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

for

ASOCIATIA BEIA GRID INSTITUT

January 2022

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Abbreviations and definitions

GE	Gender equality
GEP	Gender equality plan
HoD	Head of Department
HR	Human Resources
GD	General Director
SD	Scientific Director
CD	Steering Committee (Comitet de direcţie)
CA	Board of Directors (Consiliul de administraţie)
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 behavioural, cultural, or psychological traits typically associated with one sex (https://www.merriam-webster.com/dictionary/)
Sex vs Gender	A clear delineation between sex and gender is typically prescribed, with sex as the preferred term for biological forms, and gender limited to its meanings involving behavioural, cultural, and psychological traits. In this dichotomy, the terms male and female relate only to biological forms (sex), while the terms masculine/masculinity, feminine/femininity, woman/girl, and man/boy relate only to psychological and sociocultural traits (gender) (https://www.merriam-webster.com/dictionary/)

Introduction

The Gender Equality (GE) strategy for 2022-2025 was developed by the Association ASOCIATIA BEIA GRID INSTITUT on the basis of input from the entire association institute and takes into account everyone who works at our association. The GE strategy was built on the provisions of the European Charter for researchers and of the Code of Conduct in the process of the recruitment of researchers[1], 2015-2019, the European Gender Equality Strategy 2020-2025[2] and the Horizon Europe guidance on gender equality plans[3].

The motivation for developing the GE strategy is to ensure that our association is a safe place for everyone, and all activities and processes that take place respect the principles of equality, diversity, inclusiveness and non-discrimination.

Based on the GE strategy, the association developed the GE Plan (GEP) for 2022-2025, with concrete actions and measures, as well as indicators for measuring progress of its implementation and revisions.

Enforcing its mission and values, the GE strategy and the GEP of the association ensure and promote equality and diversity to knowledge and the acquisition of skills to all. The objectives of the GE strategy are implemented through specific actions that aim at safeguarding an equal and inclusive organizational culture and promoting gender-equality at all levels. As such, the GE strategy and the GEP will pro-actively enable, gender equality awareness raising, skills and competences; gender balance in decision-making structures and processes, including recruitment; gender equality in research; and integrating the gender dimension in the entire research process.

I. Review of requirements, policies and case studies

Prior to developing the GE strategy and the GEP, the management of the association ASOCIATIA BEIA GRID INSTITUT appointed a working group to conduct a literature review of the existing requirements, policies, recommendations, examples and case studies pertinent to discrimination, inclusiveness and gender equality, with a special focus on research performing organisations (RPOs). The resources used in this literature review study are presented in Annex 3.

[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

II. Diagnosis (data collection and analysis)

II.1. Data collection

The following indicators were selected at the association ASOCIATIA BEIA GRID INSTITUT as relevant for the discussion on gender equality issues:

- Staff numbers by sex/gender at all levels, by domains, function (including administrative / support staff)
- Numbers of women and men in research and administrative decision-making positions (top management team, boards, committees, recruitment and promotion panels);
- Numbers of staff by sex/gender applying for/taking parental leave, for how long and how many returned after taking the leave.

1. Women and men in leadership positions

Table 1. Association management

	Woman	**Man**
President of the Board of Directors	✓	-
General Director	✓	-
Scientific Director	-	✓
President of the Scientific Committee	-	✓
TOTAL	**2**	**2**

As part of data collection and diagnosis, we conducted institute-wide surveys with the following indicators:

- Number of years needed for women and men to make career advancements
- Numbers of women and men candidates applying for distinct job positions
- Numbers of staff by sex/gender applying for/taking parental leave, for how long and how many returned after taking the leave
- Opinions on the work-life balance in the association
- Integration of the gender dimension into research content
- Perception of gender-based violence, including sexual harassment in the association
- Perception (opinion) regarding inclusiveness and discrimination at the association

II. 2. Data analysis

We conducted internal analyses of the data collected, and reviews of existing policies addressing gender equality and inclusiveness. The analyses took place within the association with the gender equality function assigned for developing the GENDER EQUITY PLAN of ASOCIATIA BEIA GRID INSTITUT and including the association management.

The conclusions of the internal audit were then approved in the Board of Directors, and then communicated to the entire association staff.

With mandate from the Board of Directors, the General Director committed to the development and implementation of the GEP for the association ASOCIATIA BEIA GRID INSTITUT, for 2022-2025.

