

Strategy for Gender Equality and the Gender Equality Plan 2022-2025

“Nicolae Iorga” Institute of History (Romanian Academy)

July 2025

Abbreviations

GE	Gender Equality
Gender Equality Plan	GEP
HR	Human Resources
HoDs	Heads of Department
AB	Academic Board
RPOs	Research Performing Organizations
Sex	either of the two major forms of individuals that occur in many species and that are distinguished respectively as female or male especially on the basis of their reproductive organs and structures (https://www.merriam-webster.com/dictionary/)
Gender	the behavioral, cultural, or psychological traits typically associated with one sex (https://www.merriam-webster.com/dictionary/)
Sex vs Gender	In today's society, a clear distinction is made between gender and sex, with sex referring to biological aspects and gender referring to cultural, psychological, social, and behavioral aspects. In this sense, masculine and feminine refer strictly to sex, while masculinity/femininity, girl/woman, and boy/man apply to social and psychological aspects related to the concept of gender. (https://www.merriam-webster.com/dictionary/)

Introduction

The Strategy for Gender Equality (SGE) for the period 2022-2025 was developed by the “Nicolae Iorga” Institute of History based on feedback and taking into account the ideas and opinions of all researchers and employees of the institution. The institute's SGE was developed based on the recommendations of the European Charter for Researchers, taking into account the Code of Conduct for the Recruitment of Researchers¹ 2015-2019, as well as the European Strategy for Gender Equality (2020-2025)² and the guide concerning gender equality of the program Horizon Europe³.

The main objective of the SGE is to ensure that our Institute is a safe place for everyone and that all activities and institutional developments comply with the principles of equality, diversity, inclusion, and non-discrimination.

Based on the SGE, the institute has developed a Gender Equality Plan (GEP) for the period 2022-2025, which includes concrete actions and measures as well as tools to measure progress in their implementation and review.

The Strategy for Gender Equality and the Gender Equality Plan developed by the “Nicolae Iorga” Institute of History, in line with its mission and objectives, aim to promote equality and diversity in research, as well as the creation of new skills and the accumulation of new knowledge. The objectives of the SGE will be implemented through specific actions aimed at ensuring an inclusive and fair organizational culture by promoting gender equality at all levels. Therefore, the Strategy for Gender Equality and the Gender Equality Plan aim to raise awareness of the need for gender equality and the equal development of skills and abilities; maintaining gender balance in decision-making, including in the recruitment process; supporting gender equality in research and integrating the gender dimension into research activities.

¹ https://cdn2.euraxess.org/sites/default/files/policy_library/ttf_goal_2_results_v1.0.pdf

² https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

³ <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1>

I. Evaluation of policies, requirements, and case studies

To develop the SGE and GEP, the management of the “Nicolae Iorga” Institute of History appointed a working group to analyze institutional policy models, criteria, and relevant case studies on discrimination, inclusiveness, and gender equality, focusing on the example of research-performing organizations (RPOs). The sources used in this analysis are presented in Annex 1.

II. Evaluation (Data gathering and analysis)

II.1. Data gathering

The following indicators were selected by the Institute as relevant for analyzing gender equality issues:

- Number of employees by gender/sex regardless of field, position (including those in administrative and maintenance positions);
- Proportion of women/men in decision-making positions in both research and administration (i.e., institution management, heads of department, recruitment and evaluation committees);
- Number of research activities and projects that include a gender perspective.

1. Women/Men in management

positions

Table 1. Management of the

institution

	Women	Men
Director	1	-
Deputy Director	1	-

Economic Director	1	-
Head of department 1	-	1
Head of department 2	-	1
Head of department 3	-	1
Head of department 4	-	1
TOTAL	3	4

Table 2. Number of researchers for each department/research program:

	Women	Men
Program 1 <i>(Sources, research tools and social history)</i>	5	1
Program 2 <i>(Central Europe and the Black Sea)</i>	1	5
Program 3 <i>(Europa and Romanians during the 19th and the beginning of the 20th century)</i>	3	4
Programul 4 <i>(România and Europa during the 20th century)</i>	3	6
TOTAL	12	16

2. Men/Women – Research

Table 3. Number of researchers for each research program

	Senior researchers (CS I, CS II, CS III)	Junior researchers (CS and ACS)	Total women	Total men
Program 1 <i>(Sources, research tools and social history)</i>	/Number of women/5	/Number of women/1	5	
	/Number of men/1	/Number of men/0		2
Program 2 <i>(Central Europe and the Black Sea)</i>	/Number of women/0	/Number of women/1	1	
	/Number of men/3	/Number of men/2		4
Program 3 <i>(Europa and Romanians during the 19th and the 20th century)</i>	/Number of women/3	/Number of women/	3	
	/Number of men/3	/Number of men/1		4
Program 4 <i>(România and Europe in the 20th century)</i>	/Number of women/1	/Number of women/2	3	
	/Number of men/6	/Number of men/0		6
Total number of women			12	
Total number of men				16

