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Gender Equality Strategy

Gender Equality Plan

2024–2028

Romanian Academy, Iasi Branch

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Translation elaborated by the GES-ARFI 2024–2028 Working Group

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Abbreviations

ARFI	Academia Română, Filiala Iași / Romanian Academy, Iasi Branch
CCA	Centrul de Cercetări Antropologice „Olga Necrasov” / Olga Necrasov Center for Anthropological Research
CCB	Centrul de Cercetări Biomedicale / Center of Biomedical Research
CCG	Centrul de Cercetări Geografice Iași / Centre for Geographical Research Iasi
CCO	Centrul de Cercetări pentru Oenologie / Research Center for Oenology
CICE	Centrul de Istorie și Civilizație Europeană / Centre for History and European Civilization
CIM	Contract individual de muncă / Individual employment contract
GEG / GEWG	Grupul de lucru pentru Egalitate de Gen / Gender Equality Working Group
PSEG / GEP	Planul pentru egalitatea de gen / Gender Equality Plan
IAI	Institutul de Arheologie Iași / Institute of Archaeology Iasi
ICES	Institutul de Cercetări Economice și Sociale „Gheorghe Zane” / Gheorghe Zane Institute for Economic and Social Research
IFRI	Institutul de Filologie Română „Alexandru Philippide” / Alexandru Philippide Institute of Romanian Philology
IIADX	Institutul de Istorie „A. D. Xenopol” / A. D. Xenopol Institute of History
IIT	Institutul de Informatică Teoretică / Institute of Computer Science
IMOM	Institutul de Matematică „Octav Mayer” / Octav Mayer Institute of Mathematics
MO	Monitorul Oficial / “Official Gazette of Romania”
REG / GEO	Responsabilul pentru Egalitate de Gen / Gender Equality Officer
SRUS	Serviciul de Resurse Umane, Salarizare / Human Resources and Payroll Service
UE	Uniunea Europeană / European Union

1. Introduction

1.1. European and national context

Gender equality is a fundamental value of the European Union. In all its activities, the EU aims to eliminate inequalities and promote gender equality. The European Charter of Fundamental Rights provides for ensuring equality between women and men in all areas. Additionally, gender equality is one of the principles of the European Pillar of Social Rights. The document adopted by the European Commission includes measures against gender stereotypes, discrimination and gender gap in employment and pay, measures promoting women in leadership and decision-making positions, as well as specific actions meant to reconcile professional and family life. One of the most important aims is to eradicate gender-based violence, including sexual harassment in the workplace.

These actions will be carried out in accordance with the European Union's Gender Equality Strategy, which aims to achieve a Europe where gender inequality, discrimination, and gender-based violence are eliminated. In this regard, the EU Strategy uses the integration of gender and intersectional approaches, correlating gender with other characteristics such as race, age, sexual orientation, potential disabilities, and the socio-cultural context of the individual.

At the national level, constitutional provisions (especially Article 16 of the Romanian Constitution) ensure the premises for achieving a society with equal opportunities and rights for women and men. Harmonization with international and EU regulations in the field of gender equality has been achieved through the adoption of Law no. 202/2002 on equality of opportunities for women and men, with subsequent amendments and additions, as well as by transposing the provisions of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and a number of directives of the Council and the European Parliament, which are reflected in the National Strategy for promoting equality of opportunities and treatment for women and men and preventing and combating domestic violence for 2021–2027.

Additionally, through the National Strategy for Sustainable Development, Romania aims to prevent and combat violence against women, both in the public and private spheres, as well as to ensure balanced and effective participation of women and equal opportunities for leadership positions at all levels of decision-making in political, economic, and public life.

Romania has taken measures to transpose EU Directive No. 1158/2019 on work-life balance for parents and caregivers. We estimate that significant progress has been made in eliminating differences in opportunities between women and men in our country, making gender balance in society achievable. However, significant vulnerabilities persist regarding gender-based violence in families and in society (including in the workplace, through the phenomenon of sexual harassment). We also note, as a negative factor, the persistence of gender stereotypes in the choice of professions and in the perception of individuals in the workplace. Vulnerabilities persist in achieving a real balance between professional and family life, as well as in women's access to leadership and decision-making positions.

