

**Strategy and Plan  
regarding gender  
equality  
2022-2026**

**National Institute for Economic Research “Costin C. Kirîţescu”**

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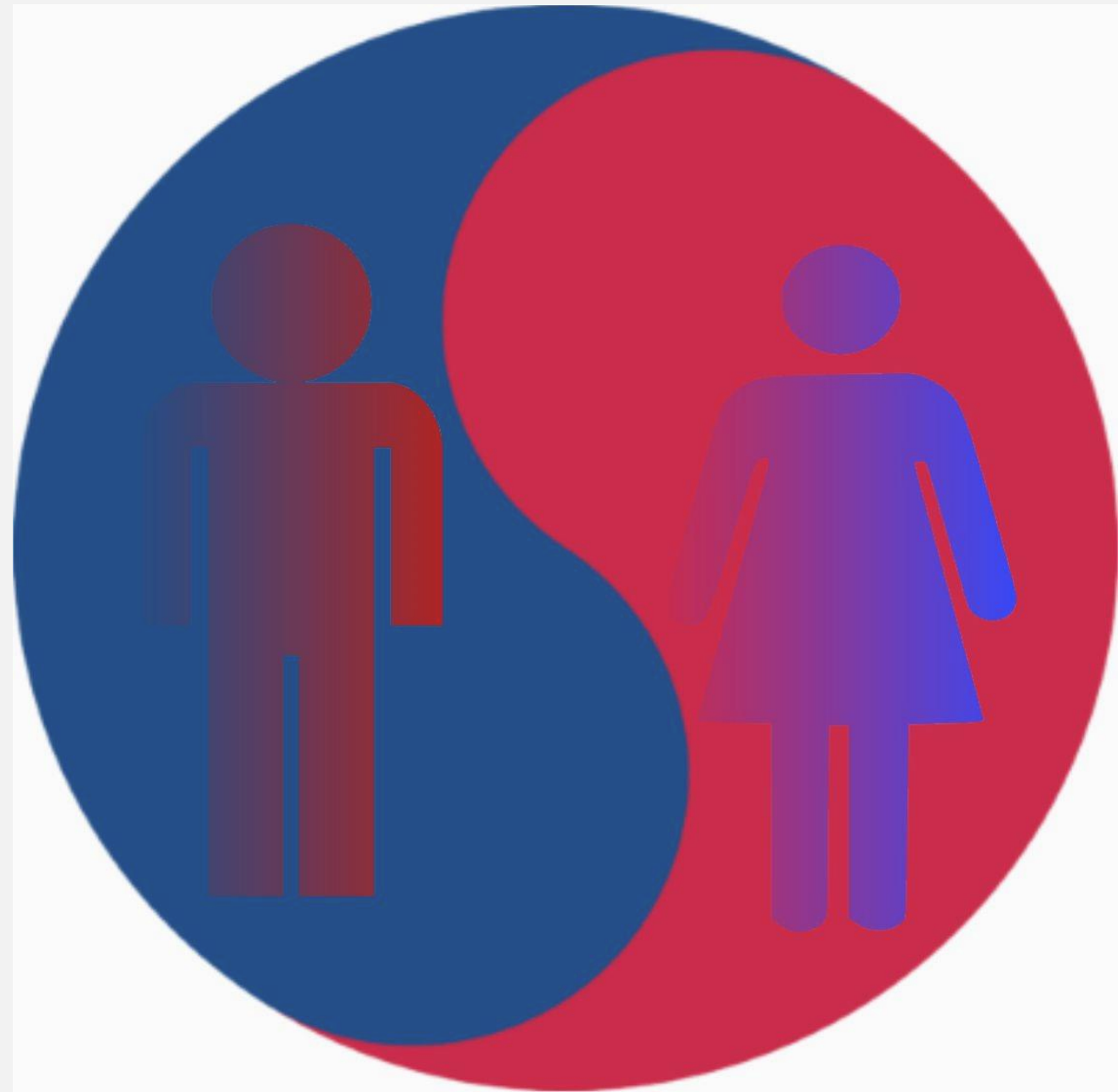
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# Introduction

**The National Institute for Economic Research "Costin C. Kirişescu" (Institutul Național de Cercetări Economice "Costin C. Kirişescu")**, hereinafter referred to as **INCE**, is a legal entity of public interest, subordinated to the Romanian Academy. In this capacity, INCE is vested with the mission to conduct fundamental and advanced research in the economic, social and demographic sciences, as laid down in the programmes endorsed every year by the Academy's Section of Economic, Legal and Sociological Sciences, and approved by the General Assembly of the Romanian Academy.