3. Women/Men – administration and maintenance

Tabel 4. Total number of women/men in administration and maintenance

	Women	Men
Secretariat	1	-
IT Services	-	-
Library	2	-
Administration	5	3
Others	2	1
TOTAL	10	4

The evaluation was also based on the gathering and analysis of the following data:

- Number of years required for a man/woman to advance in their career;
- Opinions on the balance between work and family life;
- Integration of the gender dimension in research;
- Perception of gender-based violence, sexual harassment, and gender-based bullying
- Perceptions and opinions on inclusion and discrimination.

II. 2. Analysis of the gathered data

The analysis of the gathered data and the evaluation of existing gender policies was carried out through group meetings organized at all levels, including all institute staff, management, researchers, and administrative and maintenance staff, with each session including an equal number of men and women. The conclusions of the internal audit were presented to the management and communicated to all employees.

With a clear mandate from the Scientific Council, the director has committed to implementing the Gender Equality Plan (PEG) of the “Nicolae Iorga” Institute of History for the period 2022-2025.

1. Quantitative analysis of gathered data

The quantitative analysis highlights the following aspects:

- The number of male research program directors is higher than that of female directors; however, in previous years, the situation has reversed (2 female research program directors).
- The number of women recently employed in research positions reflects compliance with equal opportunities and competence criteria in the recruitment process.
- However, the higher number of male researchers in senior positions in some research programs requires a correction in the career advancement process. It should be noted though that career development has also depended on external factors (job freezes, changes in the scoring system, etc.).
- Women need more years to advance in their careers.
- Gender dimensions and gender perspectives are found in too few research projects. However, the institute's Academic Board has not rejected any proposals on such topics.

2. Qualitative analysis of gathered data

The qualitative analysis highlights the following aspects:

- Women report, to a higher degree, that they are responsible for family and household tasks.
- International mobility is more difficult for women because they have to take care of children and other dependent adults.
- The gender dimension is partially integrated into the research activities of programs 3 and 4 and it should have a greater presence across all research programs.

Recruitment and career strategies should take gender equality into account to a larger extent.

- The institute is perceived as a safe place for women, free from gender-based violence.
- Overall, the institute is perceived as inclusive.
- The institute's management does not practice or encourage gender stereotypes and hidden bias (the belief that women are less ambitious, talented, and less professional, while men are more determined and resistant to stress).
- However, some stereotypes and prejudices regarding women are still present among researchers (failure to recognize women's merits and professionalism based on face value judgements).
- Better knowledge and understanding of the gender dimension would be desirable both in research activities and in the content of the research carried out by the Institute's members.

In conclusion, the data analyzed shows that, to some extent, there are gender issues that have to be addressed through SGE and PGE. Therefore, the "Nicolae Iorga" Institute of History aims to prevent any gender discrimination, promote gender equality among researchers and other employees, and fully integrate the gender dimension into research.

To achieve these objectives, we propose the following:

- Modifying current approaches and procedures to give more substance to gender issues not only among researchers and employees, but also in the institute's research strategy.
- Institutional support to achieve performance standards that allow advancement on the seniority scale.

- Inform and train employees on gender equality.
- Communicate more effectively on actions and measures related to gender equality
- Develop the SGE for 2022-2025 by promoting actions, setting objectives, and assigning responsible persons.

III. The Strategy for Gender Equality (SGE) and the Gender Equality Plan (GEP)

Taking into account the internal evaluation as well as national and European public policies, the Academic Board, the director, and the deputy director of the "Nicolae Iorga" Institute of History have committed to developing and implementing SGE and PGE. It was decided to create the position of gender policy officer within the Institute and to appoint gender policy delegates in each department, including the administrative and maintenance departments.

The role of the gender equality officer in the Institute is proactive, while the delegates have an advisory role in the implementation of the SGE and GEP. Specifically, the gender equality officer and the delegates from each department contribute to the development, implementation, monitoring, and evaluation of the Gender Equality Plan; cooperate with institutional actors at all levels to ensure the implementation of the clauses in the GEP; contribute to raising awareness among the institution's employees about the benefits of gender equality; evaluate the progress of gender equality in the institute.

The management of the "Nicolae Iorga" Institute mandates the gender equality officer and delegates to develop the SGE and GEP for the period 2022-2025.

