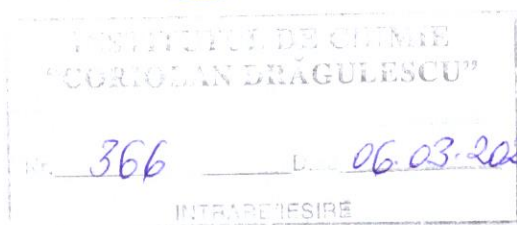




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THE GENDER EQUALITY STRATEGY AND THE GENDER EQUALITY PLAN 2024-2027

for the Research institute

“Coriolan Drăgulescu” INSTITUTE OF CHEMISTRY

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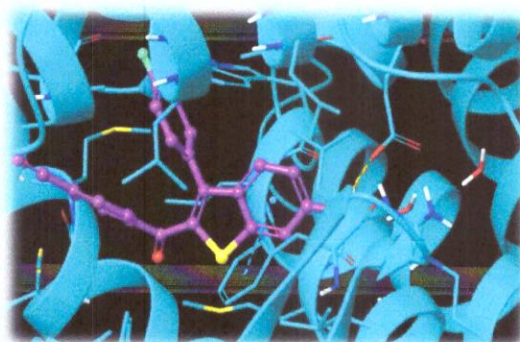
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EQUALITY - DIVERSITY - EQUITY



PREAMBLE

The present document is an official document describing the gender equality promotion plan and implicitly inclusive policies in all activities of the "Coriolan Drăgulescu" Chemistry Institute, based on the following legislative provisions:

- **Law no. 125/2016** regarding Romania's accession to the European Center for Interdependence and Global Solidarity, established by Resolution (89)14 adopted by the Committee of Ministers of the Council of Europe on November 16, 1989, the continuation of which was confirmed by Resolution (93)51, adopted by the Committee of Ministers of the Council of Europe on October 21, 1993;
- **Law no. 66/2016** for amending and supplementing Government Emergency Ordinance no. 111/2010 regarding parental leave and monthly allowance for raising children;
- **Law no. 22/2016** declaring March 8th as International Women's Day and November 19th as International Men's Day;
- **Law no. 23/2015** declaring May 8th as the Day of Equal Opportunities between Women and Men;
- **Law no. 62/2009** for approving Government Emergency Ordinance no. 61/2008 regarding the implementation of the principle of equal treatment between women and men concerning access to and supply of goods and services;
- **Law no. 202/2002** regulates measures to promote equality of opportunity and treatment between women and men, with a view to eliminating all forms of discrimination;
- **Law no. 210/1999**, of Paternity leave, which regulates the right to paternity leave to ensure the father's effective participation in caring for the newborn;
- **OUG no. 111/2010** regarding parental leave and monthly allowance for child raising, with subsequent amendments and completions;
- **OUG no. 67/27.06.2007** on the application of the principle of equal treatment between men and women, in professional social security schemes;
- **OUG. no. 137/2000** on the prevention and punishment of all forms of discrimination, republished, with subsequent amendments and completions e;
- **Decree no. 342/1981** regarding the ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), signed by the United Nations General Assembly and formulated in Resolution 34/180 of December 18, 1979, which entered into force on September 3, 1981, pursuant to the provisions of Article 27(1), ratified by Romania on January 7, 1982.

The "Coriolan Drăgulescu" Institute of Chemistry respects all existing European and national laws and regulations regarding equality of opportunity, gender, and treatment between women and men and promotes it at all levels and in all its fields of activity.

This document is intended for the employees of the "Coriolan Drăgulescu" Chemistry Institute (researchers, doctoral students, administrative staff, technical staff, etc.) and proposes a series of objectives and activities aimed at combating gender discrimination and ensuring gender equality and equal opportunities in research-development-innovation activities.

ABREVIATION

ICT - "Coriolan Drăgulescu" Institute of Chemistry

GEP – Gender Equality Plan

GES - Gender Equality Strategy

D - Director (D)

DD - Deputy Director

SS - Scientific Secretary

CS - Scientific Conseil

HR - Human Resources

ROI - Internal Order Regulation of ICT

ROF - Regulation of organization and functioning of ICT

GEC - Gender Equality Coordinator

GEOs - Gender Equality Officers

I. INTRODUCTION

Gender equality is a fundamental value of the European Union. Research institutions in the European Research Area (ERA) are committed to asserting themselves as inclusive research spaces, in which excellence is promoted simultaneously with a focus on equal chances, opportunities and gender equality. Excellence, innovation, and efficiency are closely related to respect for principles of equality, equity and non-discrimination. The promotion of measures in the field of gender equality was found to be the main "ingredient" of the evolution of institutions that have assumed such strategies.

The motivation behind the development of the Gender Equality Strategy (GES) and the Gender Equality Plan (GEP) is to ensure that the "Coriolan Drăgulescu" Institute of Chemistry (ICT) is a safe and respectful environment for everyone, and that the activities and processes taking place in the institute adhere to the principles of equality, diversity, inclusion, and non-discrimination.

The ICT Gender Equality Plan aims to ensure fair participation of each and every individual in the institute's activities, equal opportunities for all, and to recognize differences between individuals as a potential source of development and growth, both individually and organizationally, by promoting a culture of respect and inclusion while preventing and combating any gender discrimination, and effectively promoting gender equality.

To achieve this goal, and after a meticulous phase of evaluation and analysis, a series of specific objectives have been identified and a set of actions proposed to be implemented over the next 3 (three) years (2024-2027). These objectives aim at protecting an equal and inclusive organizational culture and promoting gender equality at all levels. Additionally, recruitment, retention and promotion of staff at ICT are guided by criteria of professional competence, scientific performance, and adherence to ethical standards.

In this context, the ICT's GES and GEP will proactively promote gender equality, increase awareness, skills, and competencies in the field, achieve gender balance in decision-making structures and processes, promote gender equality in research, and integrate the gender dimension into the entire research process.

Requirements and mandatory policies for the development of the Gender Equality Strategy (GES) and the Gender Equality Plan (GEP)

The GEP is a public document

The GEP is an official document, approved by the institute's management, published on the institute's website (<https://acad-icht.tm.edu.ro>), and actively communicated within the institution. The purpose of the GEP is to demonstrate the institute's commitment to gender equality, to establish clear objectives and actions designed to achieve the proposed commitment.

Dedicated resources

The GEP must benefit from dedicated resources and expertise in the field of gender equality to be successfully implemented. Consideration will be given to the type and volume of resources needed to support a continuous process of sustainable organizational change.

Designated personnel for GEP implementation

The ICT Director appoints a male or female equality coordinator (GEC) responsible for coordinating activities related to GEP implementation and one delegate of each department (program) as Gender Equality Officers (GEOs) responsible for ensuring equal opportunities for recruitment and promotion. The coordinator and gender equality officers contribute to the development, implementation, monitoring and evaluation of the GEP.

The equality coordinator has the following responsibilities:

- Ensure that all ICT employees are aware of the gender equality plan
- Initiate corrective actions when discrimination is observed or reported
- Monitor the situation and keep the GEP plan regularly updated to adapt to new actions and developments.

For the development of the GEP, the ICT management team has appointed the working group consisting of the GEC, GEOs, the legal officer and a human resources representative to conduct a literature review of the requirements, policies, recommendations, existing examples, and relevant case studies on discrimination, inclusion, and gender equality, with a special focus on research organizations.

Collection and monitoring of gender-disaggregated data

ICT ensures that the data collection process is carried out clearly and transparently during all related processes. Separate data on the gender of staff are collected to indicate the situation of women and men within the organization and its core activities and to define relevant indicators for the elaboration of the GEP. The established indicators will be in line with the institute's profile, responsibilities, and activities. Data collection and processing are carried out in accordance with confidentiality and data protection standards to ensure respect for individual rights and to prevent any breaches of confidentiality. In accordance with the European Union's General Data Protection Regulation (GDPR), some documents/data may not be published.

Training

The GEP must also include awareness-raising and training actions on gender equality involving the entire organization. These activities may involve participation in communication and general gender equality training courses, awareness workshops, and other similar activities to develop the necessary skills and knowledge.

In addition to these mandatory requirements, there are also five recommended thematic areas related to content that institutions may consider in developing the GEP:

- Work-life balance and organizational culture;
- Gender balance in leadership and decision-making;
- Gender equality in recruitment and career progression;
- Integration of gender dimension in research and teaching content;
- Measures against gender-based violence, including sexual harassment.

II. RIGHTS AND OPPORTUNITIES

"Coriolan Drăgulescu" Institute of Chemistry (ICT) – overview

The "Coriolan Drăgulescu" Chemistry Institute has a tradition of over fifty years in fundamental research in the fields of organic, inorganic, and theoretical chemistry.

Following national, European, and international trends in scientific research, development, innovation, and technological advancements, ICT has directed its main research activities towards computational design, synthesis, and characterization of environmentally friendly and pharmaceutically active compounds with applications in environmental protection, biomedical field, pharmacology, and medicine.

ICT's experience and expertise mainly focus on the development of:

- New multifunctional compounds (e.g., complex combinations of d-block metals, organic compounds reacting under external stimuli, etc.) relevant in the fields of nanostructured materials science, biochemistry, or environmental protection;
- New and multifunctional organic and polymeric compounds containing heteroelements with targeted properties and applications in environmental protection and sustainable development;
- Advanced multifunctional materials with special optoelectronic properties based on porphyrins and their complex combinations, with biological and technical applications;
- New algorithmic techniques for studying biologically active compounds, chemoinformatics applications, and computational techniques to develop new compounds with potential agrochemical activity, repurposing approved drugs, collecting and managing compound libraries, etc.

To achieve excellence in research, ICT's strategic objectives also focus on high performance in educating, specializing and promoting human resources, with an emphasis on supporting young researchers and encouraging them to undertake training and documentation stages.

CDI organizes annually the scientific event "*New Trends in Chemistry Research*" (www.newtrends-timisoara.ro), which, through the high quality and diversity of the scientific program, the presented scientific information, the promoted research equipment, and the open discussions on ongoing studies and career development, supports and contributes to the progress of young researchers

and adds value to research activities by contributing to the understanding and promotion of the latest trends in the field.

ICT and its interdisciplinary center, ICT - RO-OPENSREEN, offer as their main asset, access to advanced infrastructure and the resources of *the National Library of Compounds with Biological Activity* (LNCB) for all research institutions, universities, and pharmaceutical industry interested in cooperation, providing the perfect framework for the continuation of current research at a higher level and the creation of new research directions, for enhance education and specialization of human resources, for the facilitation of knowledge exchange within the scientific community and for the establishment of new collaborations.

Equal Rights and Opportunities at ICT

The principles guiding ICT to ensure equal rights and opportunities are as follows:

1. **Inclusion** – promoting a culture based on respect for human dignity, equality, differences, and combating stereotypes, discrimination, harassment, and violence (in any form).
2. **Diversity** – promoting mutual respect and a framework that integrates cultural, religious, or ideological differences; taking initiatives to increase understanding of diversity and, consequently, knowledge transfer;
3. **Gender Equality** – promoting institutional practices and policies that ensure balanced representation at all decision-making levels;
4. **Equality** – promoting institutional processes that ensure equal and efficient opportunities and access throughout one's career in the institution (from recruitment to career development);
5. **Balance** – promoting individual or collective measures that reconcile family life with professional life;
6. **Transparency and Integrity** – developing practices that ensure institutional transparency by applying principles of excellence, equal opportunities, and diversity;
7. **Freedom** – developing and encouraging critical and creative thinking by protecting freedom of expression; promoting a healthy and safe working environment.

In this sense, at ICT, both women and men have equal opportunities for career advancement and also receive the same level of compensation relative to the positions held. Moreover, activities carried out at ICT have emphasized collaboration with colleagues regardless of gender, both domestically and internationally, in organizing conferences, summer schools, drafting articles, and implementing partnership projects.

Data Collection

Collecting gender-disaggregated data is a critical aspect of implementing a GEP. These data provide a clear picture of gender participation and representation in various aspects of organizational activities and can help identify and address gender disparities or issues.

ICT has selected the following indicators as relevant for discussing gender equality issues:

- Number of women and men in research positions and administrative decision-making positions (e.g., leadership team, councils, committees, recruitment and promotion panels) (Tables 1 and 2)
- Number of staff by gender at all levels, by field (research, administrative/support staff), and positions (Tables 3, 4, and 5)
- Number of female and male candidates applying for distinct job positions (research/administrative) in the last 5 years (Table 6)
- Number of employees, by gender, who have applied for/taken parental leave, for how long, and how many have returned after leave (Table 7)
- Number of doctoral students and supervisors of doctoral theses at the institute, by gender, in the year 2024 and the last 5 years (Table 8)

