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Chairperson of the Board of Directors of BRTA:  
Sonia Enilova

# **GENDER EQUALITY PLAN**

## **BETWEEN MEN AND WOMEN**

### **OF NGO “BOURGAS REGIONAL TOURIST ASSOCIATION”**

#### **2023-2026**

#### **Introduction**

The plan for equality between women and men (the Plan or EP) establishes a framework for its promotion in labor and social relations in the NGO "BURGAS REGIONAL TOURIST ASSOCIATION" - BRTA.

The plan is a step to accelerate the implementation of one of the 17 UN Sustainable Development Goals - Goal 5. "Achieve equality between women and men and equal rights for all women and girls".<sup>1</sup>

The plan is in line with the EU's main objectives in terms of priorities in the European Commission (EC) Strategy for Gender Equality for the period 2020-2025.<sup>2</sup>

Equality between women and men in research and innovation has been a major policy priority in building the European Research Area (ERA) since its launch in 2000, which aims to remove barriers to the recruitment, retention and career development of female researchers and to eliminate gender imbalances in decision-making. This priority is also maintained in the EC's plans for the new ERA based on excellence. In the new ERA, greater attention will be paid to the participation of women in science, technology, engineering and mathematics (STEM) and entrepreneurship will be stimulated.

The plan reflects the guidelines of the European Institute for Gender Equality for the development and implementation of such plans, set out in a special guide called the GEAR<sup>3</sup> tool. It is aligned with the principles set out in the Charter for European Scientists and the Code of Conduct for the Recruitment of Scientists<sup>4</sup>, as well as the requirements for research organizations and higher education institutions regarding these plans, provided for in the design of the new EU research and innovation funding program Horizon Europe<sup>5</sup>.

The development of this Plan is motivated by a number of specific EU priorities and the leading recommendations of the EC to strengthen gender equality policies.

<sup>1</sup> <https://sdgs.un.org/2030agenda>

<sup>2</sup> [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_bg](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_bg)

<sup>3</sup> <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/step-step-guide>

<sup>4</sup> <https://euraxess.ec.europa.eu/>

<sup>5</sup> <https://www.researchprofessionalnews.com/rr-news-europe-horizon-2020-2020-9-gender-equality-plans-to-be-mandatory-for-horizon-europe>

The plan has been prepared in accordance with the consistent policy of the Republic of Bulgaria for the equality of women and men, reflected in the adopted National Strategy for the promotion of the equality of women and men for the period 2021-2030 and the national legal framework outlined by the Law on the Equality of Women and Men (promulgated State Gazette No. 33 of 26.04.2016), the Law on Protection from Discrimination (promulgated SG No. 86 of 30.09.2003), Law on Higher Education (last amended by SG No. 17 of 25.02.2020), Labor Code (Art. 8, Para. 3), Law on Promotion of Employment (Art. 2).

The plan reflects the institutional policy, social and public commitment of BRTA to provide equal opportunities and working conditions, avoiding any form of discrimination in the university.

The plan includes the implementation of the ERA's three main goals for equality, i.e. removing barriers to women's career development, addressing the gender imbalance in decision-making processes and expanding the coverage of aspects related to equality in BRTA's activities.

**1. Objective of the Plan for equality between women and men in BRTA**

The main purpose of this plan is to lay a foundation for promoting, strengthening, offering, securing and maintaining equal access for workers and experts employed by BRTA to all activities and opportunities related to the activity of BRTA, regardless of their gender. The plan also aims to promote a university and research culture that is sensitive to gender and diversity.

**2. Areas of Impact (AO)**

This plan has been prepared after a thorough analysis of international and national policies on equality.

Based on the analysis, the following impact areas included in this Plan have been defined:

AO 1: Approving and maintaining an institutional policy for equality between women and men;

AO 2: Capacity building in BRTA regarding sustainability of the policy for equality between women and men;

AO 3: Implementation of a sustainable policy for the direction of equality between women and men in the performance of official duties by BRTA employees, as well as in the hiring of external experts.