## **The mission of INCE and of its subordinated entities is to:**

(a) conduct fundamental and advanced scientific research in the following areas: sustainable development, economic, financial, ecologic and social balance, exogenous shocks and resilience, globalisation, European economic integration, knowledge-based society, communication and information, training and use of labour force, technical progress, efficiency of production factors, economic competitiveness and efficiency, energy strategy, macroeconomic balance and correlations, budget balance, macroeconomic balances and correlations, budget balance and balance of payments, green and digital transition, regional balances and local development, efficiency of administration and public services of general public interest, improvement of the system of indicators in the economy, evaluation of financial and monetary policies and of the banking system, absorption of European funds, international economic, technical and scientific relations, economic and social modelling and prognosis, energy and food security, human development and quality of life, methodology for the evaluation of the above and specific policies, behavioural economics, impact of demographics, mountain economy, climate changes, bio-economics, other problems economy is confronted with;

(b) development and preservation of the scientific heritage through projects of major interest created, identified, sustained and promoted for this purpose;

(c) participation in studies, programmes, and support works for sectoral and national strategies devoted to economic research and development;

(d) active involvement in works and analyses to substantiate and support legislative initiatives and development policies, providing consultancy services to the legislative body and the Government.

INCE's activities contribute to the development of knowledge, to the positive evolution of the Romanian society as a whole. INCE takes part in interdisciplinary research jointly with other institutes subordinated to the Economic, Legal and Sociological Section of the Romanian Academy, or in partnership with other similar entities in Romania and abroad.

# Introduction

**The Gender Equality Plan (GEP)** is an instrument which, on the one hand, states the values that govern our institution, (such as equality, inclusion, diversity, transparency), and on the other proactively responds to challenges encountered in the attempt to ensure the compliance with the gender equality principles in all institutional processes and practices.

INCE's priority is to ensure a balanced and equitable participation in decision making, with the aid of transparent merit-based recruitment policies, for the purpose of integrating the concepts of gender and diversity in teaching and research, for the development of the educational contents, and for the design of significant learning experiences, apt to generate new knowledge.

The Gender Equality Plan (GEP) is the expression of INCE's firm commitment to translate into fact the values, the vision, and the missions aimed at developing the society. GEP is about people. People are the driver of our Academy, which is at the core of achieving sustainable excellence in research and education, and the for building a culture of high performance. We count on the people capable to sustain our continuous effort to develop and maintain a safe, supporting, friendly and quality work environment, where high quality of education and research can thrive.

For the purpose of drafting the Strategy and the related Plan, the INCE management appointed a group of researchers who examined the current requirements, the policies, recommendations, examples and case studies illustrating gender discrimination, inclusion, and equality.

They studied similar plans of research institutes and universities in Romania and the European space, including the EU Strategy for Gender Equality 2020-2025, and the Objectives for Sustainable Development laid down in the 2030 Agenda. The documentary sources are included in the Reference List.

# Regulatory framework

**Act 125/2016** regarding Romania's joining the European Centre for World Interdependence and Solidarity, created by strength of Resolution (89)14, adopted by the Committee of Ministers of the Council of Europe on 16 November 1989, the extension of which was confirmed by Resolution (93)51, adopted by the Committee of Ministers of the Council of Europe on 21 October 1993;

**Act 66/2016** amending and complementing Government Emergency Ordinance (GEO) 111/2010 regarding the leave and monthly allowance for child rearing;

**Act 22/2016** to declare 8 March as the Women's Day, and 19 November as the Men's Day;

**Act 23/2015** to declare 8 May as the Day of Equal Opportunities between women and men;

**GEO 111/2010** regarding the child rearing leave and monthly allowance, as subsequently amended and complemented;

**Act 62/2009** to approve GEO 61/2008 regarding the enforcement of the principle of equal treatment for women and men with regard to access to and supply of goods and services;

**GEO 67 of 27 June 2007** regarding the enforcement of the principle of equal treatment for men and women in social security schemes of various professions;

**Act 202/2002** regarding measures to ensure equal opportunities and equal treatment for women and men, with a view to eliminating all and any forms of discrimination;

**GEO 137/2000** regarding prevention and punishment of all and any forms of discrimination, republished, as subsequently amended and complemented;

**Paternity Leave Act 210/1999**, regarding the paternity leave, for the purpose of creating the conditions for fathers' effective contribution to the rearing of their newly born children;

**Decree 342/1981** regarding the ratification of the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), signed by the UN General Assembly, transposed in Resolution 34/180 of 18 December 1979, which took effect on 3 September 1981, in compliance with the provisions of Art. 27(1), and was ratified by Romania on 7 January 1982.

## 2030 Agenda

Romania, as a member of United Nations (UN) and the European Union (EU), expressed its adherence to the 17 Sustainable Development Objectives (SDO) of the 2030 Agenda, adopted under the UN General Assembly Resolution A/RES/70/1, at the Summit for Sustainable Development held in September 2015. The objective no. 5 of the 2030 Agenda makes reference to **Gender Equality**, and its targets are to: eliminate all forms of discrimination and violence against all women and girls; eliminate all practices detrimental to women; recognise unpaid care and household work as furnishing public services, infrastructure and social welfare policies, and through the shared responsibility of home and family; create conditions for women's full and effective participation and equal opportunities in accessing management positions at all levels of political, economic and public life; ensuring the universal access to health (Source: <https://dezvoltaredurabila.gov.ro/web/obiective/odd5/>).



# Inclusion and equal opportunities in INCE

All women and all men working within INCE enjoy equal career advancement opportunities and equal pay.

In recent years, more and more women have acceded to decision-making positions, recommended by their higher qualifications.

At INCE there is a long tradition of cooperating with colleagues from Romania and abroad, irrespective of their gender, in organising scientific conferences and in writing articles.

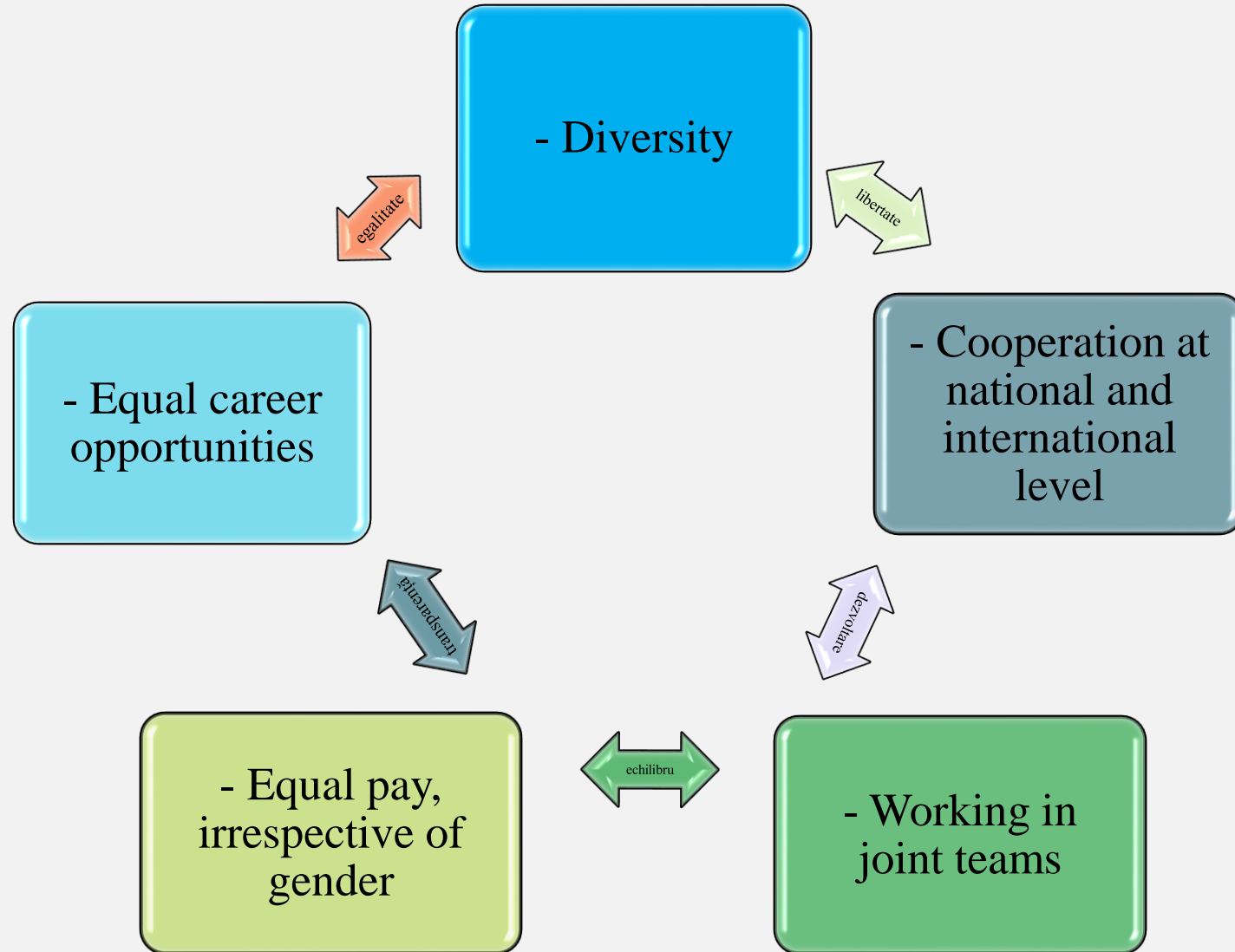


# Data collection

## Employees

As of October 2022, the composition of INCE's 47 employees was 25 females, and 22 males.

The distribution of positions in 2022 was the following: 10 management staff, 4 grade I scientific researchers (ISR), 4 grade II scientific researchers (IISR), 7 grade III scientific researchers (IIISR), 8 scientific researchers (SR), 3 research assistants, and 11 miscellaneous positions.



Management	Females	Males	Total
Director General	1		1
Deputy Director General		2	2
Unit Scientific Coordinator		4	4
Chief Accountant	1		1
Head of Office	1		1
Total	3	6	9

	Females	Males	Total
Heads of Departments	1	0	1
Total	1	0	1

Researchers	Females	Males	Total
Scientific Researcher I		4	4
Scientific Researcher II	3	1	4
Scientific Researcher III	1	6	7
Scientific Researcher	6	2	8
Assistant Scientific Researcher	3		3
Total	13	13	26

	Females	Males	Total
Other positions	8	3	11
Total	8	3	11

	Females	Males	Total
TOTAL employees	25	22	47

## **PhD students/candidates**

INCE, in its capacity as institute of the Romanian Academy, in cooperation with the other institutes and research units affiliated to the Romanian Academy, takes part in organizing the doctoral studies conducted by the Romanian Academy's School of Advanced Studies (SCOSAAR), for the field of Economics, their joint purpose being to improve the quality of human resources and gender equality. To this effect, INCE and its network of research institutes and units strive to:

- Offer a high quality PhD guidance through highly qualified PhD advisers;
- Provide the adequate framework for the participation of PhD candidates in teams assigned to elaborating research works included in the annual institutes and units research programmes, helping researchers to develop the ability to transfer competences to and from the other members of the team;
- Facilitate the doctoral candidates' access to dedicated literature;
- Support doctoral candidates to gain access to logistic resources;
- Organise, jointly, national and international scientific conferences for the young researchers, doctoral researchers, and post PhD researchers and/or set up conference sections devoted to them at the national and international scientific events initiated by the research institutes and units under INCE's umbrella;

In the 2022-2023 academic year, we have, on record, 81 doctoral students/candidates, out of which 44 are females, and 37 are males.



## Analysis

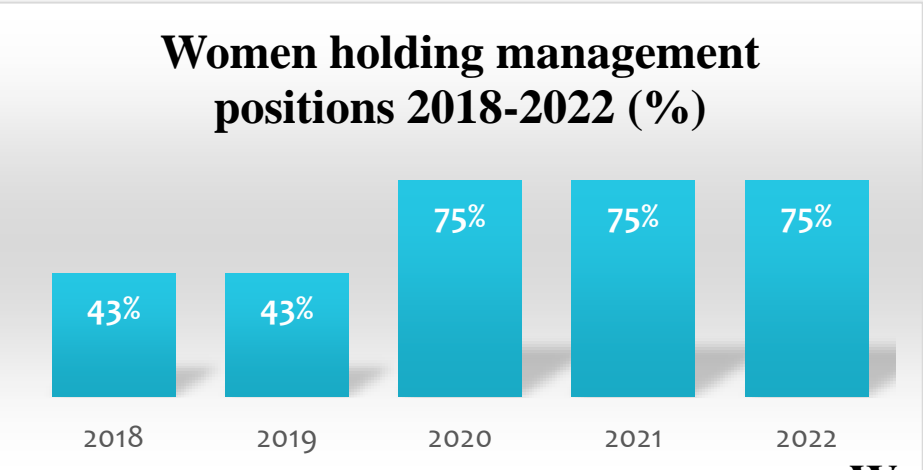
INCE has proceeded to internal analyses of the data collected, and has reviewed the current gender equality and inclusion policies. The conclusion reached was that more effort will be required to attain gender equality and equity.

