

# Gender Equality Plan 2024 - 2026

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At DevInPro, we are dedicated to creating an inclusive, fair, and diverse workplace as we develop innovative solutions for our clients.

We see gender equality not just as a responsibility but as a key opportunity to enhance creativity, attract top talent, and achieve better outcomes for our clients and stakeholders.

Starting this journey with a Gender Equality Plan reflects our commitment to embedding equality as a core value, guiding our growth and shaping our future.



This Gender Equality Plan serves as a framework for DevInPro's early stage, establishing the foundation for gender equality within the company's culture and operations.

It focuses on:

- Laying the groundwork for inclusive recruitment, pay equity, and work-life balance.
- Preparing scalable, gender-conscious strategies as the company grows.

The plan will be reassessed and updated annually to reflect evolving company needs and milestones.



DevInPro is committed to adhering to both Bulgarian and EU gender equality regulations:

- EU Gender Equality Strategy & Directive 2006/54/EC: Ensures equal opportunities and pay.
- Bulgarian Labor Code & Discrimination Act: Guarantees equal treatment and prohibits gender-based discrimination.
- Horizon Europe: GEP ensures eligibility for funding by meeting gender equality standards.

By complying with these laws, DevInPro demonstrates its commitment to an inclusive and fair work environment while supporting innovation and growth.



**Current Workforce:** DevInPro operates with a flexible team structure, working with subcontractors as needed.

**Commitment to Gender Equality:** We prioritize gender equality when selecting subcontractors and collaborators, ensuring fair representation and inclusive practices in all partnerships.

**Growth Plans:** As the company expands, we will continue to foster a diverse workforce and integrate gender equality in every aspect of our operations.



## Short-Term Goals

- **Non-discriminatory recruitment:** Ensure that all future job postings are free from gender bias and are open to all qualified candidates.
- **Salary equity:** Commit to ensuring equal pay for equal work once you have employees.
- **Inclusive and safe work environment:** Foster a work environment that supports the career development of all genders, with a focus on mentorship and growth opportunities. Additionally, ensure that the workplace is safe, respectful, and free from harassment or discrimination, creating an environment where everyone feels secure, valued, and empowered to succeed
- **Work-life balance:** Implement policies that promote work-life balance, such as flexible working hours or remote work options, especially for future employees who might have caregiving responsibilities.



## Long-Term Goals

- Leadership Diversity: Aim to have at least 40% women in leadership or decision-making roles within the next 5 years.
- Gender Balance: Ensure balanced gender representation in recruitment, especially in technical roles, where women are often underrepresented.



- Non-Discriminatory Recruitment – Regularly review job descriptions to ensure gender inclusivity.
- Salary Equity – Commit to equal pay for equal work once additional employees and subcontractors are hired.
- Inclusive Work Environment – Foster an environment that supports career growth and development for all genders.
- Safe Work Environment – Enforce policies to prevent harassment, discrimination, and gender-based violence and create confidential reporting channels.
- Work-Life Balance – Implement flexible working hours and remote work options for future hires and collaborators.





- Review recruitment processes and job descriptions annually to ensure gender inclusivity.
- Conduct periodic salary reviews to monitor and ensure equal pay for equal work.
- Track career development and mentorship opportunities to ensure inclusivity in growth opportunities.
- Assess work-life balance policies annually to gauge employee and collaborator satisfaction.
- Report on gender equality progress annually and adjust strategies as needed.



- Time: Allocate time to regularly review job descriptions, salary fairness, and work-life balance policies.
- Budget: Set aside a budget for any external resources, like training or salary reviews, as the company expands.
- Effort: Personally ensure the implementation of inclusive practices in recruitment, development, and work-life balance.
- External Support: Use external consultants or tools if needed for unbiased reviews or specialized training as the team grows.



- Frequency: Conduct a self-review of gender equality practices annually.
- Progress Tracking: Assess recruitment, salary, and work-life balance policies as the company grows.
- Feedback: Collect feedback from subcontractors or collaborators to evaluate the effectiveness of gender equality initiatives.
- Adjustments: Make necessary adjustments to practices based on feedback and evolving company needs.



This Gender Equality Plan covers the period from 2024 to 2026. It is designed to be flexible and will be reviewed and updated annually to ensure alignment with DevInPro's evolving needs, growth, and progress toward gender equality goals.



At DevInPro, we are committed to fostering an inclusive, gender-equal workplace from the very start. This Gender Equality Plan provides a foundation for growth, and as we expand, we will continually reassess our approach to ensure it meets the evolving needs of the company and our people.

We believe that embracing gender equality is not only the right thing to do – it's a critical factor for DevInPro's long-term success. We are excited for the future and look forward to creating a workplace where everyone can thrive.



Gender Equality Plan Responsible Person

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