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## **THE PLAN REGARDING GENDER EQUALITY in the State Owned Company Technologies for Nuclear Energy – Pitești Institute for Nuclear Research 2022-2027**

### **1. Introduction. Conceptual clarifications**

The European Institute for Gender Equality defines gender equality from the perspective of equal rights, responsibilities and opportunities for women and men: “Gender equality does not mean that women and men will become the same, but that their rights, responsibilities and opportunities will not depend on being born as a woman or a man.”<sup>1</sup>

Gender inequality represents any disparity between women and men in terms of their positions in the social space. This disparity produces generative effects in access to the amount of resources of an economic (income), symbolic (prestige, respect, recognition) and/or political (representation in leadership positions and power to make decisions) nature.

Gender inequalities in organizations arise from the positions occupied by women and men in the organizational chart of the institution. The predominant number of women at the base of the hierarchy and the low rates of promotion to higher hierarchical functions and to management positions are described in the literature through the “glass ceiling” metaphor, which refers to invisible barriers that systematically prevent women from reaching the highest positions of an organizational hierarchy.

The field of Research, Development and Innovation is a dynamic and diverse one that should be accessible to and intended for everyone. It is precisely this diversity that can open up new horizons for us in a field that is, most of the time, hard to predict, where success can come from paths less traveled and can take extremely diverse forms; and equality and an inclusive environment are indispensable to diversity.

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<sup>1</sup> <https://eige.europa.eu/>

The principle of gender equality was first mentioned in the Treaty of Rome, which entered into force in 1958 and later included legal non-discrimination and balanced inclusion in all areas.

At the level of the European Union, the European Parliament and the Council of the European Union signed in 2006 the Regulation establishing the European Institute for Gender Equality, which monitors the implementation of gender equality policies in EU countries, as well as the progress recorded in this field through a set of indicators of equality. Romania, as a member state of the European Union, aligns itself with the European objectives of eradicating gender inequalities by creating the National Agency for Equal Opportunities<sup>2</sup>, whose mission is to promote such measures in all public institutions, including in the field of research<sup>3</sup>.

Law 202/2002, republished, on equal opportunities and treatment between women and men, represents the normative act that defines equal opportunities and treatment between women and men as “(...) taking into account the different capacities, needs and aspirations of male and female persons and providing equal treatment, aiming to eliminate all forms of discrimination on the basis of gender” (art. 1 para. 2).

According to the normative act stated above, equal opportunities and treatment of women and men, in labor relations, means non-discriminatory access to:

- the free choice or exercise of a profession or activity;
- employment in all positions or vacant jobs and at all levels of the professional hierarchy;
- equal incomes for work of equal value;
- professional information and advice, qualification programs, improvement, specialization and professional retraining;
- promotion at any hierarchical and professional level;
- working conditions that respect the health and safety rules at work, according to the provisions of the legislation in force.

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<sup>2</sup> <https://anes.gov.ro/>

<sup>3</sup> [http://www.mmuncii.ro/j33/images/Documente/MMPS/Rapoarte\\_si\\_studii\\_MMPS/2019\\_-\\_Analiza\\_diagnostic\\_egalitatea\\_gen\\_2014-2019.pdf](http://www.mmuncii.ro/j33/images/Documente/MMPS/Rapoarte_si_studii_MMPS/2019_-_Analiza_diagnostic_egalitatea_gen_2014-2019.pdf)

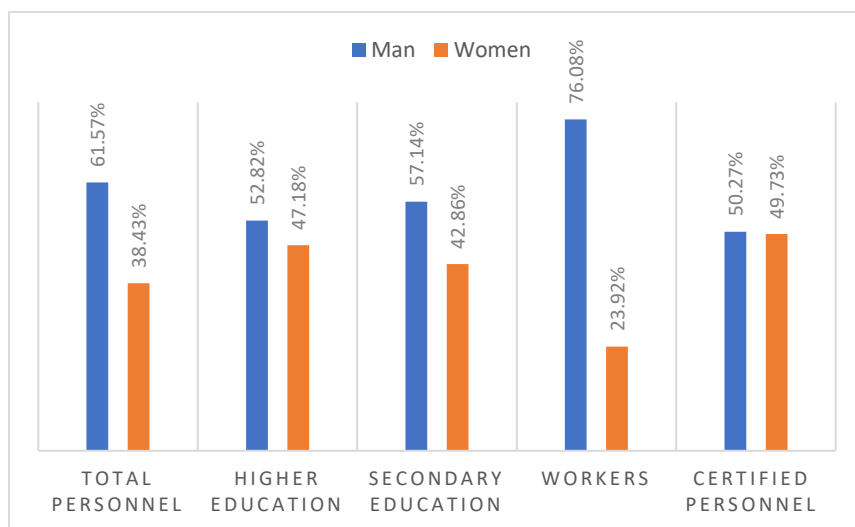
## 2. Diagnostic analysis regarding the situation of women and men within the Institute for Nuclear Research Pitesti