1.2. Institutional context

The Romanian Academy, Iasi Branch (ARFI) is a public body which functions as a regional branch of the Romanian Academy, in accordance with the provisions of *Law no. 752/27 of December 2001 regarding the organization and functioning of the Romanian Academy*, with subsequent amendments and additions, as well as with the *Statute of the Romanian Academy*, published in the MO / “Official Gazette of Romania” no. 1152 of December 3rd, 2021, with subsequent amendments and additions. ARFI is the subordinated structure of the Romanian Academy in the North-East Development Region of our country. ARFI is led by the Branch Office, which is composed of academicians, associate members, and honorary members of the Romanian Academy. To fulfil its mission and objectives, ARFI has a body of scientific researchers organized by research domains, in research institutes or centres, and its own working apparatus, consisting of structures (services, offices, departments) that ensure the conduct of support activities for scientific research, management of heritage, or other activities defined by the *Regulation regarding the organization and functioning of ARFI*.

ARFI mission is to *conduct and promote scientific research with the aim of expanding knowledge and contributing to the harmonious economic and social development at the regional level, with national and international outreach*.

ARFI values are *excellence, integrity, ethics, tradition, continuity, freedom of research, innovation, responsibility, transparency, respect, and interest in the beneficiaries of research*.

In accordance with the *Institutional Development Strategy of ARFI for 2023–2028*, the quality and quantity of human resources are considered essential in the activities carried out by ARFI, both in terms of the body of researchers and in terms of support activities. One of the fundamental principles of ARFI is the promotion of gender equality, diversity, and inclusion. Following its mission and its own values, ARFI ensures and promotes gender equity for two fundamental reasons:

1. Discrimination, disadvantage, intimidation, harassment, coercion, or marginalization of any kind are intolerable phenomena from a moral standpoint.
2. Gender equity contributes to reducing the phenomenon of “wasting talent,” and is, therefore, an indispensable tool for achieving academic and institutional development.

The Strategy and Strategic Plan for the Institutional Development of ARFI 2023-2024, adopted in December 2023, stipulate as a strategic target for the year 2024 the development of the Gender Equality Strategy and Plan. By developing and implementing this document, ARFI strengthens a secure institutional framework for all employees, an environment where all processes and activities respect the principles of equality, diversity, inclusion, and non-discrimination.

The main institutional documents of ARFI with an impact on gender equality are as follows:

- *ARFI Internal Regulations – 2nd Edition*;
- *Operational Procedure (OP-ARFI.BRUS.01) regarding the organization and conduct of competitions for the filling of vacant or temporarily vacant research positions*;
- *Regulation regarding the evaluation of the individual professional performances of ARFI employees paid from basic funding*;
- *Regulation regarding the awarding of excellence in scientific research activity within ARFI*.

ARFI has an Ethics Committee, an independent structure within ARFI, which investigates ethical misconducts and operates under Law No. 206/2004 on the ethical conduct in scientific research, technological development and innovation, as amended and supplemented.

ARFI Strategy and Strategic Plan for Gender Equality 2024–2028 are developed in accordance with the Institutional Development Strategy of ARFI for 2023–2028 and based on the provisions of Law no. 202/2002 on equality of opportunities for women and men, the European Strategy for Gender Equality 2020–2025, and the National Strategy for promoting equality of opportunities and treatment for women and men. The guidelines proposed by the Horizon Europe program regarding gender equality plans have been considered, as well as the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

2. ARFI Gender Equality Strategy and Gender Equality Plan

In drafting the present Strategy, the methodology and intervention areas recommended by Horizon Europe for the Gender Equality Plan were taken into account, respecting the specific stages of this process:

