

Gender Equality Strategy and Action Plan 2022–2026

Institute for Economic Forecasting
Romanian Academy

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Introduction

The Institute of Economic Forecasting is firmly committed to upholding the principles of good governance aimed at enhancing equal opportunities, diversity, and inclusion in the workplace.

The Gender Equality Plan establishes IEF's proactive commitment to implementing gender equality principles across all internal processes and practices. IEF recognizes the importance of gender balance in participation in decision-making processes, merit-based recruitment, as well as in research and research-support activities as a whole.

Based on the Strategy bearing the same name, the Gender Equality Plan sets out specific actions designed to protect and promote an organizational culture of gender equality, as well as outcome indicators for monitoring its implementation.

Legal Framework

- Law No. 125/2016 on Romania's accession to the European Centre for Global Interdependence and Solidarity, established through Resolution 89(14) adopted by the Committee of Ministers of the Council of Europe on 16 November 1989, whose continuation was confirmed through Resolution 93(51) adopted by the Committee of Ministers of the Council of Europe on 21 October 1993.
- Law No. 66/2016 amending and supplementing Government Emergency Ordinance No. 111/2010 on leave and monthly allowances for child-rearing.Law
- No. 22/2016 declaring 8 March as Women's Day and 19 November as Men's Day.
- Law No. 23/2015 declaring 8 May as Equal Opportunities Day between Women and Men.Government Emergency
- Ordinance No. 111/2010 on leave and monthly allowances for child-rearing, with subsequent amendments and supplements.
- Law No. 62/2009 approving Government Emergency Ordinance No. 61/2008 on implementing the principle of equal treatment between women and men regarding access to and supply of goods and services.Government Emergency
- Ordinance No. 67/2007 on the application of the principle of equal treatment between men and women within occupational social security schemes.
- Law No. 202/2002 regulating measures for promoting equal opportunities and equal treatment between women and men, aimed at eliminating all forms of discrimination.Government Emergency Ordinance No. 137/2000 on preventing and sanctioning all forms of discrimination, republished, with subsequent amendments and supplements.
- Paternal Leave Law No. 210/1999, regulating the granting of paternity leave in order to ensure the effective participation of fathers in the care of newborn children.
- Decree No. 342/1981 on the ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), adopted by the United Nations General Assembly through Resolution 34/180 of 18 December 1979, entered into force on 3 September 1981 pursuant to Article 27(1), and ratified by Romania on 7 January 1982.
- United Nations Agenda 2030 – Goal No. 5: Gender Equality, to which Romania has expressed its commitment.

Inclusion and equity within IEF

Within IEF, women and men receive equal pay for similar positions and benefit from equal opportunities for career advancement.

IEF consistently supports inclusive collaborations, regardless of gender, at both national and international levels.



Data collection

Out of a total of 33/32 researchers in 2022/2023 (as of September), 21/22 were women and 12/11 were men.

In total, in 2022/2023, there were 3/3 management positions, 8/8 Senior Researcher Grade I positions (CSI), 6/5 Senior Researcher Grade II positions (CSII), 6/5 Senior Researcher Grade III positions (CSIII), 5/5 Researcher positions (CS), 8/8 Research Assistant positions, and 2/2 employees in auxiliary roles. Additionally, as of 31 December 2023, IEF has 6 PhD candidates.



Data collection

Management	Women 2022/2023	Men 2022/2023	Total 2022/2023
General director		1/1	1/1
Deputy director	1/1		1/1
Chief accountant		1/1	1/1
Total	1/1	2/2	3/3

	Women 2022/2023	Men 2022/2023	Total 2022/2023
Heads of departments	3/3	2/2	5/5
Total	3/3	2/2	5/5

Total angajați 2022/2023	Femei 2022/2023	Bărbați 2022/2023
38/36	24/23	14/13

Research Positions	Women 2022/2023	Men 2022/2023	Total 2022/2023
Senior researcher I	3/3	5/5	8/8
Senior researcher II	4/3	2/2	6/5
Senior researcher III	4/4	2/1	6/5
Researcher	2/2	3/3	5/5
Research assistant	8/8		8/8
Total	21/20	12/11	33/31

	Women 2022/2023	Men 2022/2023	Total 2022/2023
Auxiliary staff	2/2		2/2
Total	2/2		2/2

Data analysis

- **The quantitative analysis of the data indicates that:** women represent the majority of employees within IEF, particularly in research and support positions, while men remain more represented in certain senior leadership and top research roles. Overall, the data reflects a relatively balanced institutional structure with strong female participation.
- **The qualitative analysis of the data indicates that:** IEF promotes an inclusive organizational culture based on equal opportunities, fair recruitment practices, equal pay for similar roles, and balanced participation in professional development and collaborative activities, regardless of gender.

Gender equality strategy 2022-2026

Area of Intervention	Objective
1. Work-life balance. Organizational culture	Providing support to help IEF employees achieve a balance between their professional careers and personal lives.
2. Equality in leadership and decision-making	Supporting gender equality in institutional processes and practices related to leadership and decision-making within IEF.
3. Gender equality in recruitment and career development	Promoting gender equality in recruitment processes and in opportunities for professional development and career advancement.
4. Integrating the gender dimension into research	Promoting an inclusive and equitable gender perspective in all aspects of scientific research processes carried out under the auspices of IEF.
5. Measures against gender-based violence and sexual harassment	Increasing collective awareness within IEF of the importance of gender equality, as well as defining and establishing ethical boundaries.

Gender equality plan 2022-2026

Area of Intervention: **1. Work-Life Balance.**

Organizational Culture Objective: **Achieving a balance between career and personal life for IEF employees and promoting gender equality within the institutional culture.**

Actions	Result Indicators	Responsible Parties
Using digital resources to increase flexibility at work and improve the efficiency of work meetings	A procedure developed regarding the optimal use of digital tools in institutional activities.	
Supporting a flexible work schedule, including the possibility of part-time work or remote work	A procedure regarding flexible working arrangements at the institute level.	
Establishing dedicated positions within the institute to monitor and evaluate the implementation of the Gender Equality Plan	The creation of a functional institutional structure on gender equality within IEF.	
Developing a routine for reviewing/incorporating a gender perspective into all IEF procedures	A procedure for evaluating/incorporating the gender perspective into IEF procedures.	
Integrating the gender dimension into institute-level analyses and events organized by the institute	An annual analysis on gender equality at the institute level and the inclusion of a gender perspective in annual reports regarding the situation of IEF.	

Gender equality plan 2022-2026

Area of Intervention: 2. Equality in Leadership and Decision-Making

Objective: **Supporting gender equality in institutional processes and practices related to leadership and decision-making within IEF.**

Actions	Result Indicators	Responsible Parties
Annual collection of IEF employees' opinions regarding possible measures to improve compliance with the principle of gender equality within the institute	An annual institute-level survey/research study	
Re-examining/revising recruitment and internal promotion procedures to include a gender equality perspective	Number of updated procedures	
Aligning the Gender Equality Plan with other strategic documents of the institute	Periodic review of strategic documents: Rules of Organization and Functioning (ROF), Internal Regulations (ROI), etc.	
Promoting employee initiatives aimed at enhancing gender equality at the institutional level	Periodic inclusion on the agenda of General Scientific Council meetings of issues related to gender equality	

Gender equality plan 2022-2026

Area of Intervention: 3. Gender Equality in Recruitment and Career Development

Objective: Promoting gender equality in recruitment processes and career advancement opportunities for IEF staff.

Actions	Result Indicators	Responsible Parties
Re-examining/revising recruitment procedures to ensure they include the principle of gender equality; job announcements will avoid any unethical wording or requirements that may carry discriminatory gender connotations	Number of revised procedures. A model of an ethical job advertisement, neutral from the perspective of potential gender discrimination	
Promoting courses and training sessions on gender equality	Number of participations in gender equality courses and training sessions among institute employees. New employees will receive information on IEF's gender equality policy upon hiring	

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Area of Intervention: **4. Integrating the Gender Dimension into Research**

Objective: **Updating and strengthening the gender perspective in the research process.**

Actions	Result Indicators	Responsible Parties
Promoting collaborative research projects that include gender equality as a factor in the analyses carried out, where possible	Number of participants in presentations of research projects on gender equality	
Organizing internal debates on the inclusion of a gender equality perspective in research activities	Number of participants in the organized debates	

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Area of Intervention: 5. **Measures Against Gender-Based Violence and Sexual Harassment**

Objective: **Increasing collective awareness within IEF of the importance of gender equality, as well as defining and establishing ethical boundaries.**

Actions	Result Indicators	Responsible Parties
Reviewing the internal Code of Ethics from the perspective of combating sexual discrimination, gender-based violence, and sexual harassment. Establishing clear boundaries.	Revision of the IEF Code of Ethics and Conduct	
Organizing internal debates to prevent gender-based discrimination, violence, and sexual harassment	Number of participants in the organized debates	