectives.

Activities: Encourage staff-led initiatives, and conduct training sessions on bias for all staff members by experts.

Indicators: Track the number of women holding managerial positions.

Results: Raise awareness, stimulate dialogue on diversity, fairness, and inclusion. Ensure that gender considerations are incorporated into programmatic planning and implementation.

O4. Promote and support gender equality in recruitment and career progression

4.1 Internally Monitoring Gender-Related Data and Indicators

Purpose: Collecting gender-disaggregated data enables CHPS to assess the quantitative impacts of measures aimed at advancing employees in their careers.

Aims: Monitor gender breakdown in all career-related areas (e.g., recruitment, promotions, etc., across various staff categories) and adopt corrective measures if necessary.

Activities: Maintain a tracking file for all staff members, including recruitment statistics.

Indicators: Yearly internal analysis report of collected data.

Outcomes: Ensure career progression within the organization is free from gender biases.

4.2 Conducting personal development trainings and initiatives

Purpose: Enhance employee growth and skills through personal development trainings and initiatives.

Aims: Foster professional and personal growth among employees, equipping them with valuable skills and knowledge.

Activities: Design and organise targeted training sessions and initiatives and sharing resources and tools for continuous learning and self-improvement.

Indicators: Number of employees participating in personal development initiatives.

Outcomes: Improved employee skills and competencies as well as increased job satisfaction and motivation.

4.3 Enhancing Gender Sensitivity in Recruitment Practices

Purpose: Raise awareness within CHPS regarding potential discrimination in recruitment, improve institutional commitment to gender equality, and communicate gender-sensitive recruitment protocols effectively.

Aims: Provide support to Program Managers that are also recruiting for their teams, enhancing their awareness of stereotypes impacting the selection process.

Activities: Organize an information session for Program Managers on ensuring gender equality in the selection process.

Indicators: Number of information sessions conducted

Outcomes: Ensure all Program Managers are aware of gender-sensitive recruitment protocols.

O5. Prevent sexual and moral harassment and take necessary action whenever allegation of misconduct

5.1 Update CHPS's policy against moral and sexual harassment or abuse of authority

Purpose: situations involving sexual and moral harassment are complex issues that can arise in any working environment. It is important to support victims, encourage them to speak out, and explain systems in place for identifying and rectifying such situations.

Aims: Ensure CHPS's anti-harassment policy inclusive of all new legal recommendations set forth by Law 167/2020.

Activities: Conduct a thorough review of Law 167/2020 to identify specific requirements, revise CHPS's policy against moral and sexual harassment and abuse of authority and Provide training sessions to educate employees on the revised policy.

Indicators: The updated policy document is prepared and shared internally to all staff members.

Outcomes: Enhanced understanding and compliance among CHPS staff with the revised policy.

5.2 Promoting Awareness on Sexual and Moral Harassment for All Staff Members

Purpose: Increase understanding of harassment types, empower employees to recognize abuse, and provide the means to identify and differentiate between various types of harassment, defining limits and concepts.

Aims: Develop and conduct an internal training session to raise awareness among all employees regarding sexual and moral harassment.

Activities: Organize a training session to educate employees on to recognize abuse and provide the means to identify and differentiate between various types of harassment, defining limits and concepts.

Indicators: Number of training sessions, number of employees trained.

Outcomes: Ensure all employees are informed about sexual and moral harassment.

O6. Integrate gender dimension into research activities and other project activities conducted

6.1 Integrating Gender Perspectives in Research Activities

Purpose: Infuse a gender dimension into research endeavours to enhance inclusivity and relevance.

Aims: To continue to ensure that research activities consider and integrate gender perspectives throughout the research project lifecycle. As an example, CHPS has been involved in 2022 in conducting research that also examined the impact of gender on the migration patterns of healthcare workers from Romania within the project [Pillars of Health – Towards solidarity for health workers balance in Europe](#), financed by Open Society Foundation (April 2021- September 2023)

Activities: Review existing and upcoming research projects for opportunities to incorporate gender dimensions, develop guidelines for integrating gender considerations in research study design, data collection, and analysis.

Indicators: Assess and ensure consistent integration of gender perspectives in research activities.

Outcomes: Increased awareness and understanding of gender dimensions among research teams; Improved inclusivity and relevance of research outcomes.



CHPS's Commitment to Gender Equality

CHPS recognizes gender equality as a critical issue for the organization. Consequently, the Gender Equality Plan (GEP) will undergo continuous improvement and integration with other pertinent organizational initiatives. CHPS will embrace a reflexive approach, demanding sustained efforts to implement necessary policies, procedures, and mechanisms to drive cultural change towards a more gender-equitable, diverse, and inclusive organization.

Achieving this goal necessitates a collaborative approach. Group discussions involving senior management, staff representatives, the gender taskforce, and staff will facilitate change, surface issues, address challenges, and monitor improvements. Necessary edits and revisions to this plan will be made to ensure its effectiveness.