At the end of 2021, 575 employees were working in the Institute for Nuclear Research, of which 354 were men and 221 were women. In the following table and figure, you can follow the status of the employees according to their professional training and their inclusion in the COR (Classification of Occupations in Romania).

*Table 2.1 RATEN ICN staff status by professional category*

Professional categories	Total personnel	Higher education	Secondary education	Workers	Certified personnel
Men	354	178	16	159	93
Women	221	159	12	50	92
Total	575	337	28	209	185

It is found that the proportion is balanced both in the case of personnel with higher education (52.82% men, compared to 47.18% women), and in the case of those with secondary education (57.14% men, compared to 42.86% women) and certified personnel (50.27% men and 49.73% women). In the case of working personnel, the number of men predominates (76.08% men, compared to 23.92% women), due to the specifics of the activities carried out.



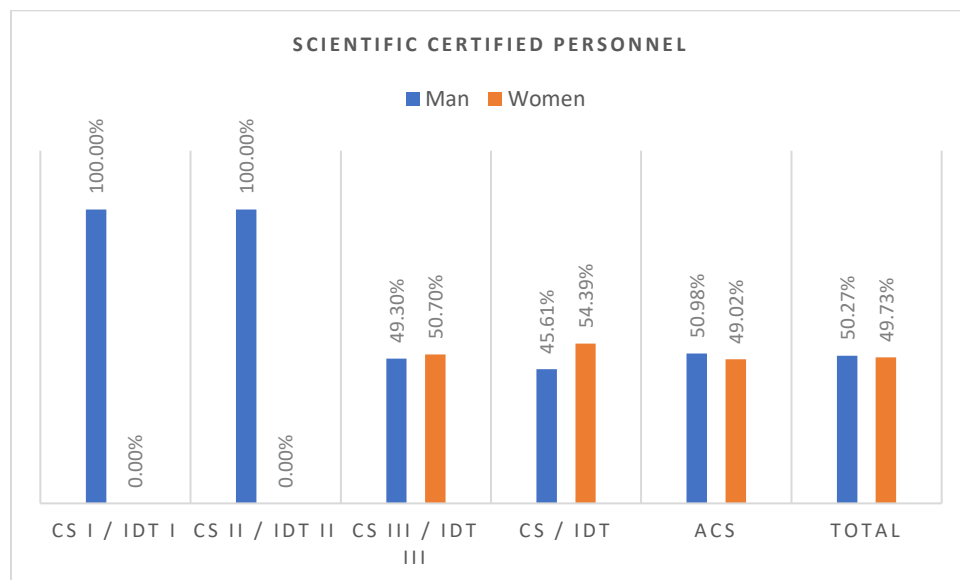
*Figure 2.1 RATEN ICN staff structure by professional category*

Due to the representative research-development and technological engineering activities, an analysis based on the scientific degrees of the certified personnel is interesting.

*Table 2.2 Staff status in RATEN ICN, according to scientific degree certification*

<b>Scientific degrees</b>	<b>Men</b>	<b>Women</b>
SR I / TDE I	2	0
SR II / TDE II	4	0
SR III / TDE III	35	36
SR / TDE	26	31
SRA	25	26
TOTAL certified personnel	92	93

As can be seen in table 2.2 and figure 2.2, the proportion between women and men is balanced both in the case of scientific researchers and technological development engineers (54.39% women, 45.61% men), as well as in the case of scientific research assistants (50.98% men, compared to 49.02% women) and scientific researchers and third degree technological development engineers (50.70% women, compared to 49.30% men).



*Figure 2.2 RATEN ICN staff structure from research-development and technological engineering activities, depending on the degree of scientific attestation.*

It should be mentioned that gender equality within RATEN ICN Pitesti is also reflected at the managerial level.

