



GENDER EQUALITY PLAN (GEP)

Youth for Innovative Development (Y4ID) – Bulgaria

1. INTRODUCTION

Youth for Innovative Development (Y4ID) is committed to fostering a working and learning environment where gender equality is a fundamental principle. We believe that social innovation and youth empowerment can only be achieved by ensuring equal rights, responsibilities, and opportunities for all, regardless of gender. This Gender Equality Plan (GEP) outlines our strategic commitments for the period 2025-2027.

2. OBJECTIVES

The main objectives of this plan are:

- To ensure gender balance in leadership, decision-making, and project teams.
- To promote a culture of work-life balance and family conciliation.
- To integrate a gender perspective into all educational content and project activities.
- To maintain a zero-tolerance policy towards gender-based violence and harassment.

3. KEY AREAS OF ACTION

3.1. Gender Balance in Leadership and Recruitment

Y4ID ensures that recruitment processes are transparent and inclusive.

- **Action:** Maintain a gender-balanced core team (currently 50%+ women) and ensure that selection committees for new hires are gender-diverse.
- **Target:** Minimum 40% representation of underrepresented genders in all leadership roles.

3.2. Work-Life Balance and Organisational Culture

As an organisation established in December 2025, Y4ID adopts modern flexible working standards from the start.

- **Action:** Implementation of flexible working hours and remote work options to support staff with caregiving responsibilities (aligned with CARE-LEAD project goals).

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- **Action:** Ensuring that meetings are scheduled during core business hours to respect personal and family time.

3.3. Gender Mainstreaming in Projects & Training

We ensure that our "Youth for Innovative Development" mission is gender-sensitive.

- **Action:** All training modules (digital skills, green skills, etc.) must use inclusive language and avoid gender stereotypes.
- **Action:** Targeted outreach to ensure young women and girls from rural or Roma communities participate in STEM and leadership workshops.

3.4. Prevention of Gender-Based Violence

Y4ID provides a safe environment for all employees, volunteers, and participants.

- **Action:** Establishment of a clear reporting mechanism for any cases of harassment or discrimination.
- **Action:** Annual awareness sessions for staff on recognizing and preventing unconscious bias and gender-based microaggressions.

4. MONITORING AND EVALUATION

Y4ID treats gender equality as a measurable commitment:

- **Data Collection:** All project participation data is disaggregated by sex/gender.
- **Annual Review:** The Board of Directors reviews the progress of the GEP every 12 months.
- **Feedback:** Participant satisfaction surveys include specific questions on inclusivity and gender-sensitive facilitation.

5. RESPONSIBILITY

The Management Team is responsible for the overall implementation of this plan. Every staff member and partner is expected to uphold these values in their daily work.

Date: 01/12/2025 **Location:** Sofia, Bulgaria

Signed by: Serdar Mentes Legal Representative, Y4ID

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