

**ACTION PLAN FOR IMPLEMENTING THE
GENDER EQUALITY PRINCIPLE**

at

**the “Horia Hulubei” National Institute for
Research and Development in Physics and
Nuclear Engineering**

for

2022 - 2025

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Introduction

The Gender Equality Strategy (GES) for 2022-2025 was developed by the **“Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering** based on input from the entire research institute and takes into account everyone who works at our research institute. GES was built on the provisions of the European Charter for Researchers and of the Code of Conduct for the Recruitment of Researchers, 2015-2019, the European Gender Equality Strategy 2020-2025, the Horizon Europe guidelines on gender equality plans and the Romanian regulations on equal opportunities and treatment between men and women (Act No. 202/2002 as amended and supplemented).

The motivation for developing the gender equality strategy is to ensure that our research institute maintains a proper working environment for everyone, and all activities and processes that take place respect the principles of equality, diversity, inclusiveness and non-discrimination.

Based on the Gender Equality Strategy (GES), the research institute has developed the Gender Equality Plan (GEP) for 2022-2025, with concrete actions and measures, as well as indicators for measuring the progress of its implementation and revisions.

Implementing the mission and values of the **“Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering**, GES and GEP ensure and promote equality and diversity with regard to knowledge and the acquisition of skills for all employees and collaborators. The GES objectives are being implemented through specific actions aimed at safeguarding an inclusive organisational culture and promoting gender equality at all levels. Therefore, GES and GEP will enable to pro-actively increase gender equality awareness with regard to gender mainstreaming into the whole research activity process and applying the gender equality principles in the research activity (skills and competences), gender equality in decision-making structures and processes, including recruitment.

In the literature it is specified that gender and sex are not the same, with gender being the product of certain social, individual changes experienced at an interactive level, the gender role representing all behavioural attitudes in the societal space. This specification is useful because there may sometimes occur ambiguities in the use of these notions, at both common language and scientific language level, thus avoiding their interchangeable use. Likewise, for a certain level of specialised research, when such constructs become indicators, revealing their practical

usefulness, gender equality, besides being a universally valid value, is a condition necessary for development at societal level, representing a driver of economic growth and social cohesion.

In Romania, the applicable normative act regarding equal opportunities and treatment between men and women is Act No. 202 of 19 April 2002, as amended and supplemented. It regulates the measures to promote equal opportunities and treatment between men and women, with a view to eliminating all forms of sex discrimination, in all spheres of public life on the territory of Romania. The Romanian state, through the competent authorities, develops and implements policies and programmes aimed at achieving and securing equal opportunities and treatment between men and women and eliminating all forms of sex discrimination.

Nationwide, the National Agency for Equal Opportunities between men and women (ANES) is the specialised body of the central public administration, with legal personality, under the subordination of the Ministry of Labour and Social Solidarity (MMSS), promoting the principle of equal opportunities and treatment between men and women with a view to eliminating all forms of sex discrimination, in all national policies and programmes. The National Commission for Equal Opportunities between men and women (CONES) operates within ANES as well. In other words, equal opportunities and treatment between men and women means taking into account the different capacities, needs and aspirations of male and female persons and their equal treatment.

The measures to promote equal opportunities and treatment between men and women and eliminate all forms of sex discrimination are applicable in the public and private sector, in the area of labour, education, health, culture and information, politics, decision-making participation, supply of and access to goods and services, regarding the setting-up, equipping or extension of an enterprise or the beginning or extension of any other form of independent activity, as well as in other areas regulated by special laws. In this respect, all institutions with powers in the area of equal opportunities and treatment between men and women, each one of them for their own activity field, have the obligation to inform, the persons in question, by all appropriate means, about the provisions adopted pursuant to Act No. 202 of 19 April 2022 regarding equal opportunities and treatment between men and women, as amended and supplemented.

The provisions of Act No. 202 of 19 April 2022 regarding equal opportunities and treatment between men and women, as amended and supplemented, are not applicable to religious denominations and do not affect citizens' private life. Equal opportunities and treatment between men and women are ensured in keeping with the following principles: the principle of lawfulness, according to which the provisions of the Constitution and of the national legislation in the field are

observed, as well as the provisions of the international agreements and other legal documents to which Romania is part; the principle of respecting human dignity, according to which every individual is guaranteed free and full development of personality; the principle of cooperation and partnership, according to which the authorities of the central and local public administration collaborate with the civil society and non-governmental organisations with a view to developing, implementing, assessing and monitoring public policies and programmes regarding the elimination of any forms of sex discrimination, as well as for the de facto achievement of equal opportunities and treatment between men and women; the principle of transparency, according to which the development, performance, implementation and assessment of the policies and programmes in the field are made known to the public at large; the principle of transversality, according to which the public policies and programmes safeguarding and guaranteeing equal opportunities and treatment between men and women are achieved through the collaboration of the institutions and authorities with powers in the field at all levels of public life.