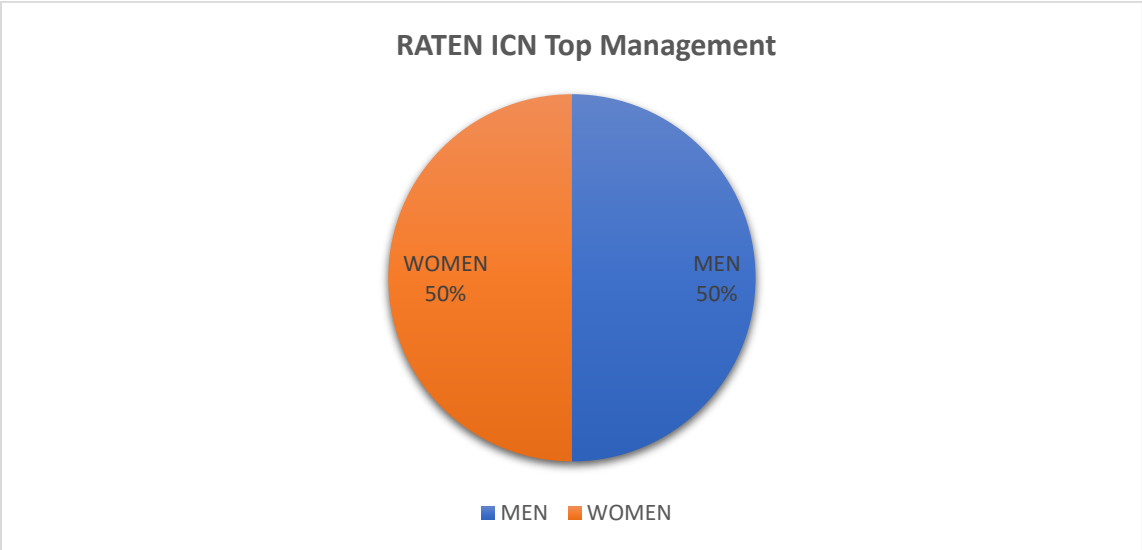


Figure 2.3 Directors RATEN ICN Pitesti

Thus, with the exception of the management positions in departments which carry out operation and maintenance activities for nuclear/classic installations, where the share of men is 100%, and of the departments which carry out research, engineering and design activities, where the share of men is 66, 67% compared to 33.33% of women, at the top management level the proportion is 50% men and 50% women, and the management of the departments which carry out administrative and support activities is ensured by women in 61.54% of cases and by men in 38.46% of cases. Also, the gender ratio is equal in the case of those in charge of research programs as well. We have highlighted these proportions in the figures below:

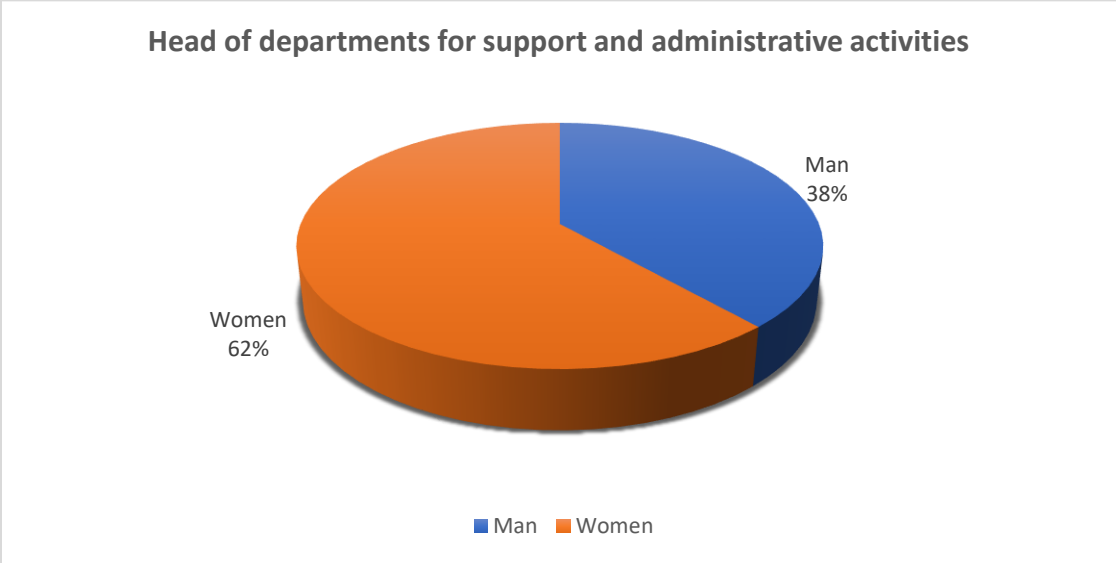
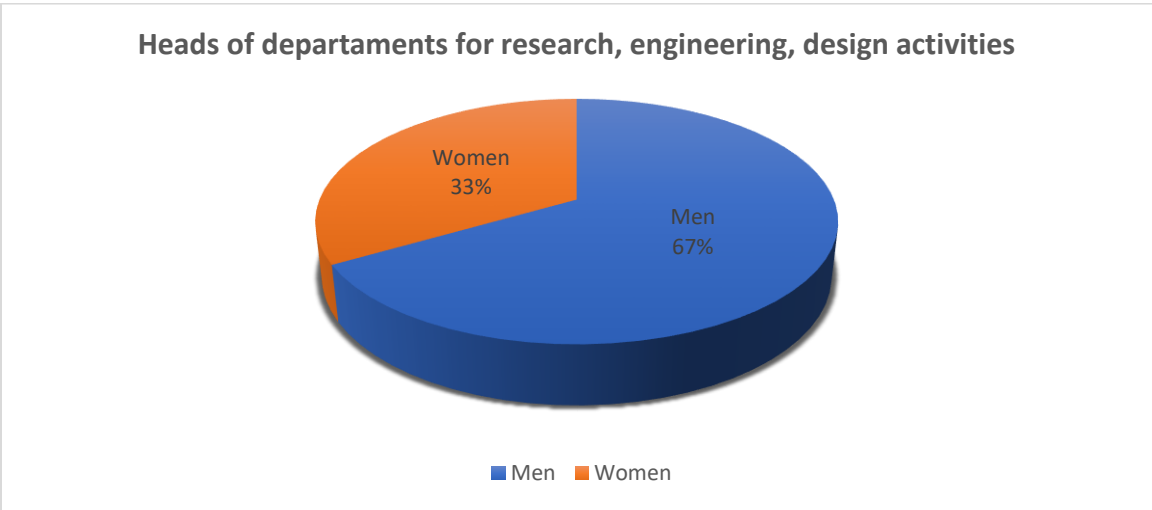
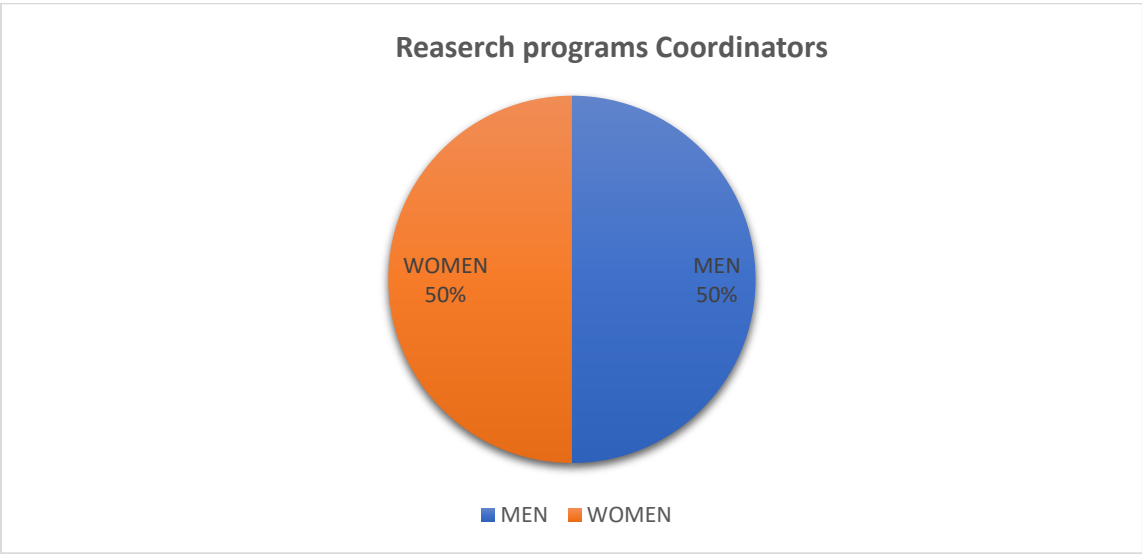


