

# **Planul de Egalitate de Gen (PEG)**

## **GENDER EQUALITY PLAN (GEP)**

**Institutia: Centrul Republican de Reabilitare pentru Copii (CRRC)**

**Sector: Medical**

**Number of employees: 168**

### **Introduction**

CRRC – Centrul Republican de Reabilitare pentru Copii is a medical institution subordinated to the Ministry of Health of Republic of Moldova. The main area of activity is based on the rehabilitation services provision to children aged 0-18 years old from all the country both in- hospital services and out-patient. Our hospital is a public entity and all the services are covered by the national insurance company – CNAM.

CRRC recognizes that achieving equality between genders requires a multifaceted approach. Our Gender Equality Plan (GEP) covers two key strategic areas of action: creating equal opportunities in the workplace, where fairness is ensured (AREA 1), and effective integration of the gender dimension in the research process (AREA 2). These strategic areas are the backbone of our success and innovation, as gender equality and fairness in the workplace are essential drivers of our success. Promoting gender equality is not only a moral obligation but also a strategic asset to our development in the sectors of evidence-based medicine, rehabilitation data and digital healthcare. This Gender Equality Plan aims to provide a positive, inclusive, and respectful working environment where equal opportunities will be available for all subjects, regardless of gender.

Furthermore, gender considerations plays a vital role in research. Bringing diversity into our scientific research will surely add more perspectives to projects health care and medical data and digital Healthcare. Addressing gender in research helps identify and mitigate potential biases, ensuring that evidence based rehabilitation procedures are beneficial and accessible to all, hence making healthcare solutions more appropriate and effective.

The approach to be adopted, where possible, will be intersectional to ensure that different dimensions of identity, such as, but not limited to, race, ethnicity, and socioeconomic background, are placed into perspective. Special attention will be given to how these intersections shape experiences of inequality, further strengthening our commitment to inclusivity and fairness within both the workplace and research contexts.

<b>Gender distribution for CRRC governance and personnel</b>		
	<b>M</b>	<b>F</b>
<b>Governance</b>		
President		
Director		1
Board of directors	3	2
<b>Personnel</b>		
Doctors, PT, nurses, psychologists, psychopedagogues, speech therapists, social workers	48	114

## **AREA 1. WORKPLACE EQUALITY AND EQUITY**

### **Core Objectives of GEP**

#### **1. Ensuring Inclusive and Respectful Workplace Culture**

CRRC will pursue the creation of an inclusive diverse workplace culture with internal policies, awareness campaigns, and training seminars.

A code of conduct should be provided, including, but not limited to, how to address issues related to gender-based discrimination.

#### **2. Ensuring Fair Recruitment and Career Progression**

We will adopt open and nondiscriminatory recruitment policies with ample emphasis on the preservation of gender balance during recruitment and career advancement.

#### **3. Promoting Work-Life Balance**

The organizations will develop flexible working arrangements, such as flexible hours for parent, which will enable staff to manage their personal and professional responsibilities more effectively.

Parental leave and time-off policies will be supported, without jeopardizing the prospect of career advancement in any way because of family obligations.

**4. Training and Skill Development:**

Conduct training sessions focusing on gender equality, inclusive leadership, and prohibition of discrimination.

**5. Prevention from Gender-Based Harassment and Discrimination**

Clear procedures will be established to report and manage cases of discrimination or sexual harassment, ensuring privacy and the protection of rights for all reporting individuals.

**AREA 2. GENDER INTEGRATION IN RESEARCH**

**Core Objectives of GEP**

**1. Ensure gender diversity in research teams**

Promote gender balanced teams to generate diverse perspectives in the scientific process.

**2. Integrate gender considerations in research design**

All research projects, with particular emphasis on new technologies and digital healthcare, have to clearly assess the gender-related impacts and potential biases that might arise from methodologies, data collection, and analysis.

**3. Promote gender-specific research**

This should be done through advocating for studies that deal with very specific health issues and challenges experienced by all genders with the intent of making sure the results of research are pertinent and useful to all genders.

**4. Reduce bias related to gender in access to rehabilitation**

Make a focused commitment to the identification and elimination of gender biases during the recruitment and / or selection of beneficiaries of rehabilitation.

**5. Research collaborations on gender-themed initiatives**

Interact with academia, NGOs, and international organizations that are committed to initiating research on issues related to gender equality and women's health.

## **SPECIFIC ACTIONS**

### **1. Annual Gender Equality Audit**

CRRC will conduct an annual internal audit to collect information regarding the status of gender equality in the company and research teams. This would cover areas such as recruitment policies, distribution of salary, promotion, and training practices.

### **2. Mandatory Gender and Inclusion Training**

Annual training will be conducted for all employees, specifically targeting diversity, inclusion, and gender equality. A plan would be implemented regarding training modules for researchers to incorporate the gender perspective into the process of data collection and analysis by reducing methodological biases. This will create awareness and foster inclusive practices throughout all hierarchies and at all stages of the research process.

### **3. Appointment of a Gender Equality Officer**

The implementation of the Gender Equality Plan, support of employees, and contact for all issues related to diversity and inclusion shall be assigned to a specific officer. This will include monitoring progress achieved within GEP-initiated activities.

### **4. Work-life Balance Measure**

We plan to advocate for a flexible system of working hours and an opportunity to work from home to help staff with family commitments effectively manage their time while meeting their professional ambitions.

### **5. Research design**

All proposed new research will be expected to include an analysis of potential gender-based effects at the design stage. Research protocols are also assessed for their potential to consider appropriate given genders, particularly in the sectors of rehabilitation service provision and digital healthcare.

### **6. Collaborations**

Facilitate research groups collaborations dealing with gender issues so that the outcomes are representative and useful for all genders. Organize seminars and workshops to present research findings on gender-specific issues and sensitize society about the importance of such research.

### **7. Research Content**

Regular audits of rehabilitation service provision used for training and validation should be carried out to identify and mitigate gender biases within algorithms and machine learning models. External experts will be consulted to ensure that nonbiased rehab services are provided, also providing recommendations on ways to improve fairness within health solutions. An internal task force should be established, dedicated to ensuring that gender bias in the service provision is duly addressed.

## 8. Monitoring and Evaluation

CRRC is committed to regular monitoring of effectiveness through, but not limited to, the following activities:

- **Annual reporting** on the progress made on diversity and inclusion;
- **Collection of feedback** through employee and researcher surveys or interviews to understand experiences and areas for improvement;
- **Periodical update** in the Gender Equality Plan based on the audit result, employees' feedback, and changes in legal requirements or Institutional structure.

The GE Monitoring and Evaluation Reports will be approved by the Board of Directors.

## 9. Management Commitment

The management of CRRC is fully committed to fostering a culture of equality and mutual respect. The policies and practices outlined in this plan will be regularly publicized to all staff, making sure that the necessary support is provided for their full implementation.

## Conclusion

The adoption of this GEP demonstrates CRRC commitment not only to complying with current regulations but also to setting a benchmark for best practices in the rehabilitation service provision. From promoting equity and inclusion in the workplace to integrating gender considerations into research, the initiatives highlighted here reflect our genuine commitment to a more equitable and inclusive future. CRRC recognizes that diverse perspectives are essential to the success of its activity and is dedicated to actively reducing gender disparities within the company and in the development of solutions for healthcare industry.

Director CRRC



Ecaterina Gincota