GENDER EQUALITY PLAN

of the TECHNOLOGICAL INSTITUTE OF AQUACULTURE

2022 - 2026

I. Introduction

This Gender Equality Plan (the Plan) establishes the framework for promotion of gender equality in educational, research, labor and social relations at the Technological Institute of Aquaculture.

This Plan is in line with the EU's main objectives in terms of priorities in the European Commission's (EC) Gender Equality Strategy 2020-2025. [1]The Plan reflects the guidelines of the European Institute for Gender Equality for the development and implementation of such plans, called the GEAR instrument [2], as well as Horizon Europe Guidance on Gender Equality Plans[3].

The Plan was prepared in accordance with the consistent policy of the Republic of Bulgaria for equality between women and men, reflected in the adopted National Strategy for Promotion of Equality between Women and Men 2021-2030 and the national legal framework - Law on Equality of Women and Men (promulgated in SG No. 33 of 26 April 2016), Law on Protection against Discrimination (promulgated in SG No. 86 of 30 September 2003), Law on Higher Education (last amended, SG No. 17) of 25.02.2020), Labor Code (Art. 8, para. 3), Employment Promotion Act (Art. 2).

The Plan includes removing barriers to women's career development, tackling gender imbalances in decision-making processes and expanding the coverage of equality aspects in research - the main objectives of the ERA for equality.

II. Objective of the Gender Equality Plan of the Technological Institute of Aquaculture

The main objective of this Gender Equality Plan is to lay the groundwork for promoting, strengthening, offering, ensuring and maintaining equal access for employees of the Technological Institute of Aquaculture to all activities and opportunities related to education and

[1] https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_bg
[2] https://eige.europa.eu/gender-mainstreaming/toolkits/gear/step-step-guide
[3] https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669

research, regardless of their gender. The specific objectives of the Plan are related to the achievement of the main objective and are as follows:

- ***Specific Objective 1:*** *Promoting and maintaining a gender equality policy of the Technological Institute of Aquaculture;*
- ***Specific Objective 2:*** *ensuring the sustainability of the gender equality policy by establishing special structures involved in the implementation of the Plan;*
- ***Specific Objective 3:*** *capacity building among the governing bodies and staff of the Technological Institute of Aquaculture in relation to gender equality through annual trainings and awareness raising measures;*
- ***Specific Objective 4*** *: Annual reporting based on the indicators set out in this Plan in relation to the gender distribution of employees in the Technological Institute of Aquaculture through monitoring and data collection.*

III. Measures and indicators for implementation of the Gender Equality Plan of the Technological Insitute of Aquaculture

To implement this Plan, measures are planned to promote equality between men and women to achieve each of the four specific objectives. The way of planning the measures, including the participants, the timeline and the indicators, guarantees their unambiguity, measurability, achievability and realism in order to achieve the set goals in the next 4-year period.

Specific objective 1: ***Promoting and maintaining a gender equality policy of the Technological Institute of Aquaculture***

Promoting and maintaining an effective gender equality policy is key to removing barriers to women's career development and promoting gender equality in all aspects of social life, including education, research, employment and social relations at the Technological Institute of Aquaculture. The following specific measures and indicators are envisaged to achieve Specific Objective 1 of this Gender Equality Plan:

Measure	***Indicator***	***Timeline***
○ Development and implementation of a Gender Equality Plan of the Technological Institute of Aquaculture for a 4-year period	✓ Developed Gender Equality Plan of the Technological Institute of Aquaculture for a 4-year period	✓ 2022
○ Stimulating a better balance between women and men at the Institute by	✓ Organized initiatives to promote balance between women and men at the	✓ 2022-2023

analyzing the criteria for recruitment and career development	Technological Institute of Aquaculture; ✓ Analysis of the criteria for recruitment and career progression.	
○ Research and promotion of European and world good practices for gender equality	✓ Number of studies on good practices; ✓ Number of employees familiar with good world and European practices in the field of gender equality.	✓ 2023 - 2024

Specific objective 2: ***Ensuring the sustainability of the gender equality policy by establishing special structures involved in the implementation of the Plan***

In order to achieve effective results, gender equality policy must be sustainable. In order to achieve this specific objective, the following implementation measures and indicators for their reporting are envisaged:

Measure	*Indicator*	*Timeline*
○ Establishment of an Gender Equality Unit to implement the gender equality policy and monitor the implementation of the Gender Equality Plan of the Technological Institute of Aquaculture	✓ Gender Equality Unit established	➢ The Gender Equality Unit will operate throughout the duration of this Plan: 2022-2026

Specific objective 3: ***Capacity building among the governing bodies and staff of the Technological Institute of Aquaculture in relation to gender equality through annual trainings and awareness raising measures***

Promoting a viable and effective anti-discrimination and gender equality policy requires greater awareness and information of the staff and governing bodies of the Technological Institute of Aquaculture about world standards and practices in the field of gender equality. This objective can be achieved by planning capacity and sensitivity building measures; raising

awareness on women's career development, as well as gender equality regarding access to work and education. The Technological Institute of Aquaculture has a Vocational Training Center "Green Aquaculture and Social Impact", which is certified by NAVET (National Agency for Vocational Education and Training) with the following professions:

4010 Technician - fish farmer	6240101 Fish farming - III DPQ
624030 Fish farmer	6240301 Fish farming - II DPQ
624040 Fish farmer	6240401 Fish farming - I DPQ
762010 Mediator of the labor exchange	7620101 Mediator of the labor exchange - III DPQ
762020 Social Work Associate	7620201 Social work with children and families at risk - III DPQ
762030 Assistant educator	7620301 Assistant educator in the upbringing and education of children – III DPQ
762040 Social Assistant	7620401 Support for children - II DPQ
762040 Social Assistant	7620402 Adult support - II DPQ
811060 Restaurant	8110603 Catering - III DPQ
811070 Chef	8110701 Manufacture of culinary products and beverages - II DPQ
811080 Waiter-bartender	8110801 Serving of public catering establishments - II DPQ

Capacity building training on gender equality will be conducted in the premises of the Vocational Training Center "Green Aquaculture and Social Impact" of the Technological Insitute of Aquaculture.

Measure	***Indicator***	***Timeline***
○ Conducting annual trainings of staff and governing bodies of the Technological Insitute of Aquaculture on the following indicative topics: 1. Gender balance in leadership and decision-making; 2. Gender equality in recruitment and career progression; 3. Presentation of good practices and European legislation in the field of gender equality.	✓ Conducted 4 annual trainings for staff and governing bodies of the Technological Institute of Aquaculture for the period 2022 - 2026; ✓ Developed presentations on training topics; ✓ Number of participants in the trainings.	✓ 2022 - 2026

○ Staff Awareness Survey on Gender Equality	✓ Number of surveys conducted among the staff of the Technological Institute of Aquaculture	✓ 2022
○ Conducting information campaigns on gender equality between men and women and gender-based violence	✓ Preparation of information brochures and messages ✓ Number of employees reached by the information campaign	✓ 2022 - 2026

Specific objective 4: ***Annual reporting based on the indicators set out in this Plan in relation to the gender distribution of employees in the Technological Institute of Aquaculture through monitoring and data collection***

Monitoring is an important step in the process of building and ensuring the sustainability of gender equality policy, as it will monitor progress and results achieved, which in turn allows for timely updating in the event of changing circumstances.

Measure	*Indicator*	*Timeline*
○ Annual collection of data on gender equality, including: - Number of employees divided by gender; - Number of men and women applying for different positions; - Number of women and men in administrative and managerial positions related to decision-making.	✓ Prepared annual monitoring reports from the collected data, according to the specified criteria	✓ 2022 - 2026
○ Annual monitoring of the implementation of the indicators set out in this Gender Equality Plan	✓ Prepared annual monitoring reports on the implementation of the indicators set in this Gender Equality Plan	✓ 2022 - 2026

IV. Target groups

The target groups of this Gender Equality Plan of the Technological Institute of Aquaculture for the period 2022 - 2026 are its employees and its governing bodies.

V. Time Frame

This Gender Equality Plan of the Technological Institute of Aquaculture is adopted for a 4-year period: 2022 - 2026.

Approved by:

Andrey Goranov

Chairman of the Management Board

Date: 05.01.2022