Figure 2.4 Heads of departments in which support and administrative activities are carried out



*Figure 2.5 Heads of departments where research, engineering and design activities are carried out*



*Figure 2.6 Research programs coordinators*

We consider that the data presented above are the result of the organizational culture and the values that govern our institution (such as equality, inclusion, diversity, transparency). Also, through this Gender Equality Plan, we want to reiterate these values, but also proactively respond to some challenges to ensure compliance with the principles of gender equality in all institutional processes and practices.

### 3. Principles, objectives and directions of action

In order to combat gender inequality and eliminate imbalances and barriers, as to ensure equal rights and opportunities, RATEN ICN has assumed a set of principles to guide the entire process:

- **Equality** – supporting institutional processes that ensure equal and efficient opportunities and access throughout the career path in the institute (from recruitment to career development)
- **Inclusion** – promoting an inclusive culture based on respect for differences, equality and dignity and on the fight against stereotypes, discrimination, harassment and violence (in any form)
- **Balance** – supporting individual or collective measures that reconcile family and professional life
- **Transparency and integrity** – the development of practices that ensure institutional transparency by applying the principles of excellence, equal opportunities and diversity
- **Personal development** – promoting the achievement of individual potential by promoting personalized measures
- **Diversity** - supporting mutual respect and a climate that integrates cultural, religious or ideological differences; taking steps to increase the understanding of diversity and, thus, the transfer of knowledge
- **Gender equality** – the institutional stimulation of practices and policies that guarantee a balanced representation, at all levels of decision-making
- **Freedom** – amplifying and encouraging critical and creative thinking by protecting freedom of expression; promoting a safe and healthy work environment

The Institute for Nuclear Research Pitesti aims to promote new perspectives and continue the development of inclusive organizational culture, both among employees and in interactions with its partners, and is open to dialogue within the RDI community regarding the importance and benefits of respecting the principles of gender equality.

The measures adopted in this Gender Equality Plan aim to:

- Support mutual respect and ensure equal opportunities for RATEN ICN employees;
- Identify differences as a possible source of development, both individually and organizationally, to stimulate and to promote diversity;
- Promote positive measures aimed at addressing and preventing inequalities, supporting, both internally and externally, values that guarantee equal opportunities in the field of research, development and innovation.

## **4. Proposed measures**

Within this equality plan, measures centered on the following axes of intervention are included:

- Collection of data disaggregated by gender, monitoring and annually reporting on gender equality;
- Conception of an informative document with specific instructions regarding ways to avoid gender discrimination and the identification and prevention of stereotypes in the recruitment process;
- Back-to-work training seminars (working conditions and reconciling family life with the profession);
- Training sessions for the development of soft skills;
- Dissemination of an informative document regarding sexual and moral harassment;
- Dissemination of an informative kit on gender-sensitive language and communication.

### ***4.1 Collection of data disaggregated by gender, monitoring and annual reporting on gender equality***

**Objective:** Establishing a Gender Equality Working Group at RATEN ICN Pitesti to monitor and report gender inequality within the institution, as well as to propose the periodic updating of the Gender Equality Plan in accordance with the national and European framework documents.



**Implementation time:** October 2022 – December 2023

**Activities:**

- Discussions with the management of the institute and department heads in order to identify the best internal candidates;
- The actual selection;
- Development of an operating procedure in order to supervise the implementation of the Gender Equality Plan;
- Collection of data regarding the career evolution of RATEN ICN employees (involved in research activities, operation of nuclear and classic installations, administrative and support activities) to document the effect of the measures proposed by this plan;
- Monitoring the gendered evolution of careers within RATEN ICN according to indicators differentiated by gender, such as: the starting point of a research career, the time spent between transitioning from one scientific degree certification to another, the effect of career interruption for parental leave, measurements of excellence in research (articles published in specialized journals, innovative projects, Hirsch indexes, etc.).