1. WOMEN AND MEN IN LEADERSHIP POSITIONS 2024

Table 1. Management of the research institute

DECISION-MAKING STAFF - LEVEL I	Women	Men
* Scientific Council (SC)	8	1
Director (D)	1	0
Deputy Director (DD)	1	0
Scientific Secretary (SS)	1	0
Chief Accountant (CA)	1	0
<i>TOTAL first level decision staff</i>	9	1
PERSONALUL DE DECIZIE NIVEL II	Women	Men
Research program I (RPI) Coordinator: Scientific researcher grade II/Dr.	1	0
Research program II (RPII) Coordinator: Scientific researcher grade I/Dr.	1	0
Research program III (RPIII) Coordinator: Scientific researcher grade I/Dr.	1	0
Research program IV (RPIV) Coordinator: Scientific researcher grade I/Dr.	1	0
<i>TOTAL second level decision staff</i>	4	0
GENERAL TOTAL	13	1

*The scientific council is composed of D, DD, SS and heads of research departments, a member of the Romanian Academy and an elected position from a research department; D, DD, SS are considered only once in the total first level decision staff.

Table 2. Other responsible for research institute structures 2024

Structures of ICT	Women	Men
Legal Office (LO)	0	1
Technical-administrative service (TAS)	1	0
Human resources department (HRD)	1	0
Public procurement department (PPD)	1	0
Internal audit department (IAD)	1	0
Library (L)	1	0
TOTAL	5	1

2. WOMEN AND MEN – RESEARCH STAFF

Table 3. Total number of research staff per department 2024

Research programs	*Experienced researchers		**Early-stage researchers		*** Technical staff		Total research staff	Total Women	Total Men
	Women	Men	Women	Men	Women	Men			
Research program I	5	2	1	0	1	0	9	7	2
Research program II	6	0	4	0	2	0	12	12	0
Research program III	2	0	3	1	0	0	6	5	1
Research program IV	9	3	4	2	1	1	20	14	6
TOTAL	22	5	12	3	4	1	47	38	9

*Experienced researchers of degree I (CSI), II (CSII), III (CSII); ** Early-stage researchers: young researchers (CS), research assistants (ACS); *** Technical staff: technicians, etc

Table 4. The total number of research staff for the period 2019 – 2023

Year	* Experienced researchers		** Early-stage researchers		*** Technical staff		Total research staff	Total Women	Total Men
	Women	Men	Women	Men	Women	Men			
2019	29	7	17	0	4	3	60	50	10
2020	26	7	17	1	4	3	58	47	11
2021	26	5	17	1	4	3	56	47	9
2022	25	5	11	3	4	2	50	40	10
2023	23	5	12	3	4	2	49	39	10

*Experienced researchers of degree I (CSI), II (CSII), III (CSII); **Early-stage researchers: young researchers (CS), research assistants (ACS); *** Technical staff: technicians, etc

3. WOMEN AND MEN – ADMINISTRATIVE SERVICES

Table 5. Total number of women and men in administrative services 2024

ICT administrative services	Women	Men
Legal Office	0	1
Departament contabil	5	0
Technical - administrative service	2	8
Human Resources Department	1	0
Public Procurement Department	1	0
Internal Public Audit Department	1	0
Library	1	0
Ethics	3	1
Ph.D	1	0
TOTAL	15	10

Table 6. Number of women and men candidats applying for distinct jobs in the past 5 years.

Year	Candidates for positions in:	Total	Women	Men
2019	research	3	2	1
	administrative	4	2	2
2020	research	1	1	0
	administrative	2	0	2
2021	research	5	4	1
	administrative	10	6	4
2022	research	1	0	1
	administrative	0	0	0
2023	research	2	2	0
	administrative	0	0	0
TOTAL		28	17	11

Table 7. The number of employees according to gender who requested/took parental leave in the last 5 years

Year	Employees		Total
	Women	Men	
2019	2	0	2
2020	2	0	2
2021	1	0	1
2022	2	0	2
2023	0	0	0
TOTAL			7

Table 8. The number of doctoral students and doctoral supervisors of the institute according to gender in the last 5 years and the year 2024

Year	PhD student		PhD supervisors		Total	Total Women	Total Men
	Women	Men	Women	Men			
<i>The number of PhD students and PhD supervisors of the institute in the last 5 years</i>							
2018-2019	6	0	2	1	9	8	1
2019-2020	7	1	2	1	11	9	2
2020-2021	4	1	2	0	7	6	1
2021-2022	4	1	4	0	9	8	1
2022-2023	4	2	4	0	10	8	2
<i>The number of PhD students and PhD supervisors of the institute in 2024</i>							
2023-2024	2	3	4	0	9	6	3

Analysis and Interpretation of Data

Analyzing and interpreting the collected data will allow for a deeper understanding of any gender-related issues in ICT and the development of specific measures and actions needed to promote gender equality within the institute.

