



INSTITUTUL NAȚIONAL DE CERCETARE - DEZVOLTARE
ÎN INFORMATICĂ - ICI BUCUREȘTI



Annual report

Gender Equality Strategy and Gender Equality Plan - 2022

We monitored and analysed the progress of the Gender Equality Plan, considering the established indicators. The progress report includes qualitative information and quantitative data and provides conclusions on implementing the Gender Equality Plan. It also includes comments and recommendations that will allow for adjustments and improvements to the Plan for the year 2023.

To implement the gender equality plan, we created a **Newsletter called "Let`s talk about gender"**. Every month, all the institute's employees receive recommendations and initiatives by e-mail concerning the actions necessary for reaching our objectives. **This Newsletter also includes a section called "Diversity in research"**, which includes good practice examples for the career, both for women and men.

The GE Plan at the National Institute for Research & Development in Informatics - ICI Bucharest comprises areas of intervention, objectives, critical measures, target audience, timeline, persons in charge, and indicators to measure progress.

Taking each area of intervention into account, we came to the following conclusions:

Field 1. The balance between professional life, private life and organisational culture

The pursued objective - **Promoting the integration of professional life with family life and personal life** includes the following actions:

- *Increasing the efficiency and improving the relationship between the personal life and the professional life of the employees who return to work from parental leave* - the





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newsletter "Advice for the employees who return to work from parental leave"

includes recommendations for improving the time management skills of employees who return from parental leave;

- *Flexible working hours (half-time work)* - within the Human Resources department, there is a procedure regarding this aspect.

Field 2. Gender balance in the context of executive and decision-making positions

The pursued objective - **Promoting gender equality in the institutional culture, processes, and practices** includes the following actions:

- *Standard revision of the communications and images, from the viewpoint of gender equality and diversity* - the **Newsletter "Let`s talk about gender"** includes specific recommendations on the language, colours and symbols that we usually use to represent women and men, as all of these aspects contribute to becoming aware of the gender equality problems;
- *Promoting the initiatives for facilitating large-scale gender competence at all levels of an organisation, along with providing guidelines to all the employees* – the Newsletter is ready for dissemination in January 2023.

Field 3. Gender equality in recruitment and career progress

The pursued objective - **Promoting gender equality in the process of career progress and recruitment** includes the following actions:

- *Promoting initiatives for raising awareness about gender equality and creating recommendations on career progress and recruitment while taking this aspect into consideration* - the Newsletter is ready for dissemination in February 2023;
- *The dissemination and communication of good practices for the career - models for women* - every **Newsletter includes a section called "Diversity in research"**, which encompasses examples of good practices for the career, both for women and for men. This way, we can disseminate both initiatives for raising awareness of the good practice models for women and the awareness of gender diversity in research teams.





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Field 4. Integrating gender dimension in the context of research

The pursued objective - ***Promoting a gender- and sex-based perspective in the research process and activity*** includes the following actions:

- *Recognition within the institute of those projects which took into consideration the gender dimension* – no project was awarded in 2022;
- *The dissemination and communication of good practices for the career - models for women (scientists and researchers) - every Newsletter includes a section called "Diversity in research", which contains examples of good practices for the career, both for women and for men. This way, we can disseminate both initiatives for raising awareness about the good practice models for women and initiatives for raising awareness concerning gender diversity in the research teams;*
- *Directions regarding integrating the problems related to gender equality and diversity in the research activity, as support for the research staff* – the **Newsletter "The influence of gender in the stages of research"** highlights the integrating of gender analysis in the R&I content adds value to the study in terms of excellence, creativity and research opportunities. Taking into consideration gender analysis also encourages innovation and enhances equality, ensuring that the results obtained, products, and programmes are applied to all citizens and to society at large.

Field 5. Measures against gender-based violence, including sexual harassment

The pursued objective - ***Raising awareness concerning the importance of gender equality problems and supporting positive attitudes towards diversity*** includes the following actions:

- *Recommendations regarding discrimination phenomena (including discriminatory language), violence (including violence which is based on prejudice or gender), harassment and sexual harassment* – the **Newsletter "Gender-based discrimination"** lays the stress on the identification and response to the discrimination and violence phenomena, both for women and for men;





- Awareness-raising campaign meant to highlight diversity and inclusion in the scientific community and encourage the prevention of discrimination in various fields – the **Newsletter "Gender Equality in Research and Innovation"** is focused on raising awareness concerning preventing the discrimination phenomena in the field of research and innovation.

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	14	30

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	11	19	30	
Total men	20	32		52





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	91	101

2.2.1. Quantitative data analysis

Numerical data analysis has revealed that at present:

- There is gender balance concerning executive positions;
- Men occupy more positions such as head of the department/service/office/compartment/laboratory manager/head of centre
- Men occupy more research positions;
- There is a gender balance in administrative and support services;
- This year, more women than men participated in training programmes;
- Currently, 7 women are on maternity leave.

2.2.2. Qualitative data analysis

Qualitative research has shown that:

- The research institute is perceived as a safe place, without gender-based violence or any harassment;
- The research institute is perceived as being inclusive;
- The employees have acquired knowledge and have followed the recommendations regarding gender equality, inclusion and non-discrimination.





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The essential conclusions of the internal analysis carried out by the National Institute for Research and Development in Informatics are the following:

- We let people know about the relevant actions and measures regarding gender equality in an active and efficient manner. The training of the staff concerning gender equality is carried out through a newsletter and informative documents elaborated on by the gender equality officer, using specific explanation videos and examples of good practice and gender equality in research.
- The fields of concern and the proposed objectives and indicators to be met shall also be developed and implemented in the year 2023. The Newsletter "Let`s Talk about Gender" shall develop further on, and it shall include new topics which shall be disseminated to all the employees of ICI Bucharest.

GENERAL DIRECTOR,

Dr. Eng. Adrian Victor VEVERA



Gender equality officer,

Raluca Alexandra ALBESCU