- Audit stage (diagnosis): collecting gender-disaggregated data within ARFI, analysing existing practices and past problematic situations (if any) to identify gender inequalities and their causes.
- Planning stage: establishing resources and responsibilities for implementing ARFI GEP.
- Implementation stage: identifying intervention areas and objectives that determine the course of activities, increasing awareness and training, establishing measures, indicators, deadlines, and responsibilities, accepting the GEP at all levels and in all units subordinate to ARFI, ensuring its visibility internally and externally.
- Monitoring stage: analysing progress in implementing measures, correlated with established deadlines.
- Evaluation stage: continuous evaluation of progress, with the adoption of measures/interventions to adjust or improve the situation identified through periodic analyses.

ARFI has also considered the four mandatory requirements related to the process:

1. **Public Document:** GEP is an official document published on the institution's website, signed by the top management, and actively communicated within the institution. This document demonstrates the institutional commitment to gender equality, establishes objectives, actions, and detailed measures to achieve them.

2. **Dedicated Resources:** GEP establishes the resources and expertise in gender equality dedicated to implementation, integrating the actions outlined in a continuous process of sustainable organizational change.

3. **Data Collection and Monitoring:** GEP utilizes disaggregated gender data about personnel, with annual reporting based on indicators. The data are published and monitored based on Regulation (EU) 2021/695 of April 28, 2021, establishing Horizon Europe – the Framework Programme for Research and Innovation.

4. **Training:** GEP includes awareness-raising and training activities on gender equality. ARFI is involved at all levels in this continuous and long-term process of improving gender equality. Training

activities on unconscious gender biases (gender stereotypes), training courses for staff and decision-makers, and other communication activities on gender equality aimed at specific groups are planned.

In addition, ARFI has considered five recommended thematic areas, related to content:

1. **Work-Life Balance and Organizational Culture:** The GEP aims to promote gender equality through sustainable transformation of the organizational culture. ARFI will cultivate an open and inclusive work environment, emphasizing the visibility of women within the organization and externally, to ensure that women's contributions are properly evaluated. Inclusive policies and practices regarding work-life balance, including policies on parental leave, flexible work arrangements, and support for caregiving responsibilities, are relevant aspects for ARFI.

2. **Gender Balance in Leadership and Decision-Making:** Increasing the number and proportion of women in leadership and decision-making positions is a key element. Measures to ensure that women can assume and remain in leadership positions include gender-focused training at the institutional leadership level, adapting selection and appointment processes for committee staff, ensuring gender balance through gender quotas, and transparency in appointing members of leadership groups.

3. **Gender Equality in Recruitment and Career Progression:** Selection procedures are periodically reviewed to ensure equal career opportunities for women and men within ARFI. Establishing recruitment codes of conduct, involving the gender equality officer in recruitment and promotion committees, proactively identifying women in underrepresented fields, and considering workload planning models are important measures that will be carried out by ARFI.

4. **Integration of Gender Dimension in Research and Teaching Content:** GEP considers how gender analysis will be included in research findings. It outlines the institutional support needed for researchers to develop research methodologies that incorporate gender analysis.

5. **Measures against gender-based violence, including sexual harassment:** ARFI has clear institutional policies regarding sexual and/or psychological harassment and other forms of gender-based violence. The internal regulations of ARFI establish the expected behaviour of employees, how they can report cases of gender-based violence, and the procedure for investigation and application of sanctions, when necessary. Victims and witnesses receive support; within ARFI, there is a culture of zero tolerance for harassment and sexual violence.

GEP serves as a change model that identifies issues, causes, and desired outcomes, including objectives, details the activities required to achieve the goals, and indicators for monitoring progress.

2.1. Diagnosis regarding the distribution of ARFI personnel by gender

The analysis of institutional documents with an impact on gender equality (regulations and procedures of ARFI regarding recruitment, promotion to professional and managerial positions, performance evaluation, and rewards) revealed that there are no provisions, policies, or discriminatory gender practices in ARFI.

