



Gender Equality Plan

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Table of contents

FOREWORD	3
INTRODUCTION	3
OBJECTIVES	4
ACTION AREAS	5
PROPOSED MEASURES AND ACTIVITIES	5
Human resources	5
Proposed measure	5
Objective	5
Activities	5
Performance indicators	5
Outcomes	5
Governance	6
Proposed measure	6
Objective	6
Activities	6
Performance indicators	6
Outcomes	6
Communication	6
Proposed measure	6
Objective	6
Activities	6
Performance indicators	7
Outcomes	7
Harassment	7
Proposed measure	7
Objective	7
Activities	7
Performance indicators	7
Outcomes	7
Projects	8
Proposed measure	8
Objective	8
Activities	8

Performance indicators	8
Outcomes	8
Ecosystem	8
Proposed measure	8
Objective	8
Activities	8
Performance indicators	9
Outcomes	9
CONTINUOUS IMPROVEMENT	9

FOREWORD

WIZ Research is an innovation agency that focuses on the creation, acceleration and transfer of deep tech products and services. Our company conducts research projects and develops market-ready solutions that require seamless digital integration, intelligent automation and data driven decision making components.

The environment that we work in is international and all our company policies are made in order to encourage collaboration, sustainable business and non-conflictual professional and personal relations.

INTRODUCTION

This document represents the official company policy that undertakes the implementation of a Gender Equality Plan. Through this approach, we aim to continue the role of innovators that we have assumed. It is time to admit that we will be able to reach our potential in RDI only if we manage to transform it into an inclusive environment, because equality, diversity and inclusion are the pillars of a healthy culture of innovation.

This policy was inspired by UEFISCDI, the Executive Agency for Higher Education, Research, Development and Innovation Funding from Romania.

OBJECTIVES

In the fight against inequalities and towards the elimination of imbalances and barriers, in order to ensure equal rights and opportunities, all operations at WIZ Research are guided by the following objectives:

- Inclusion - promoting an inclusive culture based on respect for dignity, equality, differences, and on the fight against stereotypes, discrimination, harassment and violence (in any form)
- Diversity - promoting mutual respect and a framework that integrates cultural, religious or ideological differences; undertaking initiatives that enhance the understanding of diversity and, consequently, promote the transfer of knowledge
- Gender equality - promoting at company level practices and policies that ensure a balanced representation at all levels of decision
- Equality - promoting company processes that ensure equal opportunities, as well as equal and efficient access one's career in the company (from recruitment to career development)
- Work-life balance - promoting individual or collective measures that reconcile family life with professional life
- Transparency and integrity - development of practices to ensure transparency by applying the principles of excellence, equal opportunities and diversity
- Freedom - developing and encouraging critical and creative thinking by protecting freedom of expression; promoting a healthy and safe working environment
- Personal development - supporting the achievement of individual potential by promoting personalised measures

ACTION AREAS

The main courses of action standing at the base of the Gender Equality Plan are to be applied into the following main areas:

Human resources	Governance	Communication
Harassment	Projects	Ecosystem

PROPOSED MEASURES AND ACTIVITIES

Human resources

Proposed measure

Develop an informative kit with specific instructions regarding ways to tackle gender discrimination and all other types of discrimination, recognize and prevent stereotypes in the recruiting process.

Objective

Provide support to recruiting experts (internal or external) so as to enhance their awareness with regard to the stereotypes that may intervene in the selection process.

Activities

- Research for best practices regarding gender sensitive recruitment protocols
- Develop the informative kit
- Gathering feedback from stakeholders
- Inform all employees, consultants and partners about this action

Performance indicators

- ☐ Short term: >90% of all staff should be aware of the existence of gender sensitive recruitment protocols
- ☐ Medium term: when evaluated >80% of the recruitment experts should be able to tackle any kind of situation that can lead to discrimination

Outcomes

- ➔ One informative kit

Governance

Proposed measure

Establishing a Gender Equality Body

Objective

Form a group of people that are able to communicate, formulate and discuss about the company governance and how all commercial, internal and external activities are following up the Gender Equality Plan.

Activities

- Conducting discussions with top management in order to identify the most appropriate internal and external candidates
- Mentoring for leadership positions

Performance indicators

- ☐ Short term: +3 candidates express their interest for GEB
- ☐ Long term: GEB remains operational even after the GEP's implementation

Outcomes

→ + 2 employees + external stakeholder are selected to be part of GEB

Communication

Proposed measure

Develop an informative gender sensitive communication kit.

Objective

To ensure that all institutional communication, both internal and external, is gender sensitive.

Activities

- Research on gender sensitive communication kits and best practice examples
- Develop the informative kit
- Adopting protocols for internal and external communication
- Organise or participate to events and trainings sessions
- Evaluate the knowledge gained by participants in the events

Performance indicators

- ☐ Short term: More than 90% of the employees are informed on the communication protocols, >80% participate in the training sessions
- ☐ Middle term: More than 70% of the informed employees understand the need and importance of using gender sensitive language both in internal and external communication

Outcomes

- one informative kit regarding gender sensitive communication
- one yearly event for training and information

Harassment

Proposed measure

Develop an informative kit regarding sexual and moral harassment.

Objective

Raise awareness on sexual and moral harassment, on how to recognize abuse and the means to identify and differentiate between the various types of abuse, defining limits and concepts.

Activities

- research for best practices and case studies regarding sexual or moral harassment informative
- evaluation of the behaviour, skills and competences, both by the employees in execution positions, as well as by managers
- develop the informative kit

Performance indicators

- ☐ Short term: >90% employees informed
- ☐ Long term: when evaluated more than 80% of the employees should be able to identify different types of harassment and indicate what further actions should be taken

Outcomes

- One informative kit

Projects

Proposed measure

Analysis of women participation in research projects and technical activities.

Objective

Understand the reasons why women participate in smaller numbers in research programs and propose a company strategy to mitigate such risks.

Activities

- research for best practices and case studies regarding having gender-balanced teams
- discuss with business partners and share best practices

Performance indicators

- ☐ Short and medium term - more than 25% of projects and tasks of the company are analysed and see if women are participating and contributing to those.

Outcomes

- One company strategy

Ecosystem

Proposed measure

Implementing quotas/targets in activities and projects.

Objective

Increasing the representation of gender-balanced teams that are involved in international projects and represent the company image in speaker panels.

Activities

- Elaborate guidelines on the topic
- Establish quotas for each year / project
- Promote the implementation of quotas
- Propose a list of topics related to gender equality to be addressed in the events together with other partners

Performance indicators

- ☐ Short & long term: all projects have gender-balanced allocated teams

Outcomes

- One company strategy

CONTINUOUS IMPROVEMENT

Our company is committed to upholding and promoting these values, including by means of this Gender Equality Plan, and this initiative is a small step we are taking in tackling a major issue, in understanding inequalities, eliminating imbalances and barriers, so as to ensure equal opportunities and rights for all.

On behalf of WIZ Research, this document is approved and signed by Mr Alex Butean, as the executive director of the company.

