



INSTITUTUL de PROSPECTIVA

Gender equality policy

We are a very small organization, committed to ensuring equal treatment, opportunities and employment conditions to all our employees, irrespective of sex and gender, as a matter of fairness and of increasing our innovativeness.

We regard ourselves as an organization of equals, irrespective of sex and gender and beyond our specific individual roles.

We take these commitments and the policies below seriously at the level of our leadership and in terms of our organizational structure.

Our gender equality policies are as follows:

1. Non-discrimination

- We ensure a safe working environment where members' and collaborators' concerns can be expressed freely and, when desired or appropriate, in full confidentiality.
- Two members of our association, a woman and a man, act as a gender equality committee, overseeing our relevant policies and hearing complaints from any concerned parties.

2. Equal pay

- Our pay scales are transparent, tied to the work accomplished, and equal for all genders.

3. Equality in recruitment

- Our vacancy job descriptions are drafted in gender-neutral and inclusive language.



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- Our (small) hiring committees consist of people of both sexes, so as to make candidates comfortable and to minimize unconscious gender bias in selection.

4. Education and career advancement

- Members of all genders are invited to take part in any educational and training activities useful for our organization and/or for their development.
- We promote our members transparently, based on performance and dedication alone.

5. Work-Life balance

- We are open to flexible working hours and working arrangements for all, taking into account our members' professional and personal needs.

6. Our partners

- We partner and collaborate with organizations which themselves are committed to promoting gender equality.

Radu Gheorghiu

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President