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NATIONAL INSTITUTE OF PATHOLOGY

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Gender Equality Plan

January 2022 - December 2024

Introduction

One of the main commitment of the research institutions is to be open to novelties and progress, including the social progress, in a world of exponential growth of knowledge and high demands.

According to the European Institute for Gender Equality, the locution gender equality is defined as equal rights, responsibilities and opportunities of women and men, as well as girls and boys. Although the EU policies have always supported gender equality in Science, Technology, Engineering and Mathematics (STEM), data showed in the last EU report on gender equality in research and innovation (She Figures 2021) revealed that women are close to reaching gender equality among doctoral graduates, but are still under-represented in technical professions, among inventors, and only the 23.6% of women cover “decision-making position” in higher education institutions. Moreover, more women work under precarious contracts than their male counterparts.

Since its establishment, our institute has always promoted excellence in research, and avoided discrimination based on race, nationality, ethnicity, social origin, religion, sex and sexual orientation. We believe that creating a work environment based on respect for gender diversity among researchers, administrative and decision-making members can greatly improvement research and innovation quality in the Institute.

In line with the Gender Equality Strategy 2020-2025 (Gender Equality in the European Research Area), the “Victor Babeş” National Institute of Pathology (INCD Victor Babeş) is publishing this Gender Equality Plan (GEP), to actively promote gender equality within our research institute, and to comply with the Horizon Europe GEP eligibility criterion.

The following GEP presents: (1) data showing the **state-of-the-art** in the field of **gender equality** at INCD Victor Babeş; (2) the plan of data collection and monitoring; (3) the actions on **human resources** to implement the gender equality plan; (4) the plan to develop **training actions** on gender equality and diversity for the institute’s staff and decision makers. The proposed actions aim to raise awareness on the following issues: work-life balance, gender balance in leadership and decision making, gender equality in recruitment and career progression, integration of the gender dimension into research, and a protocol for counter-acting gender-based violence, including sexual harassment.

General Director



Prof. Dr. Mihail Eugen Hinescu

State of the art of gender equality at INCD Victor Babes

This chapter reports data on gender distribution at INCD Victor Babeş in the leadership structures and among the researchers. Data presented are referred to January 2022

Leadership structure. The leadership structure of INCD Victor Babeş is gender-balanced (Figure 1), positions being held by 50% women and 50% men. It comprises two males and two females: a male general director, a male scientific director and two females covering the role of financial director and scientific secretary. The scientific committee is led by a male president and a female vice-president. In total, the scientific committee counts 13 members among which females are over represented with a percentage of 69.23% (Figure 1).