III.1. The Strategy for Gender Equality (SGE) 2022-2025

SGE refers to the fields of action and establishes its objectives for the period 2022-2025 as follows:

Field of action	Objective
1. Organizational culture and the balance between family life and work	Promoting the integration of career priorities with family and personal life
2. Gender balance in decision-making and the management of the institute	Promoting gender equality in institutional culture both in principle and practice
3. Gender equality in recruitment and professional development	The design and implementation of procedures and measure for affirmative action with a view to the recruitment and professional advancement of women

4. The integration of the gender dimension in research	Promoting the gender dimension in the research process Promoting the gender dimension in research
5. Measures against violence, sexual harassment and gender-based bullying	Highlighting to employees and collaborators the importance of gender equality and consolidating a positive attitude toward diversity

III.2. Gender Equality Plan (GEP) 2022-2025

GEP for the period 2022-2025 that is implemented at the „Nicolae Iorga” Institute of History comprises the fields of activity, the objectives, the key policies, the target public, the chronology, the decision-makers as well as the indicators related to the implementation of GEP.

Field 1. Balance between family and career, and the organizational culture

Objective: Promoting the integration of career goals with family and personal life

Actions/Policies	Target Public	Chronology				Indicators	Decision-makers
		2022	2023	2024	2025		
1. Designing the procedures and policies for integrating career goals with family and personal life	researchers, Employees in administration and maintenance	Dec.	Feb.	Feb.	May	Procedures and policies	HR, HoDs, the gender equality officer
2. Implementation of an IT program for greater flexibility and better planning of work meetings to ensure a balance between career and family life (improved organization and communication of work meetings, including online)	Researchers Employees in	Oct.	Oct.	Oct.	Oct.	Standard procedures	Directors, HR, HoDs, IT

	administration and maintenance					Implemented through IT services	
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3. Adopting flexible working hours, including part-time, teleworking, and remote work	researchers, employees in administration and maintenance	July	July	May	May	decisions, procedures and policies for integrating career with family life	AB, HR, HoDs
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Field 2. Gender balance in decision-making and the institute's management

Objective: Promoting gender equality in organizational culture, in principle and practice

Actions/Policies	Target public	Chronology				Indicators	Decision-makers
		2022	2023	2024	2025		
1. Appointing delegates in each department with an active or advisory role, responsible for monitoring compliance with equal gender practices and procedures	researchers, Employees administration and maintenance	Oct.	Oct.	May	Oct.	Discussions and measures concerning gender equality	AB, Directors, HoDs, gender equality officer

2. Promoting initiatives that facilitate the mainstreaming of gender equality skills at all levels through training for employees and researchers on gender equality policies	Researchers, employees in administration in and maintenance	Dec.	Feb.	April	Oct.	training for employees and researchers on gender equality policies	Gender equality officer Gender equality delegates
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Field 3. Gender quality in recruitment and career development

Objective: Creating and implementing procedures and measures of affirmative action in favor of women in recruitment and career development

Actions/Policies	Target public	Chronology				Indicators	Decision-makers
		2022	2023	2024	2025		
1. Initiatives to raise awareness about gender equality, create guidelines on recruitment, career development, and appointment to positions based on affirmative action for women	The institute's leadership	Dec.	May	April	May	Guide on recruitment and career development based on affirmative action	AB, Directors, HR, HoDs, Gender equality officer
2. Courses and informal training on gender equality	Researchers, employees in administration and maintenance	Oct.	May	March	Oct.	Courses and training on gender-sensitive recruitment Courses and training on career development, taking gender equality into account Training and courses in leadership	Gender equality officer, gender equality delegates

3. Effective dissemination and communication of good practice guides as well as the presentation of role models for women in science, research, and academia	Researchers, employees in administration and maintenance	Oct.	March	May	June	Initiatives that showcase models of good practice Initiatives that raise awareness of gender diversity in research teams	Gender equality officer, gender equality delegates

Field 4. Integrating the gender dimension in research

Objectives:

- Promoting the gender dimension in the research process
- Promoting the gender dimension in research activities

Actions/Policies	Target public	Chronology				Indicators	Decision-makers
		2022	2023	2024	2025		
1. Internal seminars on integrating the gender perspective into research and raising awareness of its economic, social, and innovation value in research	researchers, the larger academic community	Dec.	May	Feb.	Oct.	Participation in training seminars on integrating gender analysis methods into research	AB, HoDs, researchers, Gender equality officer



