

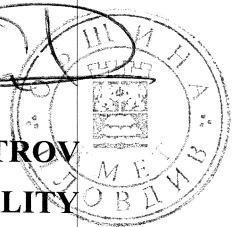
## MUNICIPALITY OF PLOVDIV

Plovdiv, 4000, sq. «Stefan Stambolov» № 1, Telephone: (+359 32) 656 701, Fax: (+359 32) 656 703  
[www.plovdiv.bg](http://www.plovdiv.bg), e-mail: [info@plovdiv.bg](mailto:info@plovdiv.bg)

APPROVED:

KOSTADIN DIMITROV

MAYOR OF PLOVDIV MUNICIPALITY



## PLAN FOR GENDER EQUALITY PROMOTION OF MUNICIPALITY OF PLOVDIV

## 1. INTRODUCTION

**The Plan for Gender Equality Promotion of Plovdiv Municipality** seeks to transform organizational processes to tackle and reduce gender imbalances and inequalities. The plan targets the municipal administration, engaging all stakeholders and addressing gender equality issues within the organisation. The plan focuses on promoting equal access to resources by both genders, career development and opportunities.

The Plan for Gender Equality Promotion of Plovdiv Municipality is a strategic document that establishes priorities and specific objectives for improving gender equality in the Municipality of Plovdiv. The Plan for Gender Equality Promotion of Plovdiv Municipality is an instrument that promotes flexibility and learning and includes monitoring and evaluation activities.

The plan establishes clear responsibilities for the implementation of various activities and specifies accountabilities for performance management in order to achieve progress and results that ensure gender equality.

The plan is based on one of the fundamental principles, namely the principle of ensuring equal career development opportunities for all municipal employees and a balanced representation of women and men at all levels. In this sense, the Plan is a natural continuation of the Municipality's inherent drive to institutionalise equal treatment of women and men, and builds on this through equality promotion measures aimed at ensuring gender balance in the management of the Municipality.

The Plan aims to support the implementation of the unitary policy on gender equality, to raise awareness of gender equality and the importance of overcoming the stereotypes associated with it.

The plan is in line with key EU and United Nations (UN) strategic documents on gender equality promotion in research and education institutions, and is linked to European Commission (EC) policies in this area, as well as to the framework directives and national strategic and normative documents on gender equality issues.

Equal treatment of women and men is embodied in the existing Bulgarian legislation: the Constitution of the Republic of Bulgaria; the Labour Code; the Law on Equality of Women and Men; the Law on Protection against Discrimination; the Law on Promotion of Employment; the Law on Promotion of Scientific Research; the National Strategy for the Promotion of Equality of Women and Men for the period 2021-2030.

With this Plan the Municipality of Plovdiv declares its commitment and determination to respect the principles of equality between women and men. The Plan is in direct relation to the European Union (EU) directives and initiatives to promote institutional change in order to achieve long-term positive effects in accordance with the principles of fair balanced representation.

The Municipality of Plovdiv is committed to work towards gender equality by ensuring that all employees in the municipal administration are provided with a supportive working environment free from gender stereotypes and prejudices.

The Municipality of Plovdiv will apply the existing legal framework to ensure the application of the principle of equality between women and men in every aspect of its activities, and will be guided by the principles of justice, democracy, morality, tolerance and mutual respect.

## **2. OVERVIEW**

This Plan has been developed for a period coinciding with the “Horizon Europe” Framework Programme, from 2022 to 2027, and covers all the main activities arising from the responsibility of the Municipality of Plovdiv in accordance with regulatory and strategic documents at European and national level.

Based on the results of the gap analysis carried out on the representation and participation of women and men in the municipal administration, the strengths and weaknesses of established practices and existing mechanisms were revealed, and opportunities were identified to build on what has already been achieved to promote gender equality.

## **3. OBJECTIVES**

Main strategic goal: Maintain positive trends towards balanced representation/participation of men and women and introduction of good practices to address persistent gender inequalities in Plovdiv Municipal Administration.

The strategic objective will be achieved by implementing the following measures:

### ***1. Gender balance in Plovdiv Municipality's management processes***

Plovdiv Municipality supports ensuring balanced representation of women and men in leadership positions. Equal participation of women and men in leadership and decision-making positions is an important condition for effective democracy and good governance. Ensuring equal access to municipal leadership and decision-making is a key element in achieving positive effects and benefits in governance.

### ***2. Work-life balance for employees***

The organizational culture strives to support the work-life balance of employees. The Municipality of Plovdiv complies with national legislation that allows absence from work for up to two years after childbirth, as well as the transfer of parental leave to fathers. In this way, the Municipality of Plovdiv ensures a better work-life balance for parents with children and creates an opportunity for equal sharing of childcare responsibilities between parents.

### ***3. Equality for men and women to ensure career development***

When announcing vacant positions, no discriminatory requirements shall be made on the basis of gender. In selecting and assessing candidates for the relevant position, consideration shall be given to the performance demonstrated on the basis of their competencies.

Training is planned annually with the aim of improving qualifications depending on the specifics of the position held in the Plovdiv Municipality, ensuring equality between women and men.

Equality between women and men is an important element of democracy that is key to achieving social justice and cohesion, sustainable and inclusive economic growth. Integrating equality principles into governance policies ensures good governance and the progress of society.

### **4. MONITORING**

The monitoring of the implementation of this Plan is carried out through the collection and processing of data voluntarily provided by the employees of the Municipality of Plovdiv, in compliance with the principles of personal data protection under Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of individuals with regard to the processing of personal data and on the free movement of such data.

The table below sets out the main activities, areas of impact, period, and the responsible parties for their implementation:

ACTIVITIES		AREA OF IMPACT	PERIOD	RESPONSIBLE PARTIES
1.	Data collection and percentage monitoring women : men		Once a year and when necessary	Human Resources Management Department
1.1	Retrieval of data on Plovdiv Municipality employees from the human resources management documentation	Gender equality in recruitment and career development opportunities	Once a year and when necessary	Human Resources Management Department
1.2	Gender equality in recruitment and career	Gender balance in leadership and decision-making processes	Once a year and when necessary	Human Resources Management Department

	development opportunities			
1.3	Collection of data on candidates who have successfully completed selection procedures in Plovdiv Municipality	Equality between women and men in recruitment	Once a year and when necessary	Human Resources Management Department
1.4	Collection of data on the percentage of applications for parental leave submitted to those granted	Work-life balance for employees	Permanent and when necessary	Human Resources Management Department
2.	Integrating gender equality information materials into ongoing projects and staff and management training	Increasing engagement on gender equality related topics	Permanent	Members of project teams  External partner and training organizations
3.	Conducting an internal attitudinal survey	Work-life balance of employees; organizational culture	Once per year	Human Resources Management Department

The present Plan for Gender Equality Promotion of Plovdiv Municipality to be monitored annually, providing by 31 December of the respective year an analysis of its implementation or the need to amend or supplement it by taking action for its update.