INCE pledged to improve and implement the GEP during the time frame 2022-2026. For this purpose, specific guidance and training will be made available.

Moreover, the INCE staff will be encouraged to take part in information swap simulations, in order to learn from experience and to design, together, non-discriminatory, gender-sensitive policies and practices.

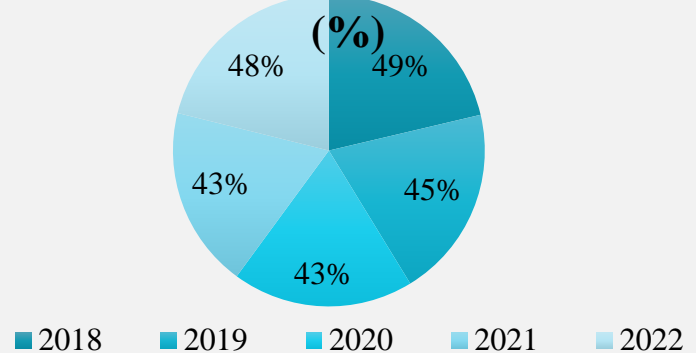
# Employees

Over the past five years, the number of female employees has grown steadily, to a current 50%, approximately.

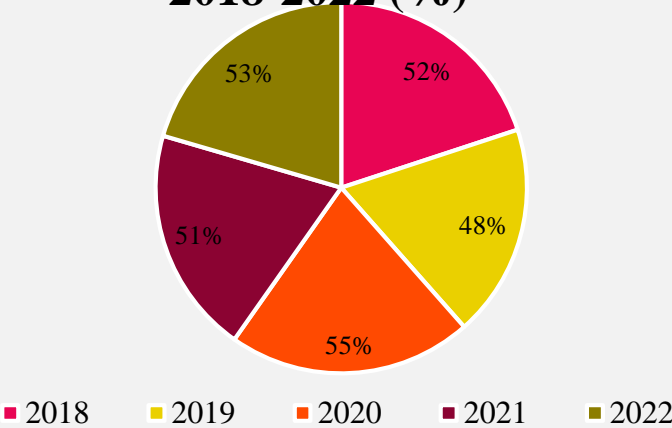


Differences are minor, therefore the gender balance at all levels of qualification are obvious. The distribution of positions in INCE by gender does not reveal any discrimination.

**Women’s share in total researchers and assistant researchers 2018-2022 (%)**



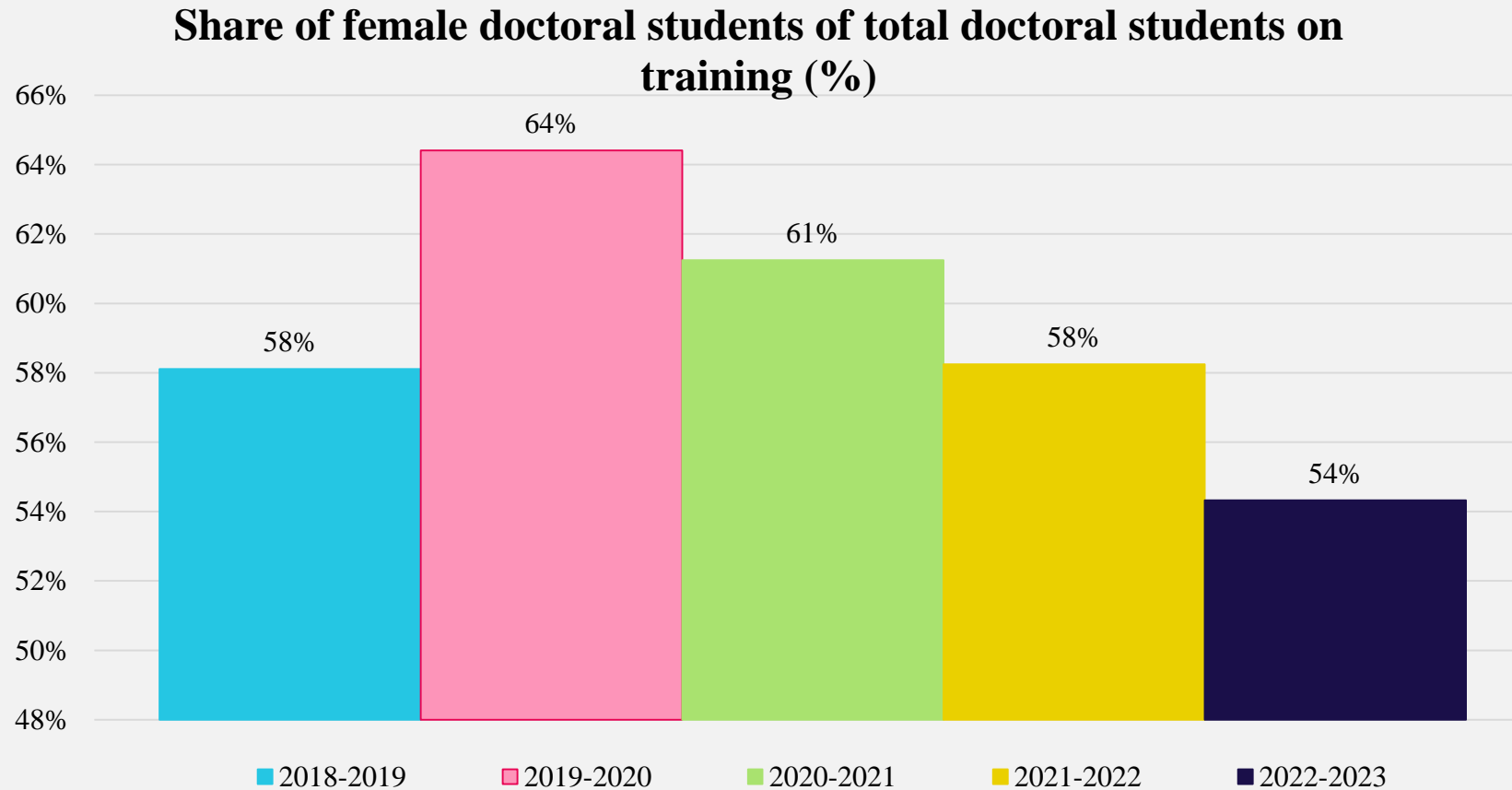
**Women’s share in total employees 2018-2022 (%)**



The data regarding the INCE employees and their distribution in the staff chart were examined internally, and also by the team appointed to draft the Plan.

## PhD students/candidates

In the past five academic years, over 50% of the PhD students have been females.



# **The Strategy for Gender Equality (SGE) 2022 – 2026 and the Gender Equality Plan (GEP) 2022**

Starting from the studies we have conducted and based on the European and national recommendations and policies, INCE drafted and adopted the current Gender Strategy and its implementation Plan. The National Institute for Economic Research “Costin C. Kirițescu”, after approving the current Strategy for Gender Equality and the correlative Gender Equality Plan, has decided to appoint one of the employees as Gender Equality Officer for the entire body of INCE workers.

The gender equality officer's duty shall be to actively verify that the Gender Equality Plan is complied with, to detect difficulties in observing the Plan and notify them to INCE's management, to collect proposals for improvement of the Plan as they are brought to their attention. The gender equality officer shall keep in touch with the latest developments in the national and European legislations, with the plans and strategies of similar institutions, and shall submit to INCE's management the adjustments deemed fit for the Institute's Strategy and Plan. The gender equality officer will be appointed to this position by the INCE management for a period of 4 years.

At institutional level, for the purpose of drafting the gender Strategy and Plan 2022-2026, a working group was set up. The group is formed of 3 members, two of whom are females, and one is a male, two of them being researchers of different grades, and the third being the human resources officer. The Gender Equality Working Group (GEG) will become a permanent structure of INCE. The duties of the male member will be to create the conditions and watch, together with the gender equality officer, the observance of INCE's Gender Equality Plan for 2022-2026. The working group shall be elected and carry out its duties over a period of 4 years (2022-2026). Its members shall be elected by direct vote, by INCE employees (research and administrative personnel), from among INCE's employees (research and administrative personnel) who volunteered to be part of the working group.