2. Qualitative analysis of data

The qualitative research showed that:

- Combining work and family life – women more often declare that they are responsible for most of family duties
- The expectation of international mobility is more difficult for women to reconcile with taking care of children and other dependents
- ASOCIATIA BEIA GRID INSTITUT is perceived as a safe place, without gender-violence
- ASOCIATIA BEIA GRID INSTITUT is overall perceived as inclusive
- Stereotypes and unspoken biases regarding gender not exist in ASOCIATIA BEIA GRID INSTITUT
- There is a noticeable acknowledgement of procedures and knowledge about the gender equality, inclusiveness and non-discrimination

To summarize the results of the study, it can be noted that all the situations mentioned by the respondents and situations analysed at the association are, to some extent, factors of discrimination or manifestations based on gender.

The important conclusions of the internal analysis at ASOCIATIA BEIA GRID INSTITUT are:

- We need to keep and improve the existing policies and procedures, to make gender relevant, and develop new ones covering all identified areas of intervention

- We need to train and educate better our staff on gender-equality

- We need to communicate gender relevant actions and measures actively and efficiently

- We need to develop a gender strategy and a GEP for 2022-2025, with more clear actions and targets, and responsible persons

III. GE strategy and GEP

Based on the internal review and the national and European policies and requirements, the Board of Directors and the General Director committed to developing ASOCIATIOA BEIA GRID INSTITUT strategy for gender equality for 2022-2025, and the corresponding GEP.

ASOCIATIA BEIA GRID INSTITUT decided on creating the function of GE officer at the institute plus one GE delegate in each department. The GE officer has a proactive role, and the GE delegates have a consultant role in implementing and monitoring the GE strategy.

Based on the results of the survey and the fact that gender discrimination is perceived as very low at association level, current policies regarding recruitment, employment, promotion and work - private life balance should be maintained.

The appointed Woking Group will continue to assess the gender balance and employees' perception on an annual basis, so that measures can be taken once imbalances emerge.

Specifically, the GE officer and GE delegates contribute to setting up, implement, monitor and evaluate the GEP; provide practical support and tools to the actors involved in the GEP implementation; cooperate with and engage stakeholders at all levels in order to ensure the implementation of the GEP's actions; raise awareness about the benefits of gender equality in the association; assess the progress towards gender equality in the institute.

The institute management mandated the GE functions (officer and delegates) at the institute and a dedicated working group to develop the GE strategy and the GEP 2022-2025. The GE working group included men and women representatives of association leadership and researchers, representatives of association administration and support services.

III.1. GE Strategy 2022-2025

The GE Strategy comprises the following areas of intervention and objectives for 2022-2025:

Area of intervention	Objective(s)

1. Work-life balance and organisational culture	Promoting integration of work with family and personal life
2. Gender balance in leadership and decision-making	Promoting gender equality in the institutional culture, processes and practice
3. Gender equality in recruitment and career progression	Promoting processes to favour and support gender-sensitive recruitment, career and appointments
4. Integration of the gender dimension into research content	Promoting the integration of a sex and gender perspective in research activity
5. Measures against gender-based violence, including sexual harassment	Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity

III.2. GE Plan 2022-2025

The GE Plan at the association ASOCIATIA BEIA GRID INSTITUT comprises areas of intervention, objectives, key measures, target audience, timeline, responsible persons, and indicators to measure progress.

Area 1. Work-life balance and organisational culture

Objective: Promoting integration of work with family and personal life

Action/Measure	Target	Timeline				Indicator(s)	Responsible
		2022	2023	2024	2025		
1. Availability of policies, procedures and structures at the association for promoting integration of work with family and personal life	Researchers, technical and administrative staff	X	X	X	X	Policies, procedures and services for work and personal life integration	GD, GE officer
2. Implementation of ICT-based systems for enhancing flexibility and improving a better planning of working meetings accordingly to work life balance needs (e.g., management and communications of the meeting schedule/timing)	Researchers, technical and administrative staff	X	X	X	X	Standard procedure for ICT-based systems promoting work and personal life integration	GD, GE officer, IT services
3. Availability of flexible working times arrangements, from part-time to remote working	Researchers, technical and administrative staff	X	X	X	X	Policies, procedures and services for work and personal life integration	GD, GE officer

Area 2. Gender balance in leadership and decision-making

Objective: Promoting gender equality in the institutional culture, processes and practice

Action/Measure	Target	Timeline				Indicator(s)	Responsible
		2022	2023	2024	2025		
1. Routine revision of any text, communication, images, from a gender equality and diversity standing point	Researchers, technical and administrative staff	X	X	X	X	Policies, procedures and services for work and personal life integration	GE officer, GE delegates

Area 3. Gender equality in recruitment and career progression

Objective: Promoting processes to facilitate and support gender-sensitive recruitment, career and appointments