2. Developing, communicating, and implementing standards for integrating gender and sex variables into research	Researchers	Dec.	Dec.	Dec.	Dec.	Participation in training seminars on integrating gender analysis methods into research	AB, HoDs, Researchers, gender equality officer
3. Institutional recognition within the institute of those projects that integrated the gender dimension (e.g., by granting awards)	Researchers, the academic community	Dec.	Dec.	Dec.	Dec.	Projects granted awards	AB, Directors, HoDs
4. Dissemination of guides of good practice in career development and the promotion of role models in science (researchers and academics)	researchers, employees in administration and maintenance	Dec.	April	May	June	Initiatives to showcase role models in terms of successful female scholars. Initiatives to raise awareness of the importance of gender diversity in research teams.	Gender equality officer, gender equality delegates, HoDs
5. Seminars on integrating gender equality and diversity into research	Researchers	Dec.	March	May	April	Training seminars. Guides on integrating gender/sex into research	HR, HoDs, Gender equality officer

6. Courses and working tools developed for all research programs and all levels of research related to gender and sex	researchers	Dec.	May	March	May	Courses on gender dimensions for each research program	HoDs, gender equality delegates
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Field 5. Policies against violence, sexual harassment and gender-based bullying

Objective: Raising awareness among all employees and collaborators about the importance of gender equality and encouraging positive attitudes towards diversity

Actions/Policies	Target public	Chronology				Indicators	Decision-makers
		2022	2023	2024	2025		
1. Training on discrimination (including discriminatory language), violence (including gender-based violence), harassment, and sexual harassment	Researchers, employees in administration and maintenance	Oct.	May	Jan.	March	Training reflective of various categories of discrimination and violence Skills acquired in identifying and responding to discrimination	AB, Directors, gender equality officer
2. Revision of the institute's Code of Ethics and introduction of measures against gender-based violence,	Researchers, employees in administration	Oct.	May	May	May	Actions and procedures to prevent sexual	AB, HoDs, HR, Gender equality officer

harassment, and sexual harassment	and maintenance					violence and harassment The presentation of the new Code of Ethics	
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3. Awareness campaign on diversity and social inclusion in the academic community and encouraging the prevention of discrimination in various fields	researchers, Employees in administration and maintenance	Nov.	Nov.	Nov.	Nov.	Awareness campaign	Gender equality officer, gender equality delegates
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IV. Monitoring and evaluation of GEP

The implementation of the GEP at the “Nicolae Iorga” Institute of History: progress in implementing the GEP objectives will be assessed by way of periodic meetings. Implementation of the GEP will be continuously monitored by the gender equality officer and the departmental delegates concerning gender equality within the institute. The gender equality officer and gender equality delegates in each department are responsible for collecting information and requesting feedback. They will prepare an initial analysis of the progress made in implementing the GEP and request feedback.

The gender equality officer and gender equality delegates will prepare analysis reports once a year, which will be presented to the institution's management and discussed with the leadership. These discussions will lead to comments and recommendations for improving and adjusting the GEP for the following year.

The periodic reports shall include qualitative and quantitative data on human resources by gender and information on the implementation of the measures in the GEP.

After their adoption by the institution's management (Academic Board and directors), annual reports on the progress made in implementing the GEP will be published on the institution's website and communicated to the broader academic community.

Anexa 1. The sources used for designing the SGE and the GEP

(in alphabetical order)

Council of Europe Gender Equality Commission,

<https://www.coe.int/en/web/genderequality/gender-equality-commission>

EU FESTA - Gender Issues in Recruitment, Appointment and Promotion Processes –
Recommendations for a Gender Sensitive Application of Excellence Criteria,

https://eige.europa.eu/sites/default/files/festa_gender_issues_recruitment_appointment_promotion.pdf

EU Strategy for Gender Equality 2020-2025,

https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

EUCEN - Diversity, Equity and Inclusion in European Higher Education Institutions,

https://eua.eu/downloads/publications/web_diversity%20equity%20and%20inclusion%20in%20european%20higher%20education%20institutions.pdf

European charter & code of conduct for the recruitment of researchers,

https://cdn2.euraxess.org/sites/default/files/policy_library/ttf_goal_2_results_v1.0.pdf

European Institute for Gender Equality, <https://eige.europa.eu>

GARCIA – Mapping organizational work-life policies and practices,

https://eige.europa.eu/sites/default/files/garcia_report_mapping_org_work-life_policies_practices.pdf

Guidelines for using gender-sensitive language in communication, research and administration,

https://eige.europa.eu/sites/default/files/reutlingen_university_guidelines_for_using_gender-sensitive_language.pdf

Horizon Europe General Annexes, [https://ec.europa.eu/info/funding-](https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2021-2022/wp-13-general)

[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-tenders/opportunities/docs/2021-2027/horizon/wp-call/2021-2022/wp-13-general-annexes_horizon-2021-2022_en.pdf)

Horizon Europe guidance on gender equality plans, <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1>

Science Europe - Practical Guide TO Improving Gender Equality in Research Organisations,

https://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf