

GENDER EQUALITY PLAN

Moldova HiTech Park

2026–2028

1. Introduction

Moldova HiTech Park (MHTP), as the main catalyst of the digital and deeptech industry in the Republic of Moldova, is committed to promoting an inclusive, diverse and safe organizational culture and entrepreneurial ecosystem.

This Gender Equality Plan (GEP) sets out the MHTP commitments for the period 2026–2028 and is developed in accordance with EU standards on gender equality, including **the requirements of Horizon Europe** and the principles promoted at **the level of the European Research Area (ERA)**.

The plan is based on internal analysis, previous MHTP plans and national best practices.

2. Vision and principles

2.1. Vision:

A digital and innovative ecosystem where women and men have equal access to opportunities, participate in a balanced way in MHTP governance and contribute proportionately to the development of the tech industry.

2.2. Guiding principles:

- Equal opportunities
- Diversity and inclusion
- Zero tolerance for discrimination and harassment
- Transparency and accountability
- Work-life balance
- Merit-based and competency-based development

3. Strategic areas and objectives

The plan pursues 7 strategic axes, compatible with EU recommendations and internal MHTP documents.

AXIS 1 – Governance and leadership:

Objectives:

- Ensuring a balanced gender representation in decision-making structures.

- Gender mainstreaming in all MHTP policies and strategies.

Measures:

- Introduction of the threshold of **at least 40% gender representation** on the Board, committees and advisory groups (as per the previous MHTP commitment).
- Shortlists for executive recruitments with a **minimum 30/70 balance**.
- Appointment of a **Gender Equality Focal Point** within MHTP.
- Annual publication of the Diversity in Governance Report.

AXIS 2 – Human Resources, Recruitment and Professional Development

Objectives:

- Increase the participation of women in technical and leadership roles.
- Merit-based recruitment and evaluation practices without bias.

Measures:

- Introduction of a **GenderBalanced Recruitment Checklist**.
- Annual training of MHTP staff and evaluation board members on:
 - ✓ Unconscious bias
 - ✓ Prevention of harassment (sexual and moral)
 - ✓ Inclusive communication
- Standardised skill sets for advancement.
- Clear policies for returning from childcare leave.

AXIS 3 – Organizational culture and safe environment

Objectives:

- Promoting an inclusive, respectful and balanced culture.
- Preventing and combating discrimination and harassment.

Measures:

- Update all internal documents with explicit references to gender equality.
- Introduction **of the Zero Tolerance for Harassment Policy**, with referral and mediation procedures.
- Annual internal and external campaigns (in the IT industry) on diversity and safety.
- At least one annual social event to strengthen the community.

AXIS 4 – Education, Digital Skills and STEM Pipeline

Objectives:

- Increasing the number of girls and women in MHTP's tech programs.
- Expanding the presence of women in deeptech, AI, cybersecurity, etc.

Measures:

- **"Girls in DeepTech"** program (scholarships, hackathons, laboratories).
- Mentoring with founders/mentors from MHTP resident companies.
- Educational series for high schools and universities, in partnership with the Ministry of Education and Research.
- Minimum **50% female participation** in at least 3 MHTP programs (according to current MHTP targets).

AXIS 5 – Women's Entrepreneurship and Innovation**Objectives:**

- Supporting startups founded by women.
- Increasing the representation of women in accelerators, grants and investments.

Measures:

- Introduction of a Women Tech Fund SubTrack in MHTP programs.
- Prioritizing startups with female founders in calls for grants and accelerator programs (MHTP target 30% startups with female founders).
- Connecting women founders to European networks: EIT, WEgate, Women TechEU (if relaunched).
- Annual organization of the "Women Innovators in Moldova Awards".

AXIS 6 – Gender mainstreaming in projects, policies and research**Objectives:**

- All MHTP programs include gender indicators.
- Promoting gender-sensitive research in deeptech.

Measures:

- Introduction of the "Gender Impact & Inclusion Statement" requirement in all MHTP calls.
- Monitoring gender participation in innovation and digitalization projects.
- Full alignment with Horizon Europe requirements on gender equality (mandatory for ecosystem institutions).

AXA 7 – Monitoring, reporting and transparency

Objectives:

- Annual monitoring of progress.
- Annual public report on gender equality.

Measures:

- Create a public Dashboard on gender KPIs.
- Biennial internal audit of the implementation of the plan.
- Annual consultations with MHTP resident companies on diversity in the IT industry.
- Full plan review every 24 months.

4. KPIs – Key Indicators

Domain	Indicator	Target 2028
Governance	Representation in a Gender in Board/Committees	≥ 40%
Leadership	Share of women in management roles	+15% compared to 2025
Recruitment	Balanced shortlist	100% procedures
Education	Female participation in MHTP programs	≥ 50%
Startups	Startups with supported female founders	≥ 30%
Organizational culture	Employees who complete annual training	100%
Safe environment	Complaints processed according to the procedure	100%
Reporting	GEP Annual Public Report	1/year

5. Responsibilities:

5.1. General Responsibility: CEO MHTP

5.2. Coordination: Gender Equality Focal Point

6. Final provisions

This Plan is published on the MHTP website, in Romanian and English, both having the same content, according to the ANCD 2023–2024 model.

Annual implementation and monitoring are mandatory for internal structures and all MHTP programmes.