Action/Measure	Target	Timeline				Indicator(s)	Responsible
		2022	2023	2024	2025		
1. Carrying out gender awareness initiatives, briefings and creating guidelines for gender-sensitive recruitment, career and appointments	Association management	X	X	X	X	Gender awareness initiatives and guidelines	GD, HoDs, GE officer
2. Disseminate and communicate career good practices - role models for women (scientists, researchers and academics)	Researchers, technical and administrative staff	X	X	X	X	Initiatives for raising awareness on equal opportunities in research teams	GE officer, GE delegates, HoDs

Area 4. Integration of the gender dimension into research content

Objectives:

- Promoting the integration of a sex and gender perspective in research activity

Action/Measure	Target	Timeline				Indicator(s)	Responsible
		2022	2023	2024	2025		
1. Internal training seminars on the use of sex and gender perspective in research, to foster the acknowledgment of its economic, social and innovation value	Researchers, scientific community	X	X	X	X	Participation in training seminars on integrating sex/gender analysis methods, by gender and field of research	SD, GE officer
2. Development, communication and implementation of standards for the incorporation of the sex and gender variables into research	Researchers	X	X	X	X	Perception of the gender/sex variables in research contents	SD, GE officer
3. Institutional recognition within the association of those projects that have taken the gender dimension into account. (e.g., prizes)	Researchers, scientific community	X	X	X	X	Awarded projects	GD, HoDs
4. Disseminate and communicate career good practices - role models for women (scientists, researchers and academics)	Researchers, technical and administrative staff	X	X	X	X	Initiatives for raising awareness on gender diversity in research teams	GE officer, GE delegates, HoDs

5. Workshops on the integration of gender equality and diversity issues in research activity, as support for research staff	Researchers	X	X	X	X	Training seminars or guidelines on integrating sex/gender in research activity	SD, HoDs, GE officer

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

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

Action/Measure	Target	Timeline				Indicator(s)	Responsible
		2022	2023	2024	2025		
1. Training on discrimination phenomena (including discriminatory language), violence (including that based on prejudice or gender), harassment, and sexual harassment	Researchers, technical and administrative staff	X	X	X	X	Skills acquired in relation to identifying and responding to discrimination and violence phenomena	GD, HoDs, GE officer
2. Reinforce de Code of Ethics of the institute with provisions against gender-based violence, including sexual harassment	Researchers, technical and administrative staff	X	X	X	X	Initiatives for raising awareness on gender diversity in research teams	GD, HoDs, GE officer
3. Awareness campaign highlighting diversity and inclusiveness in the scientific community and encouraging prevention of discrimination in various areas	Researchers, technical and administrative staff	X	X	X	X	Awareness campaign	GE officer

IV. Monitoring and evaluation of the GEP

The implementation of the GEP at the association ASOCIATIA BEIA GRID INSTITUT, the progress against the GE strategy aims and objectives are regularly assessed, through periodic meetings. The implementation of the GEP will be permanently monitored by the GE functions (officer and delegates) at the Association. The GE officer together with the GE delegates within each department are responsible with collecting data and input. They will perform a first analysis of the progress of the GEP (against the indicators), gather knowledge and feedback.

The GE functions at the institute will conclude findings reports (once a year), which are then presented to the association management (GD, HR) and discussed. These meetings will provide valuable conclusions on the implementation of the GEP. These meetings will also provide comments and recommendations that will enable adjustments and improvements to interventions on the GEP for the following year.

The periodic reports allow the continuous review of the impact of the GEP as well as keeping the wider community informed and engaged in the progress towards gender equality. The review of progress reports includes qualitative information as well as quantitative data, such as updates on human resource data disaggregated by sex, monitoring data to keep track of the implementation of key actions.

After their conclusion and adoption by the association management (Board of Directors, GD), the periodic (annual) GE progress report is published on the association website and communicated to the entire scientific community.

Annex 1. List of sources used for the literature review

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

EUA - Universities' Strategies and Approaches towards Diversity, Equity and Inclusion, https://eua.eu/downloads/publications/universities-39-strategies-and-approaches-towards-diversity-equity-and-inclusion.pdf

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-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

LERU - Equality, diversity and inclusion at universities: the power of a systemic approach, https://www.leru.org/publications/equality-diversity-and-inclusion-at-universities

Science Europe - Practical Guide TO Improving Gender Equality in Research Organisations, https://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf

Student evaluations of teaching (mostly) do not measure teaching effectiveness, https://eige.europa.eu/sites/default/files/science_open_research_student_eval_teaching_effectiveness.pdf