**Indicators:**

- Working group on equal opportunities
- Work procedures

**Results:**

- Implementation plan for the proposed measures
- Gender equality report (annual)

***4.2 Elaboration of an informative document with specific instructions regarding ways to avoid gender discrimination and the identification and prevention of stereotypes in the recruitment process***

**Objective:** To provide specialists involved in the personnel recruitment process with an informative kit, to make them aware of the prejudices and stereotypes that can involuntarily intervene in the recruitment process.

**Implementation time:** January 2023 – June 2023

**Activities:**

- Documentation regarding cases of good practice and protocols that take into account gender equality;
- Development of an informative document;

- Organizing a training session with the specialists involved in the recruitment process to present them with the measures proposed in the information kit;
- Collecting feedback from training participants;
- Informing RATEN ICN employees about possible changes to the selection procedure for future employees;
- Evaluation of the level of knowledge achieved by recruiting experts regarding the ways in which they can ensure compliance with the principles of gender equality in the recruitment process.

**Indicators:**

- RATEN ICN employees who are aware of the existence of a recruitment protocol for ensuring gender equality;

**Results:**

- 1 informative document;
- 1 training session.

***4.3 Back-to-work training seminars (working conditions and reconciling family life with the profession)***

**Objective:** Supporting employees who return from parental leave for faster familiarization with the new institutional reality and with the projects in which they were previously involved.

**Implementation time:** June 2023 – December 2023

**Activities:**

- Training sessions with department heads for the implementation of support measures;
- Development of specific training seminars for each department;
- Organizing an information session within each department regarding the importance of the transition period and the ways in which they can offer their support.

**Indicators:**

- 1 information and training session for department heads;
- 1 information and training seminar at the level of each department.

**Results:**

- Increasing the level of understanding regarding the importance of reconciling family life with the profession;

- An increase of up to 50% in productivity and professional fulfillment in the first 6 months after returning from parental leave.

#### ***4.4 Training sessions for the development of soft skills***

**Objective:** Increasing efficiency and improving the relationship between professional and personal life for employees returning from parental leave

**Implementation time:** June 2023 – December 2023

**Activities:**

- Documentation regarding good practices and similar trainings dedicated to the development of soft skills and time management for employees returning from parental leave;
- Dissemination of an informative document regarding soft skills;
- Organizing an information session within each department.

**Indicators:**

- 1 information and training session for department heads;
- 1 information and training seminar at the level of each department.

**Results:**

- Increasing the level of knowledge and the number of employees informed about the importance of developing soft skills among employees;
- Employees returning from parental leave can indicate soft skills developed or learned as a result of the training.

#### ***4.5 Dissemination of an informative document on sexual and moral harassment***

**Objective:** To raise the degree of awareness regarding the problem of sexual and moral harassment, recognizing instances of abuse and ways to identify and differentiate them, defining limits, concepts and principles

**Implementation time:** June 2023 – December 2023

**Activities:**

- Documentation regarding good practice cases and case studies about informative documents regarding sexual and moral harassment;
- Dissemination of an informative document;
- Organizing a training session in order to present the content;
- Evaluation of the knowledge acquired by the employees following the training session.

**Indicators:**

- 1 informative document;
- 1 training session.

**Results:**

- Increasing the number of RATEN ICN employees who are familiar with the concepts/differences/types in the sphere of moral and sexual harassment and know what steps to take if they recognize such a situation.

***4.6 Dissemination of an informative kit on gender-sensitive language and communication***

Gender-sensitive language is gender equality manifested through language. Gender equality in language is achieved when women and men - and those who do not conform to the gender binary system - are addressed through language as persons of equal value, dignity, integrity and respect (EIGE).

**Objective:** Compliance with gender principles in institutional communication (both internal and external)

**Implementation time:** January 2023 – June 2023

**Activities:**

- Documentation regarding good practice cases and case studies about informative documents regarding non-discriminatory communication;
- Dissemination of an informative document;
- Adoption of protocols regarding institutional communication;
- Organizing a training session in order to present the content;
- Evaluation of the knowledge acquired by the employees following the training session.

**Indicators:**

- 1 informative document;

- 1 training session;
- 1 communication protocol.

**Results:**

- Increasing the number of employees familiar with the protocols regarding internal and external communication;
- Increasing the number of employees who recognize the importance of the existence of such protocols and the use of non-discriminatory communication;
- Increasing the number of employees who can identify discriminatory language when they are evaluated and, following familiarization with the new protocols, use them daily in internal and external communication.

Prepared,

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