



MC Trans Gender Equality plan 2025-2028



MC TRANS SRL

GENDER EQUALITY PLAN

2025-2028



GENDER EQUALITY PLAN WORKING GROUP

The working group responsible for developing and overseeing the implementation of **MC Trans' Gender Equality Plan (GEP)** includes members from various departments such as HR, Operations, as well as external gender equality experts. The working group will be responsible for ensuring that gender equality initiatives are embedded in the company's culture and operations. They will regularly monitor progress and implement necessary adjustments.

The various stages of drafting the Plan were followed by the **MC Trans Office**

Diana Velcherean – Secretary General

Istvan Demeter – Operations Manager

Hajnal Laszlo – Employee Representative

Florin Ruta – External Gender Consultant

Andreea Muresan – Human Resources Representative

The Gender Equality Plan is consulted and validated with **MC Trans Management**



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INTRODUCTION

This **Gender Equality Plan (GEP) for MC Trans** outlines a framework to ensure gender equality within the workplace, specifically in line with the European Commission's Horizon Europe guidance on gender equality plans for research and innovation. The plan aims to address gender imbalances, promote equal treatment, and create an inclusive environment for all employees, regardless of gender. Gender equality is not only a fundamental human right but also a necessary factor for the company's success, as diverse and inclusive workplaces lead to better decision-making, enhanced creativity, and improved business performance.

MC Trans is committed to integrating gender equality principles into its policies and practices, ensuring that all employees—regardless of gender—are provided with equal opportunities, fair treatment, and a safe working environment. This GEP follows the European Commission's guidelines and Horizon Europe framework, which emphasizes transparency, gender balance in decision-making, gender equality in recruitment and career advancement, and the prevention of harassment.



1. KEY PRIORITY AREAS

The following key priority areas have been identified for **MC Trans' Gender Equality Plan**:

1. **Gender Representation:** Ensuring equal gender representation at all levels, including leadership and decision-making positions.
2. **Equal Opportunities for Career Development:** Promoting equitable opportunities for career advancement and skill development.
3. **Prevention of Gender-Based Harassment:** Implementing policies and mechanisms for preventing harassment, discrimination, and abuse in the workplace.
4. **Gender-Sensitive Work Environment:** Creating an inclusive and supportive work culture that values diversity and gender sensitivity.
5. **Work-Life Balance:** Promoting policies that support work-life balance for all employees, irrespective of gender.

2. CONTENT

This Gender Equality Plan is structured around the following guiding principles:

- **Equality in Recruitment and Selection:** Ensuring gender-neutral recruitment processes and striving for gender balance in hiring practices.
- **Training and Awareness:** Offering gender equality training to all employees to promote understanding and support inclusive behaviors.
- **Workplace Safety and Anti-Harassment Policies:** Implementing clear anti-harassment policies and channels for reporting and resolving complaints.
- **Leadership and Accountability:** Ensuring that gender equality is integrated into decision-making structures and responsibilities at all levels of the company.
- **Data-Driven Approach:** Collecting and analyzing gender-disaggregated data to assess progress and highlight areas for improvement.



3. COMPOSITION AND FUNCTIONING

The **GEP** will be implemented and reviewed by a cross-functional team within **MC Trans**. The working group will include:

- **HR Representative:** Responsible for overseeing recruitment, promotion, and retention strategies with a gender equality lens.
- **Operations Manager:** Ensures gender equality is reflected in operational practices.
- **External Gender Consultant:** Expert advice on gender issues, policy development, and training.
- **Employee Representatives:** Ensure employee input and feedback are considered in the design and review of the plan.

The working group will meet quarterly to review progress, address challenges, and propose adjustments as necessary. The leadership team of **MC Trans** will provide support, ensuring the company's commitment to gender equality is upheld.

4. DIAGNOSIS OF THE SITUATION

An in-depth analysis of the current gender dynamics within **MC Trans** will be conducted. This includes:

- **Gender Disaggregated Data:** Gathering data on gender representation across various departments, roles, and levels within the company.
- **Employee Feedback:** Conducting surveys and focus groups to assess employees' perceptions of gender equality, work culture, and potential barriers.
- **Benchmarking:** Comparing MC Trans' gender equality practices with industry standards and legal requirements.
- **Identification of Gaps:** Highlighting any existing gender inequalities, such as disparities in recruitment, promotion, pay, or work-life balance policies.

This diagnosis will serve as the foundation for setting clear objectives and designing targeted interventions.



5. QUALITATIVE AND QUANTITATIVE OBJECTIVES

The objectives outlined in the GEP will be both qualitative and quantitative to ensure comprehensive and measurable outcomes.

5.1.1. Improve Gender Indicators

The first objective is to enhance gender representation and balance across **MC Trans**. This includes:

- Increasing female representation in senior leadership roles by 5% within the next three years.
- Reducing the gender pay gap by 5% annually until parity is achieved.

5.1.2. Detection of Opportunities for Improvement

This includes:

- Conducting annual audits of gender equality metrics to identify any underrepresented groups and areas where women face barriers to progression.
- Identifying and addressing gender-based biases in promotion and recruitment processes.

5.1.3. Attracting Female Talent

To improve the recruitment of female talent, **MC Trans** will:

- Develop targeted outreach programs for women in underrepresented fields, particularly in logistics and technical roles.
- Create internship and apprenticeship programs for women, aimed at building the skills needed for long-term careers in the transport industry.

5.1.4. Prevention of Sexual Harassment and/or Harassment on Grounds of Sex in the Workplace

This includes:

- Implementing comprehensive anti-harassment training programs for all employees and leadership.
- Ensuring zero tolerance for harassment through clear reporting and support mechanisms.
- Conducting regular climate surveys to assess the effectiveness of these initiatives.



6. ACTIONS, MONITORING, AND REVIEW

To ensure that the GEP is effective, **MC Trans** will implement the following actions:

- **Monitoring:** The working group will oversee the implementation of the action plan, collecting gender-disaggregated data, and tracking progress towards each objective.
- **Review:** The GEP will be reviewed annually to assess effectiveness and make any necessary adjustments. Employee feedback will be incorporated to ensure the plan remains relevant and impactful.
- **Continuous Improvement:** A culture of continuous improvement will be promoted, with the working group reviewing new best practices and external research on gender equality to inform updates to the plan.
- By adhering to the principles outlined in the Horizon Europe guidelines for gender equality, **MC Trans** will not only fulfill its legal obligations but also foster a diverse, inclusive, and equitable workplace for all its employees.
- This GEP will be communicated to all employees and stakeholders, ensuring transparency and engagement across the organization.