DataCentric Gender Equality (GE) Plan

1. Introduction

This gender equality plan sets out DataCentric's priorities for addressing gender equality, identifies activities and monitoring plans. Equality of opportunity is core to our organizational mission and gender balance is a critical component to ensure fair access and equity for our staff. DataCentric following international, community and internal standards, commits to the promotion of equality of opportunities between women and men in its principles and priorities.

2. Regulatory framework

This GE Plan legitimates and protects every strategy aiming to achieve gender equality at DataCentric. The GE Plan is devised according to national and European laws and aligns with national initiatives and actions focusing on equality of women and men, rights, discrimination banning, equality treatment, harassment in workplace, social responsibility of organisations etc. Equality between women and men and non-discrimination are common values on which the EU is founded and are firmly embedded in the Treaties of the European Union, the Charter of Fundamental Rights of the European Union and secondary legislation. In the development of the GE Plan DataCentric considers the a) ''Recast'' Directive (2006/54/EC) on equal opportunities and equal treatment of women and men in employment and occupation which requires the implementation of the prohibition of direct and indirect sex discrimination, harassment and sexual harassment in pay and access to employment b) the Directive 2010/41/EU on the prohibition of direct and indirect (sex) discrimination to self-employment, c) the discrimination prohibition Directive on Pregnancy (92/85/EEC), d) the Parental Leave Directive (2010/18/EU) and e) the Part-time Work Directive (97/81/EC). DataCentric considers also the e) Racial Equality Directive (2000/43/EC) that prohibits discrimination on the ground of racial or ethnic origin in employment, the f) Employment Equality Directive (2000/78/EC), covering the grounds of religion or belief, disability, age and sexual orientation.

3. The Digital Gender Divide

The above regulatory framework serves the pressing national and European need for a digital future that will be based on the equal involvement of both men and women. Women's participation is crucial for the development of a sustainable, fair and equitable digital economy and society. Unfortunately, in the European digital economy women are underrepresented and as statistics reveal, only 1 in 6 ICT specialists is a woman, while only 1 in 5 becomes an ICT entrepreneur. Overall, the increasing demand of Europe in men and women digital experts is over 1 million with more than 53% of European companies reporting difficulties in finding such experts. DataCentric aims through its presence and activities to contribute to national and European needs in ICT reskilling and upskilling.

Through this Plan, DataCentric establishes concrete gender-oriented measures and interventions that contribute to the reduction of the Digital Gender Divide observed by empowering female researchers and providing them with the necessary resources to advance their careers. Specifically, DataCentric:

- Offers a welcoming work environment providing pay equity, flexibility, parental policies, and inclusion.
- Provides women with career advancement pipelines, continued professional development and leadership training.
- Develops schemes for financial aid for female employees wishing to undertake courses or seminars to advance their knowledge and skills.
- Protects women through anti-discrimination and anti-harassment policies.

DataCentric recognises that its work-force may include people who do not identify with the binary construct of being either male or female, and who may be gender diverse, including those who affirm their gender as being different to the sex assigned at birth; who were born intersex or whose sex is indeterminate; or who identify as transgender or no gender.

4. Objectives

This GE Plan has five tangible objectives, towards:

1. Embedding a **gender aware culture** in the DataCentric by shifting traditional perceptions.
2. Practicing **excellence at all levels** through female career development and training of engineers, researchers and support staff.
3. Achieving inclusivity in **decision-making** by inviting women in the process thus ensuring diversification of views.
4. Becoming an attractive workplace for female experts and talents from Romania and abroad, also assisting in **brain-gain.**
5. **Contributing** to the national and European needs for female experts in digital sciences.

5. Actions

To achieve the above objectives, DataCentric commits to:

- Encourage balanced gender representation in job applications through gender-neutral vacancy descriptions and information campaigns.
- Support balanced gender representation in job applications through the design of attractive employment packages (with emphasis on workplace flexibility and benefits beyond financial compensation).
- Monitor gender representation and balance across staff categories, as well as retention rate and remuneration/