Equal opportunities and treatment between men and women in work relationships shall be taken to mean the non-discriminatory access to: the free choice or pursuance of a profession or an activity; employment on all positions or vacancies at all levels of the professional hierarchy; equal earnings for work of equal value; professional information and counselling, professional induction, qualification, training, specialisation and re-qualification programmes, including apprenticeship; promotion to any hierarchical and professional level, working conditions that comply with health and safety at work, according to the provisions of the legislation in force, including dismissal conditions; benefits other than salary, as well as public and private social security systems; employer organisations, trade unions and professional bodies and the benefits provided by them; social benefits and services provided under the law.

With a view to preventing and eliminating any behaviours, defined as sex discrimination, according to the legislation in force, it is to be understood that the employer (IFIN-HH) has the following obligations: to ensure equal opportunities and treatment for the employees, men and women alike, as part of the work relations of any kind, including by setting out provisions forbidding sex discrimination in the rules of organisation and functioning and the internal regulations of the establishments; to inform employees on a permanent basis, including by displaying in visible places, with regard to their rights in terms of complying with the equality of opportunities and treatment between men and women in work relationships; to inform forthwith after notifying the public authorities competent to enforce and control the compliance with the legislation on equal opportunities and treatment between men and women.

In the same context, it is to be understood as forbidden the use by the employer of discrimination practices disadvantaging people of a particular sex, in connection with work relationships, with regard to: the announcement, organisation of competitions or examinations and the selection of candidates to fill vacancies in the public or private sector; the termination, suspension, modification and/or termination of the legal work relationship or service; the determination or modification of the duties in the job description; the determination of the remuneration; benefits other than salary, and social security; information and professional counselling, induction, qualification, training, specialisation and re-qualification; the evaluation of individual professional performance; promotion; the enforcement of disciplinary measures; the right to join a union and the access to the facilities granted by it; any other conditions of providing work, according to the legislation in force.

To prevent sex discrimination acts in the labour field, the contracting parties shall set forth, both upon the negotiation of the Collective Bargaining Agreement (CBA) at the level of activity sector, group of establishments and establishments, clauses forbidding discriminatory acts and clauses regarding the settlement of notifications/complaints made by the persons prejudiced by such acts. Maternity is one such example, which cannot be a reason for discrimination.

Any form of sex discrimination is forbidden with regard to women's and men's access to all levels of professional training, including apprenticeship at the workplace, to retraining, and generally to continuous education.

The following indicators were selected at the “Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering as relevant for approaching gender equality issues:

***Data as at 30 June 2022**

- The total number of employees by sex/gender at all levels, by activity domain, position filled (including administrative / support staff) is **862**.
- The total number of men and women filling research and administrative decision-making positions (e.g., top management team, boards, councils, committees) is **49**.
- The total number of employees by sex/gender having claimed/taken parental leave in the period from 2020 to 2022 and the number of employees having returned to their workplace thereafter is **31**.

1. Men and women in leadership positions

The management of the National Institute for Research and Development in Physics and Nuclear Engineering consists of:

IFIN-HH	Woman	Man
Chair of the Steering Committee		1
Director General		1
Scientific Director		1
Chair of the Scientific Council		1
Economic Director		1
Head of DFT		1
Head of DFN		1
Head of DFH		1
Head of DFPE		1
Head of DFCTI		1
Head of DFVM	1	
Head of DRMR		1
Head of DFNA		1
Head of IRASM		1
Head of DMDR	1	

Head of CUA		1
Head of Ec. Compart.	1	

Other heads of structures/units within the “Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering (organisational entities, other than research):

IFIN-HH	Woman	Man
CUA		1
Economic Comp.	1	
CAC	1	
CPP		1
CTTM	1	
CPSDN		1
CBDRP		
CAAP		
CJRU		
CACF		
CDC		
TOTAL	3	3

2. Men and women – research staff

Total number of research staff, per IFIN-HH department:

