



GEOLOGICAL INSTITUTE OF ROMANIA – IGR BUCHAREST

CUI RO1581793
J40/1777/1997

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Approved,
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ACTION PLAN

for implementation of the
**National Strategy for Promoting Equal Opportunities and
Treatment for Women and Men and Preventing and Combating
Domestic Violence for 2021-2027**



November 2021

Introduction

The action plan to be implemented within the Geological Institute of Romania is a first step towards achieving the objectives of the National Strategy on promoting equal opportunities and treatment between women and men and preventing and combating domestic violence for the period 2021-2027. Thus, the adoption of the proposed measures will ensure compliance with the principles of gender equality in all processes and practices within the institution. The planned activities have been designed to: 1) promote mutual respect and ensure equal opportunities for IGR employees; 2) recognize differences as a potential source of development and growth, both individually and organizationally; 3) promote and value diversity; 4) adopt positive measures aimed at addressing and preventing inequalities, promoting both internally and externally values that ensure equal opportunities in research and development.

General principles

Each measure contained in this action plan is subject to the following principles:

a) the principle of legality - involves carrying out activities to promote and implement the principle of equal opportunities and treatment between women and men, according to the provisions of the Constitution and national legislation, as well as the provisions of agreements and other international legal documents to which Romania is a party;

b) the principle of respect for human rights and fundamental freedoms - implies respect for human dignity and mutual respect in social relations;

c) the principle of non-discrimination and equal opportunities and treatment between women and men - implies non-discrimination and equal access for women and men to resources that guarantee them the free, full and unrestricted development of their life and personality on all levels;

d) the principle of adequate financing - implies the allocation of the responsible use of financial resources for the implementation of the identified measures in order to achieve its objectives.

Definitions and conceptual delimitations

Equal opportunities - the concept according to which all human beings are free to develop their personal abilities and to choose without limitations imposed by strict roles; the fact that the different behaviours, aspirations and needs of women and men are equally considered, evaluated and favoured means that women and men enjoy the same freedom to achieve their aspirations.

"**Equality between women and men** is seen as a human rights issue and a condition, an indicator of human-centered development and democracy" - European Institute for Equal Opportunities for Women and Men."¹

Equal opportunities for women and men - refers to the absence of barriers to economic, political and social participation and equal treatment for women and men. Equal opportunities for women and men mean "taking into account the different abilities, needs and aspirations of males and females, respectively, and their equal treatment".²

Equal opportunities refer to the lack of barriers, explicit or implicit, for the economical participation, political, social and on gender criterions: "Such barriers are mostly indirect, difficult to distinguish, caused and maintained by the structural phenomena and by social representations that have been proven to be particularly resilient to change."³

¹ European Institute for Gender Equality (EIGE)

² Romanian Law 202/2002

³ European Institute for Gender Equality (EIGE)

Equal opportunities, as part of the gender equality objectives set, are based on the reasoning that a whole series of strategies actions, and measures is needed, to address deep-rooted and persistent inequalities."⁴

Equal opportunities for women and men - implies visibility, autonomy, responsibility and equal participation of both sexes in / in all spheres of public and private life.⁵

Equal treatment refers to the context in which there is no direct or indirect discrimination based on sex and gender, including no less favourable treatment of women on grounds such as pregnancy and maternity: "Favourable provisions for the protection of women with regard to pregnancy and maternity and positive measures to achieve substantial gender equality are not contrary to the principle of equal treatment."⁶

Equal treatment implies the absence of any form of discrimination. Acts of discrimination may come from the employer, from the employer's governing bodies or from other employees. Equal treatment, in employment relations, is based on the principle of equal treatment for all employees and employers.⁷

Gender pay gap (difference in pay) refers to the difference in average gross hourly earnings between female and male employees.⁸

EIGE defines **gender equality** in terms of equal rights, responsibilities and opportunities for women and men, girls and boys: "Gender equality does not mean that women and men will become equal, but that their rights and responsibilities and opportunities will not depend on the birth as a woman or as a man." Gender equality requires that the interests, needs and priorities of both women and men be taken into account, thus recognizing the diversity of different groups of women and men. Gender equality is not an issue for women, but should be viewed and fully engaged by both men and women. Gender equality: in society, women and men do not have the same roles, resources, needs and interests. It does not participate equally in decision-making. The values attributed to "women's work" and "men's work" are not the same; these differences vary from one society to another, from one culture to another and are called "gender differences".⁹

Gender mainstreaming - the key element used in the definition of gender mainstreaming is the emphasis on policy-making processes. The integrative approach refers to the (re)organization of the usual procedures and regulations, the (re)organization of responsibilities and capacities in order to integrate the gender perspective in all these procedures, regulations, responsibilities, capacities, etc. It also refers to the use of gender expertise in policy making and planning, the use of gender impact analysis in this process, the inclusion of consultations and the participation of relevant groups and organizations. Only when all these (pre) conditions are met, it can be stated that the process of the integrative approach is underway. "Gender mainstreaming is not only about promoting equality and going so far as to implement specific measures to help women, but also about mobilizing all policies and general measures specifically to achieve equality, taking into account actively and openly consider, at the project stage, the possible effects on the respective situation of women and men (gender perspective). This requires a systematic review of measures and policies and the consideration of such possible effects in their definition and implementation."¹⁰