For the quantitative analysis of gender equality within ARFI, the following relevant indicators were used:

- Number of individuals by gender, field of activity, and positions held (Table 1)
- Number of women vs. number of men in management and decision-making positions (Tables 2, 3)
- Number of women vs. number of men on childcare leave (Table 4); number of individuals on paternal leave in the last 5 years (Table 5).

Table 1. **Number of individuals by gender, field of activity, and positions held** (on December 31st, 2019–2023)

Position/Year	2019		2020		2021		2022		2023	
	Total	<i>W</i>	Total	<i>W</i>	Total	<i>W</i>	Total	<i>W</i>	Total	<i>W</i>
Intern research assistant	1	1	0	0	0	0	0	0	0	0
Research assistant	12	6	13	7	11	6	10	5	9	5
Auditor IA	1	1	1	1	1	1	1	1	1	1
Librarian I	2	2	2	1	2	1	2	1	1	0
Librarian IA	10	9	9	8	9	8	8	7	9	8
Librarian II	0	0	1	1	1	1	1	1	1	1
Researcher	27	13	24	13	28	15	30	15	27	12
Researcher I	54	10	47	12	50	14	50	14	50	14
Researcher II	37	14	31	12	31	11	34	12	39	15
Researcher III	55	21	57	21	58	20	57	20	54	19
Conservator IA	1	1	1	1	1	1	1	1	1	1
Legal counsellor I	0	0	1	1	1	1	1	1	1	1
Legal counsellor IA	1	1	1	1	1	1	1	1	1	1
Chief accountant II	1	1	1	1	1	1	1	1	1	1
Deputy manager II	1	0	1	1	1	1	1	1	1	1
I Institute director	2	0	2	0	2	0	2	1	2	1
II Institute director	4	0	4	0	4	0	4	0	4	0
Documentarist IA	3	3	3	3	3	3	3	3	3	3
System engineer IA	1	0	1	0	1	0	1	0	1	0
Specialty engineer IA	1	1	1	1	1	1	1	1	1	1
Cleaning personnel	5	5	5	5	5	5	5	5	4	4
Inspection specialist I	0	0	1	1	1	1	1	1	1	1
Inspection specialist IA	6	3	7	3	7	3	7	3	6	3
Lecturer I	1	1	1	1	1	1	1	1	1	1
Qualified worker I	3	0	3	0	3	0	2	0	1	0
Qualified worker III	1	0	1	0	2	1	3	1	2	1
Qualified worker IV	1	1	1	1	0	0	0	0	0	0
Security personnel	4	0	4	0	4	0	4	0	4	0
President II	1	0	1	0	1	0	1	0	1	0
Referee I	1	0	0	0	0	0	1	0	0	0
Referee IA	2	1	2	1	2	1	1	1	1	1
Specialty referee debutant	3	2	0	0	0	0	0	0	0	0
Specialty referee I	2	2	1	1	1	1	0	1	3	3
Specialty referee IA	9	7	10	8	10	8	10	8	10	8

Position/Year	2019		2020		2021		2022		2023	
	Total	W	Total	W	Total	W	Total	W	Total	W
Specialty referee II	1	1	4	3	3	2	4	3	2	2
Restorer IA	2	0	2	0	2	0	2	0	2	0
Head of office	3	2	2	1	2	1	2	1	1	1
Head of department	1	1	1	1	1	1	1	1	2	1
Technician I	0	0	0	0	0	0	1	0	1	0
Total, of which:	260	110	247	111	252	111	255	112	249	111
<i>employees with main contract</i>	217	103	207	101	212	100	219	103	211	100
<i>employees with cumulative salary S+S</i>	39	6	35	8	32	6	31	7	31	9
<i>Employees with CIM suspended December 31st</i>	4	1	5	2	8	5	5	2	7	2

Table 2. Number of women vs. number of men in management positions

Position	2019	2020	2021	2022	2023
President	1	1	1	1	1
Institute director	6	6	6	6	6
Deputy manager	1	1	1	1	1
Chief accountant	1	1	1	1	1
Head of department	1	1	1	1	2
Head of office	3	2	2	2	1
Total	13	12	12	12	12
<i>of which women:</i>	4	4	4	5	5

Table 3. Number of Scientific Council members in 2019-2023

ARFI unit	2019	2020	2021	2022	2023
IIT Scientific council	9	9	9	9	9
IMOM Scientific council	4	4	4	4	4
CCG Scientific council	5	5	5	5	5
CCA Scientific council	4	3	3	3	3
IFRI Scientific council	9	9	9	8	8
IAI Scientific council	5	5	6	6	6
IIADX Scientific council	12	12	12	12	12
CICE Scientific council	4	4	4	4	4
CCB Scientific council	3	3	3	3	3
CCO Scientific council	3	4	4	4	4
ICES Scientific council	8	8	8	8	8
Total	66	66	67	66	66
<i>of which women:</i>	12	14	15	15	14

Tabel 4. Number of women vs. number of men on childcare leave in the last 5 years

YEAR	TOTAL	WOMEN	MEN
2019	1	1	-
2020	2	2	-
2021	2	2	-
2022	2	2	-
2023	1	1	-

Table 5. Number of employees on paternal leave in the last 5 years

ANUL	TOTAL
2019	-
2020	-
2021	1
2022	-
2023	1

The quantitative analysis of gender-relevant data highlighted the following:

- The distribution of ARFI employees by gender is balanced: women represent, on average, 47% of the total number of ARFI employees.
- There is an increase in the number of women in decision-making positions over the past 5 years: 30% in 2019, 33% in 2020 and 2021, 41% in 2022 and 2023.
- There is an increase in the percentage of women members in the scientific councils of ARFI institutes and research centres over the past 5 years: 18% in 2019, 21% in 2020, 22% in 2021, 22% in 2022, and 21% in 2023.
- There are more men than women employed in research positions. This justifies a different distribution, by gender, of research staff by scientific ranks.
- All 8 individuals who have taken childcare leave for children up to 2 years old in the last 5 years have been women.
- 2 men have requested paternal leave in the last 5 years.

2.2. Resources and responsibilities for implementing the Gender Equality Strategy

Based on the conducted analyses and in accordance with European and national recommendations and policies, the following measures will be necessary for the implementation of the GEP within ARFI:

- Appointment of a Gender Equality Officer (GEO) within the institution. ARFI will nominate an employee and will assign them responsibilities in the field of gender equality. Their role will be to actively monitor the implementation of the Gender Equality Plan, to centralize proposals for improving the Plan, to continuously monitor developments at the European and national legislative levels. The officer will propose adjustments to the Plan accordingly to ARFI

management and will provide specialized consultancy, together with a representative from the Legal Department, for the application of legislative provisions in the field of gender equality.

- Establishment of the Gender Equality Working Group (GEWG). Its role will be to facilitate and monitor (together with the Gender Equality Officer) the implementation of the Gender Equality Plan 2024-2028.

2.3. Directions and strategic objectives regarding Gender Equality

The main directions (A1 - A5) and strategic objectives of ARFI regarding gender equality are as follows:

A1. Work-life balance and organizational culture

Objectives:

1. Promoting gender equality in the organizational culture of ARFI;
2. Promoting and facilitating integration of work with family and personal life;

A.2 Gender balance in leadership and decision-making

Objective: Ensuring equal representation of men and women in decision-making processes within the organization.

A.3 Gender balance in recruitment and career advancement

Objective: Promoting gender balance in the recruitment process within ARFI, and equal opportunities for career advancement for men and women within the organization.

A.4 Integration of gender dimension in research

Objective: Promoting and strengthening the integration of the gender dimension in ARFI's research activities.

A.5 Preventing and combating discrimination and gender-based violence, including sexual harassment.

Objective: Increasing awareness of the importance of gender equality, intersectionality in discrimination and gender-based violence, and fostering a positive attitude towards diversity among ARFI employees.

2.4. Implementation of the Gender Equality Strategy and Gender Equality Plan for 2024–2028

As a result of the approval of the Gender Equality Strategy and Plan 2024-2028, ARFI will aim to increase awareness and training on gender equality, ensuring the acceptance of the Gender Equality Plan at all levels and in all units subordinate to ARFI, and enhancing its visibility internally and externally.

The Gender Equality Plan is scheduled for implementation during the period 2024–2028. The Gender Equality Officer and the Gender Equality Working Group designated by ARFI's management will be

actively involved in implementing the plan, collaborating closely with ARFI's management to identify and mobilize resources to achieve the objectives outlined in the Gender Equality Strategy.

The Gender Equality Plan includes objectives, measures, indicators, target groups, responsible parties, and implementation deadlines as follows:

ARFI Gender Equality Plan 2024–2028

A1. Work-life balance and organizational culture

Objective 1: Promoting gender equality in the organizational culture of ARFI

Actions:

1.1.1. *Appointing gender equality representatives within ARFI to facilitate and monitor the GEP implementation*

Indicators: appointment of the Gender Equality Officer (REG); establishment of the Gender Equality Group (GEG).

Target groups: research staff, technical-administrative staff

Responsible parties: ARFI management

Deadline: December 2024

1.1.2. *Collecting employees' opinions within ARFI regarding the current state of gender equality*

Indicators: qualitative analysis of the gender equality situation in ARFI

Target groups: research staff, technical-administrative staff

Responsible parties: REG, GEG

Deadline: December 2024

1.1.3. *Aligning the GEP with other ARFI institutional documents*

Indicators: number of institutional documents revised

Target groups: research staff, technical-administrative staff

Responsible parties: REG, GEG, Scientific Secretary

Deadline: December 2025

1.1.4. *Facilitating the acquisition of knowledge in the field of gender equality for ARFI staff, aiming to encourage a better gender balance at all levels*

Indicators: information sessions and training seminars on gender equality

Target groups: research staff, technical-administrative staff

Responsible parties: REG, GEG

Deadline: ongoing

1.1.5. *Actions on special occasions: International Women's Day, International Day of Women and Girls in Science*

Indicators: information events and debates on gender equality, analyses including the gender dimension, public communications incorporating such analyses

Responsible parties: REG, GEG

Target groups: research staff, technical-administrative staff

Deadline: annually

Objective 2: Promoting and facilitating integration of work with family and personal life

Actions:

1.2.1. *Information and support actions for achieving a balance between professional activity and family and personal life (information on available ARFI policies on flexible or remote work programs; counseling and support activities for reintegrating staff after career breaks, etc.).*

Target group: research staff, technical and administrative staff

Indicators: information activities on integrating professional activity and family life; counseling and support activities

Responsible parties: management of ARFI research institutes, HR department, REG, GEG

Deadline: ongoing

1.2.2. *Utilization of electronic means of communication to increase work flexibility and planning/optimization of work meetings*

Target group: research staff, technical and administrative staff

Indicators: training of ARFI staff on the use of electronic means of communication

Responsible parties: directors of ARFI units, REG, GEG

Deadline: ongoing

A.2. Gender balance in leadership and decision-making

Objective: Ensuring equal representation of men and women in decision-making processes within the organization

Actions:

2.1. *Promotion of initiatives to facilitate gender competence at all levels of the institution*

Indicators: awareness-raising activities on gender equality in promotion and decision-making

Target group: research staff, technical and administrative staff

Responsible parties: REG, GEG

Deadline: ongoing

2.2. *Monitoring the leadership selection processes to ensure fair information and participation regardless of gender*

Indicators: proportion of female candidates out of total candidates (aim: at least 30% women in all scientific councils and committees, based on the available human resources)

Target group: research staff, technical and administrative staff

Responsible parties: management of all ARFI units, REG, GEG

Deadline: ongoing

A.3 Gender balance in recruitment and career advancement

Objective: Promoting gender balance in the recruitment process within ARFI, and equal opportunities for career advancement for men and women within the organization

Actions:

3.1. *Gender equality awareness and guidance actions for career progression and recruitment*

Indicators: number of gender equality awareness actions

Target group: research staff, technical and administrative staff

Responsible parties: REG, GEG

Deadline: ongoing

3.2. *Dissemination and communication of good career practices by women (scientists, researchers)*

Indicators: number of information activities on female role models; number of invited presentations/lectures (minimum 1 presentation annually)

Target group: research staff

Responsible parties: directors of ARFI research structures, REG, GEG

Deadline: ongoing

A.4 Integration of the gender dimension in research

Objective: Promoting and strengthening the integration of the gender dimension in ARFI's research activities

Actions:

4.1. *Organizing internal debates on the use of gender perspective in research activities*

Indicators: number of participants in debates

Target group: research staff

Responsible parties: directors of ARFI research structures, REG, GEG

Deadline: ongoing

4.2. *Promoting research projects on gender equality or incorporating gender equality as a major dimension*

Indicators: number of participants in presentations of research projects on gender equality or incorporating gender equality as a major dimension

Target group: research staff

Responsible parties: directors of ARFI research structures, REG, GEG

Deadline: ongoing

A.5 Preventing and combating discrimination and gender-based violence, including sexual harassment

Objective: Increasing awareness of the importance of gender equality, intersectionality in discrimination and gender-based violence, and fostering a positive attitude towards diversity among ARFI employees

Actions:

5.1. *Providing information and training for ARFI staff on reporting wrongdoings/incidents and victim protection*

Indicators: number of information and training actions carried out

Target group: research staff, technical-administrative staff

Responsible parties: REG, GEG

Deadline: ongoing

5.2. *Organizing debates on gender-based discrimination, gender violence, and sexual harassment, as well as on intersectionality in cases of discrimination and sexual violence*

Indicators: number of participants in debates (desirable minimum of 1 debate per year)

Target group: research staff, technical-administrative staff

Responsible parties: directors of ARFI research structures, REG, GEG

Deadline: ongoing

2.5. Monitoring and evaluation of the Gender Equality Plan

The implementation and progress of the Strategic Plan for Gender Equality in ARFI will be periodically monitored and evaluated by the Gender Equality Officer and the Gender Equality Working Group in annual meetings. The organization and planning of these periodic monitoring and evaluation meetings fall under their responsibility. All members of the Gender Equality Working Group are required to maintain the confidentiality of personal data provided by SRUS and process it in such a way that the identity of ARFI staff cannot be disclosed. The report resulting from the annual meetings will be presented to the ARFI Board of Directors for analysis.

The Strategic Plan for Gender Equality will be updated as necessary and any modifications will be submitted for approval to the ARFI management.

Resources

The European Charter of Fundamental Rights: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:12012P/TXT>

Romanian Constitution: https://www.cdep.ro/pls/dic/site2015.page?den=act2_1&par1=2#t2c1s0sba16

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW): <https://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>

Directive 2019/1158 of the European Union on work-life balance for parents and carers:

<https://eur-lex.europa.eu/legal-content/RO/TXT/PDF/?uri=CELEX:32019L1158>

Horizon Europe recommendations concerning Gender Equality: https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en

Legea nr. 202/2002 privind egalitatea de șanse și de tratament între femei și bărbați:

<https://legislatie.just.ro/Public/DetaliiDocument/35778>

European Pillar of Social Rights: <https://op.europa.eu/webpub/empl/european-pillar-of-social-rights/en/#infographic-main>

Procedura Operațională (PO–ARFI.BRUS.01) privind organizarea și desfășurarea concursurilor pentru ocuparea posturilor de cercetare vacante sau temporar vacante: <https://acadiasi.org/documente/>

The recommendations of the European Charter and Code for researchers:

https://euraxess.ec.europa.eu/sites/default/files/brochures/am509774cee_en_e4.pdf

Regulamentul Intern ARFI – Ediția 2: <https://acadiasi.org/documente/>

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