IFIN-HH	Experienced researchers (CS I, CS II, CS III, IDT I, IDT II, IDT III)	Early-stage researchers (CS, IDT, ACS and APDC)	Total women	Total men
DFT	4 (women)	5 (women)	9	
	35 (men)	12 (men)		47
DFN	16 (women)	19 (women)	35	
	23 (men)	25 (men)		48
DFH	6 (women)	3 (women)	9	
	7 (men)	2 (men)		9
DFPE	6 (women)	3 (women)	9	
	13 (men)	6 (men)		19
DFCTI	2 (women)	2 (women)	4	
	5 (men)	2 (men)		7
DFVM	12 (women)	5 (women)	17	
	5 (men)	2 (men)		7
DRMR	4 (women)	2 (women)	6	
	5 (men)	1 (man)		6
DFNA	6 (women)	13 (women)	19	
	11 (men)	13 (men)		24
IRASM	4 (women)	5 (women)	9	
	5 (men)	3 (men)		8
DMDR	3 (women)	2 (women)	5	
	4 (men)	1 (men)		5
LSD	1 (woman)	0 (women)	1	
	4 (men)	1 (men)		5
GSD	0 (women)	0 (women)	0	

	1 (man)	0 (men)		1
LDED	0 (women)	2 (women)	2	
	13 (men)	3 (men)		16
GDED	3 (women)	5 (women)	8	
	11 (men)	6 (men)		17
LDED	2 (women)	1 (woman)	3	
	9 (men)	7 (men)		16
DT	1 (woman)	0 (woman)	1	
	1 (man)	2 (men)		3
Total women	63	59	122	
Total men	113	67		238

3. Men and women – administrative and support services

Total number of men and women in administrative and support services-IFIN-HH:

IFIN-HH	Women	Men
Office administration support (secretaries)	10	0
IT support services	3	18
Librarians	7	0
Building administration	1	5
Other	175	240
TOTAL	196	263

Data analysis

We conducted internal analyses of the data collected and reviews of the current policies addressing gender equality and inclusiveness. The analyses took place in workshops, meetings

and working seminars at all levels, with the gender equality function assigned for developing the GEP: “ACTION PLAN REGARDING THE IMPLEMENTATION OF THE GENDER EQUALITY PRINCIPLE” across IFIN-HH, for the period 2022-2025 and including the IFIN-HH research institute management, research staff and representatives of the research institute administrative and support services. Each and every working group included equal numbers of men and women. The conclusions of the internal audit were then analysed in the meeting of the Steering Committee, approved in the meeting of the Board of Directors, and then communicated to the entire research institute.

Quantitative data analysis

The analysis of numerical data showed that: on average, the number of women and men in research positions, i.e., experienced researcher and early-stage researcher, is equal, reflecting the good recruitment practices in place at the **“Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering**.

Qualitative data analysis

The qualitative research revealed as follows:

- Work-life balance – women more often declare being responsible for most of the family duties;
- The “Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering is perceived as a safe place, without gender-based violence;
- The “Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering is totally perceived as inclusive.

GES and GEP

Based on the internal review and the European policies and requirements, the Board of Directors and the General Director committed to developing the institute’s gender equality strategy for 2022-2025, and the corresponding GEP.

A person will be appointed as GE officer at the “Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering. The PESG officer is in charge with GES implementation and monitoring, contributes to GEP setting-up, implementation,

monitoring and assessment; provides practical support and tools to those involved in GEP implementation; cooperates with and engages stakeholders at all levels in order to ensure implementation of GEP actions; raises awareness about the benefits of gender equality across the research institute; assesses the progress made in terms of gender equality in the institute.

GES for 2022 – 2025

GES contains the following areas of intervention and objectives for 2022-2025:

Area of intervention IFIN-HH	Objective(s) IFIN-HH
1. Work-life balance and organisational culture	Promoting the reconciliation between work, private and family life
2. Gender equality in leadership and decision-making	Promoting gender equality in the institutional culture, processes and practice
3. Gender equality in recruitment and career progression	Promoting processes that favour and support gender-sensitive recruitment, career and appointments
4. Gender mainstreaming in research	Promoting a gender and sex perspective into the research process Promoting the mainstreaming of a sex and gender perspective into the research activity
5. Measures against gender-based violence, including sexual harassment	Raising awareness about the importance of gender equality issues and strengthening positive attitudes towards diversity

The Gender Equality Plan (GEP) in place at the **“Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering** comprises the areas of intervention, objectives, key measures, target audience, timeline, responsible persons, and indicators to measure progress.