⁴ Idem 3

⁵ 1998 – Consiliul European, Abordarea integratoare a egalității de șanse între femei și bărbați

⁶ Idem 3

⁷ Romanian Labor Code, art. 5

⁸ Idem 3

⁹ Idem 3

¹⁰ Idem 3

No.	Field of application	Active measure	Activity	Indicators	Deadline	Responsible
1.	Equal opportunities and equal treatment policy	Promoting equal opportunities and equal treatment for women and men and eliminating direct and indirect discrimination based on sex	Appointment of the person in charge with the application of the specific attributions of the field of equal opportunities and treatment between women and men	Existence of an Equal Opportunities Referee	November 2021	General director Human Resources
2.			Elaboration of the management's commitment regarding the development of the equal opportunities plan	Existence of the written commitment of the IGR management	December 2021	General director
4.			Diagnosis - Performing the analysis of the current situation (identifying the main issues)	Existence of an Analysis Report	January 2022	Equal Opportunities Referee Human Resources
5.			Development of the Policy for Equal Opportunities and Treatment for Women and Men	Existence of a Policy for Equal Opportunities and Treatment for Women and Men	March 2022	Equal Opportunities Referee
6.			Completion of the Action Plan on Equal Opportunities and Treatment for Women and Men	Existence of the final version of the Action Plan on Equal Opportunities and Treatment for Women and Men	March 2022	Equal Opportunities Referee
7.			Implementation of the Action Plan on Equal Opportunities and Treatment for Women and Men	Analysis of the compliance of the Action Plan on Equal Opportunities and Treatment for Women and Men	Annual 2022-2027	Equal Opportunities Referee
8.			Monitoring and evaluation	Existence of the Evaluation Reports which will be at the interested authority's disposal	Annual 2022-2027	Equal Opportunities Referee

9.	Communication, language and image	Promoting equal opportunities and equal treatment for women and men and eliminating direct and indirect discrimination based on sex	IGR internal communication on the development of the Action Plan and the Policy for Equal Opportunities and Treatment for Women and Men	Number of written communications to the institution's staff Number of annual actions to inform employees about equal opportunities and treatment between women and men	Annual 2022-2027	Equal Opportunities Referee
10.			Development of a language and image guide on internal and external communication, respecting the principles of equal opportunities and treatment between women and men	Existence of a language and image Guide on internal and external communication that respects the principles of equal opportunities and treatment between women and men	May 2021	Equal Opportunities Referee
11.	Professional career: Balanced representation of women and men and ensuring conditions at work	Internal procedure for recruiting and selecting new employees; promotion, including management; continuing education and career development; work organization and work environment	Periodic analysis for the review of the recruitment and selection procedure for new employees	Percentage of employed women and men Percentage of women and men by categories and levels of remuneration Percentage of women and men in terms of resignations and dismissals	Annual 2022-2027	Equal Opportunities Referee Human Resources
12.			Periodic review for the update of the internal procedure for promotion, management and participation in training courses, in order to ensure equal opportunities and treatment between women and men	Percentage of women and men holding leadership positions Percentage of women and men receiving continuing education	Annual 2022-2027	Equal Opportunities Referee Human Resources
13.			Periodic review to update the internal procedure for ensuring equal treatment with health and safety at work, as well as ensuring optimal conditions at work	Number of measures taken to ensure equal treatment of health and safety at work and to create equal opportunities	Annual 2022-2027	Equal Opportunities Referee Human Resources Labour

						Protection Referee Leadership
14.			Periodic analysis to verify the application of the principle of equal pay for equal work between women and men	Ensuring equal pay	Annual 2022-2027	
15.	Work-life balance and private or family life	Reconciling work and family life	Review of policies, procedures and provisions regarding maternity, parental and parental leave, special arrangements for the organization of working time (part-time, remote working, flexible working hours, etc.)	Existence and number of measures adopted to ensure the reconciliation of professional and personal life (E.g: flexibility of time and workspace, bonuses for parents, etc.)	December 2022	Equal Opportunities Referee Human Resources
16.	Sexual harassment	Preventing and combating harassment in the workplace	Appointment of a person in charge of identifying, preventing and acting in situations of sexual harassment	Existence of a person responsible for identifying, preventing and taking measures if sexual harassment cases occur	January 2022	General director Human Resources
17.			Develop a Policy on preventing and combating harassment in the workplace	Existence of a Policy on preventing and combating harassment in the workplace	March 2022	Equal Opportunities Referee
18.			Develop a confidential and secure system for filing complaints of sexual harassment and gender discrimination in the workplace, in order to ensure real access of victims to all administrative and judicial steps provided by law and to guide them throughout the course of these actions.	Existence of a confidential and secure system for filing complaints of sexual harassment and gender discrimination in the workplace	August 2022	Sexual Harassment Referee IT Equal Opportunities Referee
19.			Organize actions to prevent and eliminate sexual harassment	No of information sessions for awareness raising to avoid harassment and sexual attitudes on	Annual 2022-2027	Sexual Harassment Referee

				the part of managers or staff through		
20.			Personal training to identify and intervene in cases of discrimination in the workplace	No of persons trained to identify and intervene in cases of discrimination	May 2022	Leadership Equal Opportunities Referee

Elaborated,
Equal Opportunities Referee
Dr. Eng. Iustina BOAJĂ