



NATIONAL INSTITUTE FOR RESEARCH AND DEVELOPMENT
IN INFORMATICS - ICI BUCHAREST



Annual Report Gender Equality Strategy and Plan - 2025

We have monitored and analyzed the progress of the Gender Equality Plan against the established indicators. The progress report includes both qualitative and quantitative data, providing conclusions on the implementation of the Gender Equality Plan. Additionally, it contains comments and recommendations that will allow adjustments and improvements to the plan for the future.

To support the implementation of the Gender Equality Plan, we have created a newsletter that provides all institute employees with guidance and initiatives on the necessary actions to achieve the objectives. The institute's Gender Equality Plan encompasses areas of intervention, objectives, key measures, target audiences, timelines, responsible parties, and indicators for measuring progress.

1. Activities and Measures Implemented

Taking into account each area of intervention outlined in the Gender Equality Plan, the monthly newsletter sent throughout 2024 focused on the following main topics: a global overview of progress on gender equality; (un)conscious biases in the recruitment and selection process in research; Gen Z & the feminist revolution on TikTok; AI in feminine form; 30 years after Beijing; women dominate social entrepreneurship; why we need intergenerational inclusion; androgenic bias and the Yentl syndrome; Gender Equality Landscape in 2025; The Gender Pay Gap and the Role and Impact of Women in Research and Development.



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Compared to 2024, the indicators selected as relevant to the gender equality theme have the following changes:

Women and men in leadership positions

Table 1. Executive positions

Executive positions	Women	Men
TOTAL	2	3

Table 2. Heads of departments/services/offices/compartments/laboratories/centres

Heads of departments/services/offices/compartments/laboratories /centres	Women	Men
TOTAL	20	27

Women and men in research positions

Table 3. Total number of research staff

	Scientific Researcher I, II, III	Scientific Researcher and Assistant Researcher	Total women	Total men
Total women	17	17	34	
Total men	23	30		53

Women and men in administrative and support services

Table 4. Total number of women and men in administrative and support services

Women and men in administrative and support services	Women	Men
TOTAL	84	87

2. Quantitative Data Analysis

The analysis of numerical data revealed the following:

- **Executive positions:** The distribution between women and men has remained constant (2 women and 3 men), indicating stability and the maintenance of gender balance at the decision-making level;
- **Heads of departments/services/offices/units/laboratories/centres:** The number of women increased from 17 in 2024 to 20 in 2025, while the number of men remained



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constant (27). This development reflects an improvement in women's representation in leadership positions and a positive trend towards gender balance;

- **Research positions:** The total number of women slightly decreased (from 35 to 34), while the number of men increased (from 51 to 53);
- **Administrative and support services:** The gender balance has been maintained;
- **Participation in training programmes:** In the current year, the number of women participating in training programmes is higher than that of men;
- **Parental leave:** One man and one woman are currently on parental leave.

3. Qualitative data analysis

- **Maintaining an equitable organizational climate:** No cases of discrimination or unequal treatment based on gender have been reported, indicating the continuation of a stable and balanced working environment, in line with the positive perceptions recorded in 2024;
- **Access to professional opportunities:** Based on institutional practices and informal feedback, the principle of equal opportunities in recruitment, promotion, and professional development continues to be upheld;
- **Work-life balance:** Existing institutional measures continue to support an adequate balance between professional and personal life, with no major dysfunctions identified;
- **Impact of communication activities (newsletter):** The monthly newsletter has remained the main tool for promoting gender equality, contributing to increased awareness of current topics. The diversification of themes in 2025 has supported the strengthening of an inclusive organizational culture.

Key conclusions of the internal analysis conducted at the National Institute for Research and Development in Informatics – ICI Bucharest are:

- The analysis of the implementation of the Gender Equality Plan in 2025 highlights the maintenance of a stable organizational framework that supports the promotion of equity and inclusion principles;
- Compared to 2024, the following can be observed: a positive evolution in women's representation in leadership positions; the maintenance of gender balance in executive and administrative roles, reflecting the continuity of implemented measures; a slight



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fluctuation in the research area, where a moderate gender gap persists and requires ongoing monitoring;

- From a qualitative perspective, the analysis was based on internal observations, which indicate the maintenance of a balanced organizational climate, without significant signs of discrimination or inequality;
- At the same time, communication and awareness-raising activities, particularly through the newsletter, have contributed to strengthening an organizational culture focused on gender equality and inclusion. The newsletter will continue to be developed, with new topics introduced for dissemination to all ICI Bucharest staff.

**GENERAL DIRECTOR,
Dr. Eng. Adrian Victor VEVERA**