Consequently, given the above, we provide below a detailed set of rules regarding the principle of non-discrimination and elimination of all forms of dignity violation:

The **“Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering** ensures the entire organisational framework for avoiding all forms of direct or indirect discrimination against any employee, based on race, nationality, ethnicity, religion, political option, handicap, disfavoured social category, or due to disabilities, non-contagious chronic diseases, sex or sexual orientation.

The institute undertakes to comply with the law in force: Act No. 202 of 19 April 2002 regarding equal opportunities and treatment between men and women, as amended and supplemented, and the internal rules of IFIN-HH on preventing and combating discrimination in the workplace, acts of moral harassment in the workplace, and the enforcement in work relations of the principle of equal treatment for all employees. All the requirements and criteria set out in the Horizon Europe programme and the new gender equality strategy of the European Commission for 2020-2025 will be equally observed, including the rights of persons who are part of the LGBTIQ+ category.

All employees (research and development staff and/or support / administrative staff) are granted individual and collective negotiations in compliance with the specific legislation and under the protection provided by the Labour Code against acts of discrimination, the right to personal data protection, and the right to protection against unlawful dismissals.

All employees (research and development staff and/or support / administrative staff) are granted the right to freedom of thought and conscience, while observing the rule of law, the norms and procedures applicable in the Institute and the accepted principles of morality.

Furthermore, in the Institute, work relationships integrate the principle of equal treatment of all employees, the principle of non-discrimination and the gender equality principle. Work relationships are based on the principle of consensus and good faith. In this respect, any behaviour that through its effects disfavours or submits a person or a group of persons to an unfair or degrading treatment, while fulfilling job duties, is forbidden in the work relationships among the employees of the Institute.

It is worth mentioning that refusing to hire a person who does not satisfy the requirements of the position and of the professional standards, or sanctioning them for disciplinary offences in connection with work or finding their professional unsuitability at the workplace, do by no means represent a breach of the internal rules of IFIN-HH or come into conflict with this Action Plan.

However, any behaviour aimed at prejudicing human dignity or creating an intimidating, hostile, degrading, insulting, humiliating or offensive atmosphere against a person or a group of persons is a violation of the internal rules and regulations of IFIN-HH. For the purpose of this paragraph, those employees liable for committing acts or deeds of moral harassment at work are subject to the disciplinary procedure, under the conditions of the law and the internal provisions applicable across the institute. The disciplinary liability does not remove the contraventional or criminal liability of the employee for those acts.

The measures for promoting gender equality and for eliminating direct and indirect sex discrimination are applicable in accordance with the legal provisions in the field. Breaching the rules on the compliance with the principles of non-discrimination and of elimination of any forms of dignity violation is a disciplinary offence.

The employer (IFIN-HH) undertakes to abide by the law in force: Act No. 202 of 19 April 2002 regarding equal opportunities and treatment between men and women, as amended and supplemented, and with the internal rules of IFIN-HH on preventing and combating discrimination in the workplace, acts of moral harassment in the workplace, and the enforcement, in work relations, of the principle of equal treatment for all employees. In other words, any direct or indirect discrimination against an employee, discrimination by association, harassment or victimisation act, based on race, citizenship, ethnicity, colour, religion, social origin, genetic traits, sex, sexual orientation, age, handicap, non-contagious chronic disease, HIV infection, political option, family situation or responsibility, trade union affiliation or activity, belonging to a disfavoured category, is entirely forbidden.

IFIN-HH undertakes not to set out, in any form whatsoever, internal rules or measures that oblige, determine or incite employees to commit acts or deeds of discrimination and/or moral harassment in the workplace.

Moreover, **IFIN-HH** undertakes the responsibility to provide any employee with a workplace where no acts of moral harassment exist. No employee will be sanctioned, fired or discriminated, whether directly or indirectly, including with respect to salary, professional training, promotion or extension of employment, for having been subject to or for having refused to be subject to moral harassment at work.

Finally, the employer (**IFIN-HH**) is in charge with fulfilling all obligations under the internal documents of the Institute, namely the Collective Bargaining Agreement (CBA), the Internal Regulations, (IR), and the Rules of Organisation and Functioning (ROF), as well as the obligations inform and consult with the employees, according to the provisions of Act No. 467/2006, as amended and supplemented.