Graphical representation of the relevant indicators and data from tables 1 - 8:



Numerical analysis of the data as well as graphical representation of these indicated that:

- There are more women than men in all leadership positions within the institute; women are more willing to take on additional administrative responsibilities and present a particular focus on balancing professional and personal life (Tables 1 and 2, graph a).
- The number of women in research positions, experienced researchers, and researchers in the early stages is higher, reflecting the specific general situation of gender distribution in Romania, i.e., for chemistry studies, women have been and still are more interested than men (Tables 3 and 4, graph b).
- The differences between the number of women and men active in administrative services are not significant; therefore, it can be said that there is a relative gender balance (Table 5).
- The number of women candidates applying for distinct job positions (research and administrative) as well as those applying for parental leave is higher than that of men (Table 6 and 7, graph d).
- The number of women PhD students is higher than the number of men PhD students, reflecting the generally higher interest of women in attending doctoral courses, in the field of chemistry (Table 8, graph c); however, it can be observed that in the year 2024, there is an increase in male PhD students.

III. GENDER EQUALITY STRATEGY AND PLAN

Based on internal analysis and national and European policies and requirements, the Scientific Council and the Director of ICT have committed to developing the institute's gender equality strategy for 2024-2027 and the corresponding gender equality plan.

1. Gender Equality Strategy (GES) 2024-2027

Area of intervention	Objectives
1. Work-life balance and organisational culture	Development of an organizational culture that ensures a balance between professional and personal life
2. Gender balance in leadership and decision-making	Promoting gender equality in institutional leadership practices and other ICT decision-making processes
3. Gender equality in recruitment and career progression	Development of practices and procedures to ensure gender equality in the recruitment and career development of ICT personnel

4. Integration of the gender dimension into research content	Development of organisational practices and activities that encourage the integration of a gender perspective in research activity
5. Measures against gender-based violence and sexual harassment	Raising awareness about the importance of gender equality issues and strengthening positive attitudes towards diversity and respect between coworkers

2. Gender Equality Plan (GEP) 2024

Area 1: Work-life balance and organizational culture

Objective: Development of an organizational culture that ensures a balance between professional and personal life

Action/Measure	Implementation deadline				Indicator(s)	Responsible parties
	2024	2025	2026	2027		
Use of IT means to increase work flexibility and planning /streamlining work meetings	x	x	x	x	Approved procedure related to the use of electronic means at work	Director of ICT, GEC, GEOs
Support for a flexible work schedule, including the possibility of part-time or remote work		x	x	x	Approved procedure related to flexible work arrangements and the development of an appropriate regulatory framework at the level of the institution, in accordance to labor legal regulation	Director of ICT, GEC, GEOs HR Compartment and the Legal Office
The introduction in the ICT employee database of information regarding the number and age of employees children and parental leave (only after		x	x	x	ICT employee database contains information regarding the number and age of employees children and	Director of ICT, GEC, GEOs, HR Compartment and the Legal Office

obtaining proper permission from employees)					parental leave taken; this data is analyzed in annual reports.	
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Area 2: Gender balance in leadership and decision-making

Objective: Promoting gender equality in institutional leadership practices and other ICT decision-making processes

Action/Measure	Implementation deadline				Indicator(s)	Responsible parties
	2024	2025	2026	2027		
Re-examination/revision of internal ICT promotion procedures so as to include the principle of gender equality.	x	x	x	x	Number of re-examined/revised procedures	Director of ICT, GEC, GEOs, HR Compartment
The Correlation of the Gender Equality Plan with others strategic documents developed within ICT		x	x	x	The periodic review of strategic documents of ICT, ROF, ROI etc.	Director of ICT, GEC, GEOs

Area 3: Gender equality in recruitment and career progression

Objective: Development of practices and procedures to ensure gender equality in the recruitment and career development of ICT personnel

Action/Measure	Implementation deadline				Indicator(s)	Responsible parties
	2024	2025	2026	2027		
Re-examining/revising employment procedures so as to include the principle of gender equality; job advertisements will avoid discriminatory wording	x	x	x	x	Number of reviewed procedures. Approved job advertisement template that is neutral from the point of view of potential gender discrimination	Director of ICT, GEC, GEOs, HR Compartment
Organizing courses and workshops on gender equality for new employees		x	x	x	Number of ICT employees that participated in gender equality	Employees ICT, GEC, GEOs

					courses and workshops. Number of new employees who receive information on gender equality culture in ICT and are informed about the Gender Equality Strategy	
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Area 4: Integration of the gender dimension into research content

Objective: Development of organizational practices and activities that encourage the integration of a sex and gender perspective in research activity

Action/Measure	Implementation deadline				Indicator(s)	Responsible parties
	2024	2025	2026	2027		
Organizing debates on the use of the gender perspective in research activity		x	x	x	The number of participants in the organized debates	ICT Employees, GEC, GEOs
Promoting gender equality research projects that incorporate gender equality as a major dimension			x	x	Number of participants at presentations of research projects on gender equality	ICT Employees, GEC, GEOs

Area 5: Measures against gender-based violence and sexual harassment

Objective: Raising awareness about the importance of gender equality issues and strengthening positive attitudes towards diversity and respect between coworkers

Action/Measure	Implementation deadline				Indicator(s)	Responsible parties
	2024	2025	2026	2027		
Establishment of specific positions within ICT to monitor/evaluate the implementation of the Gender Equality Plan	x	x	x	x	The creation of a functional institutional structure regarding gender equality within ICT (REG; GEC)	Director of ICT
Institutionalizing a routine of review/ embed a		x	x	x	A procedure for	GEC, GEOs

gender perspectives in all the ICT procedures					assessment/incorporation of the gender perspective in all ICT procedures	
The integration of the gender dimension in the organizational analyzes carried out		x	x	x	Annual review reports on the state of the organization that include the gender dimension as part of the review where possible	Director of ICT, GEC, GEOs
Annual collection of ICT employees' opinions on possible measures to improve compliance with the principle of gender equality within the institute	x	x	x	x	Annual survey on the opinions of the ICT employees	Director of ICT, GEC, GEOs
Organizing debates with the following themes: discrimination; violence; harassment (including sexual harassment)		x	x	x	The number of participants in the debates organized, on the topics of discrimination; violence; harassment	Director of ICT, GEC, GEOs
Revision of the ICT Code of Ethics from the perspective of combating sexual discrimination, gender-based violence and sexual harassment	x	x	x	x	Drafting a report on the ICT Code of Ethics from the perspective of sexual discrimination, gender-based violence and sexual harassment	GEC, GEOs
Promoting inter-institutional collaboration, especially with other research institutes of the Romanian Academy that have similar plans regarding gender equality, for the joint support of gender equality as the	x	x	x	x	Drafting a report on joint actions with other institutions, regarding the promotion of gender equality	Director of ICT, GEC, GEOs

main objective of the strategic directions of development of the Romanian Academy						
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MONITORING AND EVALUATION of GEP

The Gender Equality Plan (GEP) of the Institute of Chemistry "Coriolan Drăgulescu" will be implemented over the next 3 years. The implementation of the GEP will be periodically monitored and evaluated to ensure the effectiveness and relevance of the measures taken. The designated working group (GEC and GEOs) will be responsible for collecting all relevant data, feedbacks and will carry out the analysis of GEP progress.

The final report done (once a year) by the designated working group will represent a review of the progress in regards to the achievement of the goals and objectives of the GEP. Reviewing progress reports includes qualitative information as well as quantitative data, such as updates on gender-disaggregated human resources data and monitoring data to track the implementation of key actions.

The results of the progress in implementing the GEP will be presented and discussed within the ICT and published on the institute's website.

Evaluating the results will enable the institution to understand progress, identify situations where activities have an impact, and where obstacles persist in the implementation of the GEP, and to make necessary adjustments.

This GEP was approved during the Scientific Council Meeting from 06-03-2024, and was published on the ICT website, thus being communicated to all ICT employees and interested parties.

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The internal regulation of ICT

ICT Ethics Code - https://acad-icht.tm.edu.ro/wp/?page_id=3001