# The Gender Strategy 2022-2026

The SGE includes the following areas of intervention and their related objectives for the time span 2022-2026:

Areas of intervention	Objectives
<b>1. Balance between professional life and personal life. Organizational culture</b>	Rendering support to attain balance between career and personal life; promoting gender equality in INCE's corporate culture
<b>2. Gender equity in leadership and decision making</b>	Encouraging gender equality in institutional processes and practices, in leadership and decision making at INCE
<b>3. Gender equality in recruitment and career advancement</b>	Supporting gender equality in recruitment and career advancement of INCE's personnel
<b>4. Integration of the concept of gender in research work and education</b>	Strengthening the gender perspective in the research process at INCE
<b>5. Measures against gender-generated violence, and sexual harassment</b>	Increasing the degree of awareness regarding the importance of gender equality, by defining the limits and concepts

# Planul de egalitate de gen

Area of intervention	Objectives	Measures	Indicators	In charge
<b>1. Balance between professional life and personal life.</b> <b>Organizational culture</b>	Rendering support to attain balance between career and personal life; promoting gender equality in INCE's corporate <b>institutional</b> culture	Broaden the use of electronic devices in order to improve flexibility at work, and the planning / effectiveness of working meetings	Create working scheme for the use of electronic devices in everyday activities	INCE management, Gender Equality Officer, Gender Equality Group
		Promote flexible working hours, including half-time or work from home	Create the procedures for flexible working schemes	INCE management, Gender Equality Officer, Gender Equality Group INCE Human resources officer
		Introduce new positions in INCE's staff structure, to monitor /assess the observance of the Gender Equality Plan	INCE in-house functional gender equality structure (Gender equality officer; Gender equality working group)	INCE management
		Make the review / introduction of the gender perspective in all INCE procedures a permanent task	Draft a procedure to evaluate and introduce the gender perspective in all INCE routines	Gender equality Officer, gender equality Group
		Actions associated with special events	Analyses that include gender issues	Gender equality Officer, gender equality Group
		Integration of the gender dimension in organizational analyses	Annual progress reports regarding INCE shall include the gender concept as part of such reports, wherever possible	INCE management, Gender Equality Officer

Areas of intervention	Objectives	Measures	Indicators	In charge
<b>2. Gender equity in leadership and decision making</b>	Encouraging gender equality in corporate processes and practices, in leadership and decision making at INCE	Reexamination /review of INCE’s internal promotional policies, to make sure they include the gender equality principle.	Number of procedures reviewed	INCE management, Gender Equality Officer, Gender Equality Group, INCE’s human resources officer
		Supplementing INCE’s database regarding its employees with info about the number of their children, age, leaves of absence for child rearing (subject to employees’ consent)	INCE employees data base complemented with info regarding number and age of children, leaves of absence for child rearing, and the analysis of such data in the annual reports	INCE management, Gender equality officer, Gender equality Group, INCE human resources officer
		Annual opinion poll among INCE employees regarding measures likely to improve the observance of gender equality in Institute	Annual INCE in-house research	INCE management, Gender equality officer, Gender equality Group
		Correlation of the Gender Equality Plan with other strategic documents generated at INCE	Regular revisions of INCE’s strategic documents, Organization and operation regulation (ROF), Internal regulation (ROI) etc.	INCE management, Gender equality officer, Gender equality Group

Areas of intervention	Objectives	Measures	Indicators	In charge
<b>3. Gender equality in recruitment and career advancement</b>	Supporting gender equality in recruitment and career advancement of INCE's personnel	Reexamination/review of employment procedures, so that they should spell the principle of gender equality; job openings shall avoid discriminatory language	<p>Number of procedures reviewed</p> <p>Draft standard job opening template in neutral terms, free of any gender discriminatory wording</p>	INCE management, Gender Equality Officer, Gender Equality Group, INCE human resources officer
		Organise lectures and trainings in gender equality	<p>Number of INCE employees participating in lectures and trainings in gender equality topics</p> <p>Newly hired employees shall be briefed about the gender equality policies of INCE, and about the Strategy for Gender Equality</p>	INCE members, Gender Equality Officer, Gender Equality Group

Areas of intervention	Objectives	Measures	Indicators	In charge
<b>4. Integration of the concept of gender in research work and education</b>	Strengthening the gender perspective in the research process at INCE	Internal debates on the use of the gender perspective in our research activities	Number of participants in the debates so organised	INCE members, Gender Equality Officer, Gender Equality Group
		Sustain research projects on gender equality, which recognise gender equality as a major dimension	Number of participants in the presentations of research projects on gender equality	INCE members, Gender Equality Officer, Gender Equality Group
<b>5. Measures against gender-generated violence, and sexual harassment</b>	Increasing the degree of awareness regarding the importance of gender equality, by defining the limits and concepts	Organise debates on the following topics: discrimination; violence; harassment (including sexual harassment)	Number of participants in the debates on discrimination, violence, harassment	INCE members, Gender Equality Officer, Gender Equality Group
		Review of INCE's Code of Ethics from the perspective of fighting sexual discrimination, gender violence, and sexual harassment	Report on INCE's Code of Ethics from the perspective of sexual discrimination, gender violence and sexual harassment	Gender Equality Officer, Gender Equality Group
		Foster interinstitutional cooperation with other research institutes of the Romanian Academy, which have similar gender equality plans, for the purpose of a joint support of gender equality as main objective of the strategic lines of development laid down by the Romanian Academy	Bi-annual report on the actions initiated jointly with other entities to sustain gender equality	Gender Equality Officer, Gender Equality Group