GEP monitoring and assessment

GEP implementation at the “**Horia Hulubei**” **National Institute for Research and Development in Physics and Nuclear Engineering**, the progress made in terms of the GES aims and

objectives are regularly assessed in periodic meetings. GEP implementation will be permanently monitored by the GEP officer of the institute. The GEP officer is in charge with collecting and entering the data. He/She will conduct a first analysis of the GEP progress (based on the indicators), will gather knowledge and get feedback.

The GEP officer of the institute will write findings report (on a yearly basis), which will be thereafter presented to the institute's management (DG, SD) and discussed. These meetings will provide valuable conclusions regarding GEP implementation. These meetings will also allow for making comments and recommendations which will enable adjustments and improvements of the interventions on GEP for the following year.

The regular reports allow for continuously analysing the GEP impact and constantly informing the extended community and involving it in gender equality efforts. The analysis of the progress reports includes both qualitative and quantitative information such as data updating on human resources by sex and monitoring data for following up the implementation of key actions.

After they are completed and adopted by the Institute's management (Steering Committee, Director General, Head of Department etc.), the regular (annual) GES progress report is posted on the website of the research institute.

Aims and objectives of IFIN-HH GEP

The implementation of policies aimed at gender equality in the work environment, i.e., scientific research in physics, assumes that men and women are treated equally and without discrimination, in all situations, from staff recruitment and selection, promotion and performance at work up to life-work balance policies.

At the **Horia Hulubei” National Institute for Research and Development in Physics and Nuclear Engineering (IFIN-HH)** gender equality in the professional life has received and continues to receive the attention of the institute’s management, this reality being upheld by the fact that men and women are equally treated and without any kind of discrimination in all situations. The number of women working in physical research is roughly equal to the number of men working in the same field. Young research staff stand even better. The main aim of this GEP is to preserve awareness and eliminate, insofar as possible, any prejudice or bias, whether conscious or unconscious, stereotypical behaviours, which might occur at some moment in time in the workplace, thus contributing to a change of mindset by assuming social attitudes and behaviours towards gender equality. Domestic and European sociological studies are finding that this permanent acknowledgement/awareness of the gender issue is important.

GEP is defined as all procedures carried out to create true gender equality in a given organisational framework. In this respect, attention is generically turned to gender equality and not only specifically, to age, ethnicity, sexuality or other kind of equality.

During the implementation phase, the enforcement of GEP and its measures will be monitored and, if necessary, adjusted accordingly to prevent any unfavourable situations, so that the essential goal may be successfully reached. The studies conducted locally (questionnaire surveys, document analysis, data aggregation, semi-structured interviews, etc.) point to the conclusion that the gender equality issue at **IFIN-HH** is included in the managerial policies of the institution, our suggestions being therefore specifically aimed at maintaining such policies.

Measures implementing IFIN-HH GEP

A few implementation measures are being proposed to reach the main goal of this GEP (in agreement with the Horizon Europe Programme and the new gender equality strategy of the European Commission 2020-2025), all being permanent. We refer to the following measures in particular:

- Mainstreaming GEP into IFIN-HH structure
- Continuing with the policies that promote an equal treatment for men and women, and identifying and sanctioning any discriminatory practices at organisational level.
- Maintaining the policies aimed at a balanced participation of men and women in decision-making by promoting women in organisationally representative structures (boards, councils, committees, etc.)
- Maintaining the mentoring and internship programme for students with a view to attracting as large a number of women in physical research as possible.
- Organising coaching/ training programmes aimed at raising gender awareness and setting up platforms/ forums able to supply both the necessary information and a direct and interactive involvement in pointing out any issues/topics that employees might wish to notify.
- Organising meetings at institutional level to promote meritocracy/ excellence and models for success, e.g.: “*Woman of the Year*”.
- Continuing with promoting “friendly” policies at organisational level with a view to reconciling the work-life segment: “*couple-career*”, flexible working hours, counselling etc..

The enforcement of GEP and its measures will be monitored during the implementation phase and, if necessary, they will be adjusted accordingly to prevent any unfavourable situations, so that the essential goal may be successfully reached.

This Action Plan for Implementing the Gender Equality Principle (GEP) at IFIN-HH was developed in accordance with the national law, the internal rules and procedures of IFIN-HH (all mentioned herein), and in keeping with the requirements and the criteria set out in the Horizon Europe programme and in the new gender equality strategy of the European Commission for 2022-2025; this plan will be updated whenever changes at organisational level require to do so.

This Action Plan for Implementing the Gender Equality Principle (GEP) was approved in the meeting of the IFIN-HH Steering Committee.