



NATIONAL INSTITUTE FOR RESEARCH AND DEVELOPMENT
IN INFORMATICS - ICI BUCHAREST



Annual Report Gender Equality Strategy and Plan - 2023

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 2024.

For the implementation of the Gender Equality Plan, we have created a **Newsletter** through which all employees of the Institute receive guidance and initiatives on the actions needed to achieve the objectives. The Newsletter also contains a section called "Diversity", which includes examples of good career practices for both women and men.

The Institute's Gender Equality Plan includes areas of intervention, objectives, critical measures, target audience, timetable, responsible persons and indicators to measure progress. Taking each area of intervention individually, we have come to the following conclusions:

Domain 1. Work-life balance and organisational culture with the following objective

- *Promote the integration of work, family and personal life*, pursuing both:
 - *Increase efficiency and improve work-life balance for employees returning from parental leave* - the "**Career vs. Family Life**" **Newsletter** contains information on issues that contribute to the perpetuation of professional segregation through role attachment and recommendations for women who want to choose both family life and career;
 - *Availability of flexible working hours (part-time)* - the Human Resources and Payroll Service has a procedure on this issue.

Domain 2. Gender balance in leadership and decision-making functions with the following objective - *Promote gender equality in institutional culture, processes and practices*, pursuing the two actions:

- *Routine review of communications and images from a gender equality and diversity perspective* - the **Newsletter "Gender-sensitive communication"** contains guidance on the positive effects of using gender-sensitive language;
- *Promoting initiatives to facilitate widespread gender competence at all levels of the organisation, with guidelines provided to all employees* - the "**Gender Competence**" **Newsletter** highlights both the importance of heterogeneity of teams in the workplace, diversity and the importance of educated, trained and experienced human capital. The "**Gender Equity**" **Newsletter** also explains the difference between equality and equity and the importance of providing resources and opportunities to create equal outcomes for all.





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Domain 3. Gender equality in recruitment and career development with the following objective - *Promote support for gender equality in career development and recruitment*, follows the two actions:

- *Promote gender equality awareness initiatives and create guidance on career progression and recruitment, taking this into account* - the **"Gender Equality in Recruitment" Newsletter** highlights ways of recognising discrimination in the recruitment process (job titles, job description language and role requirements). Also, the **Newsletter "Do jobs have a gender?"** brings up the challenges faced by women and men in the workplace and the importance of creating a world free of gender-based professional bias;

- *Disseminating and communicating good practices in careers - role models for women* - **each Newsletter contains a section called "Diversity"**, which includes examples of good practices in careers for both women and men. This disseminates both initiatives to raise awareness of female and masculine role models.

Area 4. Mainstreaming gender in the context of research with the following objective - *Promoting a gender and sex perspective in the research process and research activity*, follows the three actions:

- *Recognition within the Institute of those projects that have taken into account the gender dimension* - no project was awarded in 2023;

- *Dissemination and communication of good career practices - role models for women (scientists and researchers)* - **each Newsletter contains a section called "Diversity"**, which includes examples of good career practices for both women and men. This disseminates both initiatives to raise awareness of female role models and initiatives to raise awareness of gender diversity in research teams;

- *Guidance on integrating gender equality and diversity issues into research work to support research staff* - the **newsletter "Feminised Artificial Intelligence"** focuses on reinforcing traditional gender stereotypes by feminising male-dominated intelligent technologies. It also highlights the attribution of emotional and personal traits to smart devices and how this influences our interactions with them.

Domain 5. Measures against gender-based violence, including sexual harassment, with the following objective - *Raise awareness of the importance of equality issues and reinforcing positive attitudes towards diversity* pursuing both actions:

- *Guidance on the phenomena of discrimination (including discriminatory language), violence (including bias or gender-based violence), harassment and sexual harassment* - the **"Intersectionality" Newsletter** contains information on types of discrimination and draws attention to the need for an intersectional approach when researchers examine discrimination because variables such as gender, race and ethnicity produce effects together rather than separately. The **Newsletter "Stereotyping in Advertising"** also highlights how advertising shapes our beliefs, values, attitudes and behaviours.

- *Awareness campaign highlighting diversity and inclusion in the scientific community and encouraging the prevention of discrimination in various fields* - the **"Managing Diversity" Newsletter** focuses on how we can build a workplace where all kinds of diversity are respected, find their place and are actively used.





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Compared to 2022, 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	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	17	20	37	
Total men	20	35		55

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	104	124

Quantitative data analysis

The analysis of the numerical data illustrated that currently:

- There is a gender balance in executive functions;
- Men are more present in the positions of heads of departments/departments/bureaux/departments/laboratories/centres;
- The number of women in research positions has increased since the previous year;
- There is a gender balance in administrative and support services;
- This year, more women than men participated in training programmes;
- 3 women are currently on parental leave.

Qualitative data analysis

The qualitative research showed that:

- The Institute is perceived as a safe place, free from gender-based violence or any harassment;





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- The Institute is perceived as inclusive;
- Employees gained knowledge and followed guidance on gender equality, inclusion and non-discrimination.

In 2023, the Gender Equality Officer attended both training courses and various conferences on gender equality.

The main conclusions of the internal analysis carried out at the National Institute for Research and Development in Informatics - ICI Bucharest are:

- We actively and effectively communicate relevant actions and measures concerning gender equality. Educating staff on gender equality is done through the Newsletter developed by the Gender Equality Officer, through explanatory videos and examples of good practice and gender equality in research;
- The areas and the proposed targets and indicators to be achieved will also be developed and implemented in 2024. The newsletter will be further developed and new topics will be introduced to be disseminated to all ICI Bucharest staff.

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



Gender Equality Officer,
Raluca ALBESCU