# Monitoring and assessment of the Gender Equality Plan

The Gender Equality Plan drafted by the National Institute for Economic Research “Costin C. Kirițescu” has been designed for a time span of 4 years. The Gender Equality Officer and the Gender Equality Working Group will play an active role in fulfilling the Plan, and both these entities will work closely together with INCE’s management in order to identify and mobilise the resources enabling them to achieve the objectives of the Gender Equality Plan.

Progress shall be closely monitored by the Gender Equality Officer; the Gender Equality Working Group will call annual (or more frequent, if necessary) meetings in order to regularly assess its implementation. If found appropriate, measures shall be proposed at such meetings, to accomplish the objectives of the Plan. The measures so proposed shall be included in the Gender Equality Plan and shall be due to take effect the following year or whenever deemed fit.

The annual reports of the Gender Equality Working Group shall be distributed and presented at INCE’s internal debates. The personal data of the employees, supplied by the Human Resources Officer for analytical purposes, shall be kept confidential by all the members of the Gender Equality Group who have access to them. Such members pledge to process personal data according to the GDPR.

# Documentary Sources

Obiectivele pentru Dezvoltare Durabilă (Agenda 2030) - <https://dezvoltaredurabila.gov.ro/web/obiective/odd5/>

Comisia pentru egalitatea de gen a Consiliului Europei, <https://www.coe.int/en/web/genderequality/gender-equality-commission>

EU FESTA - Probleme de gen în procesele de recrutare, numire și promovare – Recomandări pentru o aplicare sensibilă la gen a criteriilor de excelență, [https://eige.europa.eu/sites/default/files/festa\\_gender\\_issues\\_recruitment\\_appointment\\_promotion.pdf](https://eige.europa.eu/sites/default/files/festa_gender_issues_recruitment_appointment_promotion.pdf)

Strategia UE pentru egalitatea de gen 2020-2025, [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

EUA - Strategii și abordări ale universităților către diversitate, echitate și incluziune, <https://eua.eu/downloads/publications/universities-39-strategies-and-approaches-towards-diversity-equity-and-inclusion.pdf>

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Institutul European pentru Egalitatea de Gen, <https://eige.europa.eu>

GARCIA – Maparea politicilor și practicilor organizaționale de muncă și viață, [https://eige.europa.eu/sites/default/files/garcia\\_report\\_mapping\\_org\\_work-life\\_policies\\_practices.pdf](https://eige.europa.eu/sites/default/files/garcia_report_mapping_org_work-life_policies_practices.pdf)

Orientări pentru utilizarea limbajului sensibil la gen în comunicare, cercetare și administrare, [https://eige.europa.eu/sites/default/files/reutlingen\\_university\\_guidelines\\_for\\_using\\_gender-sensitive\\_language.pdf](https://eige.europa.eu/sites/default/files/reutlingen_university_guidelines_for_using_gender-sensitive_language.pdf)

Anexe generale Orizont Europa, [https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2021-2022/wp-13-general-annexes\\_horizon-2021-2022\\_en.pdf](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2021-2022/wp-13-general-annexes_horizon-2021-2022_en.pdf)

Ghidurile Orizont Europa privind planurile de egalitate de gen, <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1>

LERU - Egalitate, diversitate și incluziune la universități: puterea unei abordări sistemice, <https://www.leru.org/publications/equality-diversity-and-inclusion-at-universities>

Science Europe - Ghid practic pentru îmbunătățirea egalității de gen în organizațiile de cercetare, [https://eige.europa.eu/sites/default/files/se\\_gender\\_practical-guide.pdf](https://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf)

Evaluările studenților asupra predării (în mare parte) nu măsoară eficacitatea predării, [https://eige.europa.eu/sites/default/files/science\\_open\\_research\\_student\\_eval\\_teaching\\_effectiveness.pdf](https://eige.europa.eu/sites/default/files/science_open_research_student_eval_teaching_effectiveness.pdf)