**3. Plan implementation measures by areas of impact**

For the implementation of the current plan, activities are planned to promote equality between women and men in each of the areas of impact for the next 3-year period. All activities, together with their parameters, actors, action periods and reporting indicators, are planned to be unambiguous, measurable, achievable, realistic and time-bound, and also to be feasible within the overall national, societal and institutional context.

**AO 1: Confirmation and maintenance of an institutional policy for equality between women and men**

This area of impact will shape the formal policy processes for the structural integration of the gender equality perspective in the BRTA.

	Measures / Activities	Executor	Time Frame	Indicators
1.1.	Formation of an Equality Team /ET/ implementing the policy of this plan in BRTA	Board of directors	2023	Formation of equality Team /ET/

1.2.	Holding periodic consultations with stakeholders on issues related to equality between women and men and EP activities	ET Board of directors	permanent	Stakeholder consultations carried out - number of participants
1.3.	Ensuring the awareness of BRTA members and management of important monitoring results of the equality indicators	ET Board of directors	permanent	Conducted awareness initiatives regarding monitoring data- Number of participants
1.4.	Promoting a better balance between women and men	ET Board of directors	permanent	Stimulation initiatives organized Different imbalanced areas covered Number of participants
1.5.	Recruitment and promotion of good practices in other European NGOs	ET	2023-2026	A set of good practices Organized promotion initiatives

	organizations associated with equality and the Plan			Number of participants
1.6.	Analysing the criteria for the appointment of labour relations persons and external experts from the point of view of equality	ET Board of directors	2023-2026	Document analysis performed Number of documents analysed

## AO 2: Capacity building in BRTA regarding sustainability of the policy for equality between women and men

The results of the conducted studies and the analysis of quantitative data on the composition of the structures and employees related to equality, show that more than 70% of the management board, employees and external experts in BRTA are women, which is considered a positive fact.

However, there is a need to strengthen the expertise in the field of equality among BRTA members.

	Measures / Activities	Executor	Time Frame	Indicators
2.1.	Building sensitivity	ET Board of directors	2023 - 2026	Organized capacity building initiatives Different stakeholder groups covered Number of participants
2.2.	Research and awareness raising to BRTA members for opportunities supporting career/professional development	Board of directors	2023-2025	Researched awareness of career support opportunities Organized initiatives to raise awareness of career support opportunities Number of participants

2.3.	Carrying out and communicating more an in-depth analysis of the equal treatment of women and men among BRTA members	Board of directors Project activity	2023-2024	Conducted an analysis on equal treatment regardless of gender A widespread analysis of the equal treatment of women and men Different stakeholder groups covered Number of participants
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**OB 3: Implementation of a sustainable policy for the direction of equality between women and men in the performance of official duties by BRTA employees, as well as among BRTA members and external experts**

BRTA provides equal opportunities for access to work for women and men, based on national legislation and the needs of experts in the implementation of various projects. For this reason, employees and external experts do not perceive equality issues as an institutional problem.

As for who is involved in the implementation of the various projects implemented by BRTA - men or women - an interesting fact is that over 99% of all project managers in BRTA are women.

	Measures / Activities	Executor	Time Frame	Indicators
3.1.	Promoting understanding of the changing roles of women and men in family life and a culture of equal family responsibilities among BRTA members, contract workers and external experts	ET Board of directors	2024-2025	Organized initiatives to promote understanding of new family roles Different stakeholder groups covered Number of participants

3.2.	Carrying out joint initiatives related to gender equality together with BRTA members	ET Board of directors	2023-2024	Conducted joint initiatives Various aspects of equality and PR activities covered Number of participants
3.3.	Research, communicate and promote balance between women and men in participation in different projects	ET Board of directors	2023-2025	Researched gender balance in project participation Communicated gender balance in participation in research projects Organized incentive initiatives Covered different types of projects Number of participants

The Plan's implementation coordinator is Fani Semerdzhieva.

The plan was adopted by a decision of the Board of Directors BRTA on 01.07.2023.