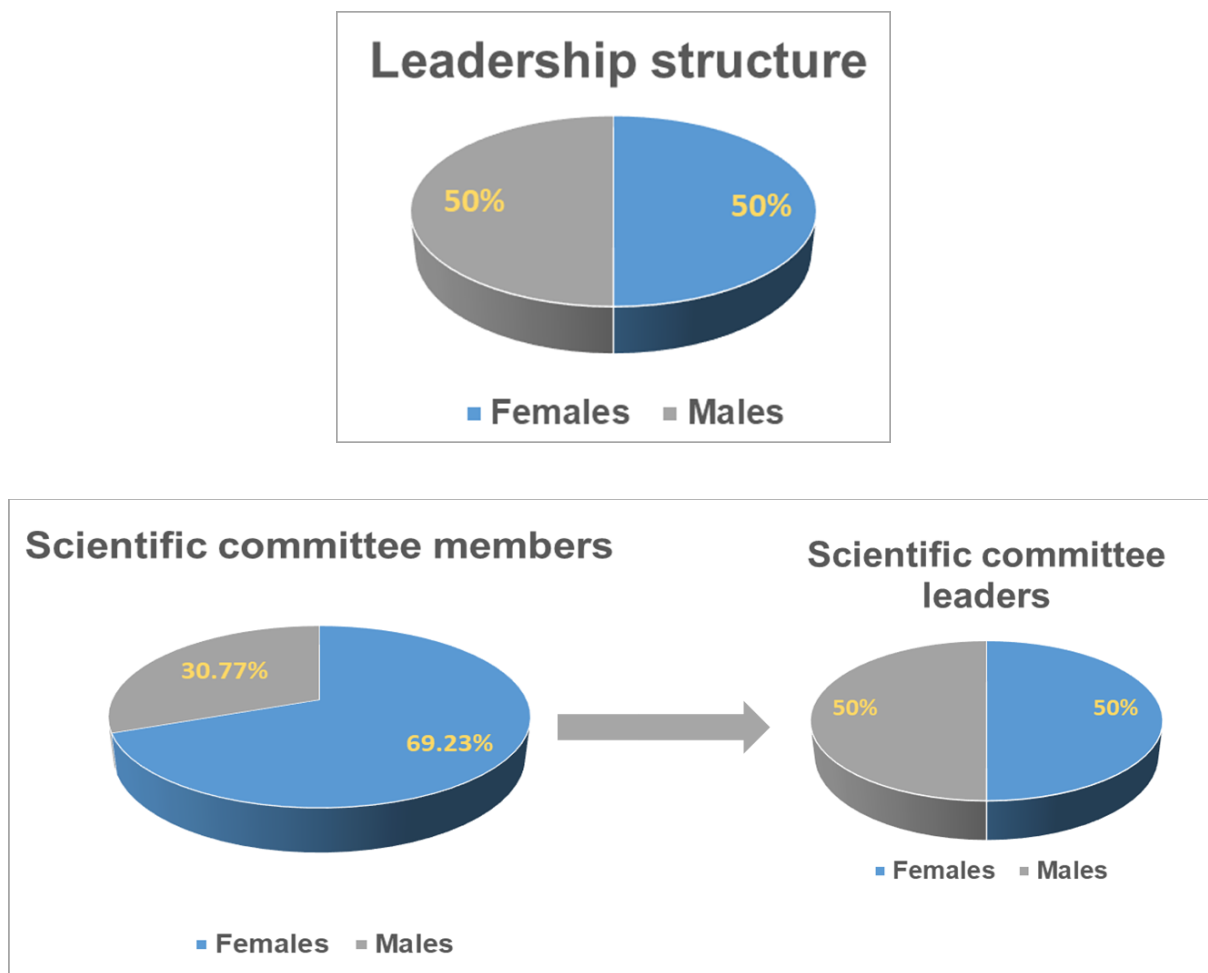
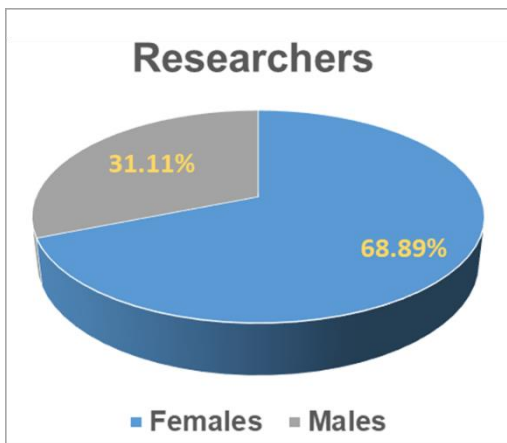


Figure 1: Graphical representation of the gender distribution in the leadership structure and scientific committee of INCD Victor Babeş (Data of January 2022)



Researchers. A total of 90 researchers are employed in INCD Victor Babeș. Women researchers are over-represented, constituting 68.89% of scientists (Figure 2).

Figure 2: Graphical representation of the gender distribution among researchers of INCD Victor Babeș

Administrative staff. In the administrative department consisting in 37 employees, the proportion of females (43.24%) is almost equal to the proportion of males (56.76%). Data refers to a total of 37 administrative employees (Figure 3).

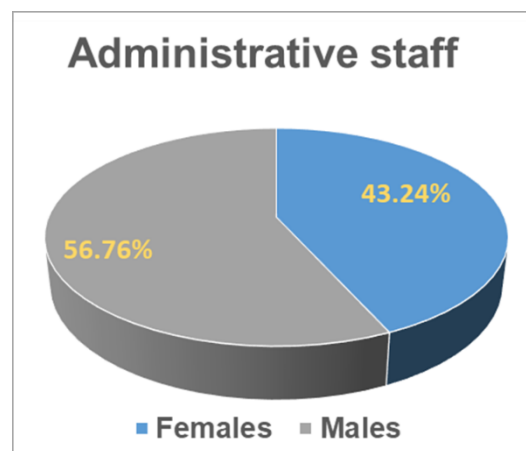


Figure 3: Graphical representation of the gender distribution in the administrative department of INCD Victor Babeș

Data collection and monitoring

1. An annual graphical report on gender distribution in INCD Victor Babeș among the employees covering leadership positions, administrative roles and researcher positions will be published on the institutional web site www.ivb.ro.
2. Monitoring actions on the proposed GEP will be performed at the end of each year using quantitative indicators (number of females employed in different positions, annual report regarding equal salaries among man and women, the number of women and men targeted and reached by gender awareness and training actions planned).

Human resources actions to implement the gender equality plan

As reported in the collective labor agreement (<https://www.ivb.ro/wp-content/uploads/2021/06/CCM-2020-2022-anexa3-website.pdf>), our institute salary grid does not discriminate between men and women. The chart represented in [Figure 4](#), reflects the average salary women and men employed as researchers and in the administrative department.

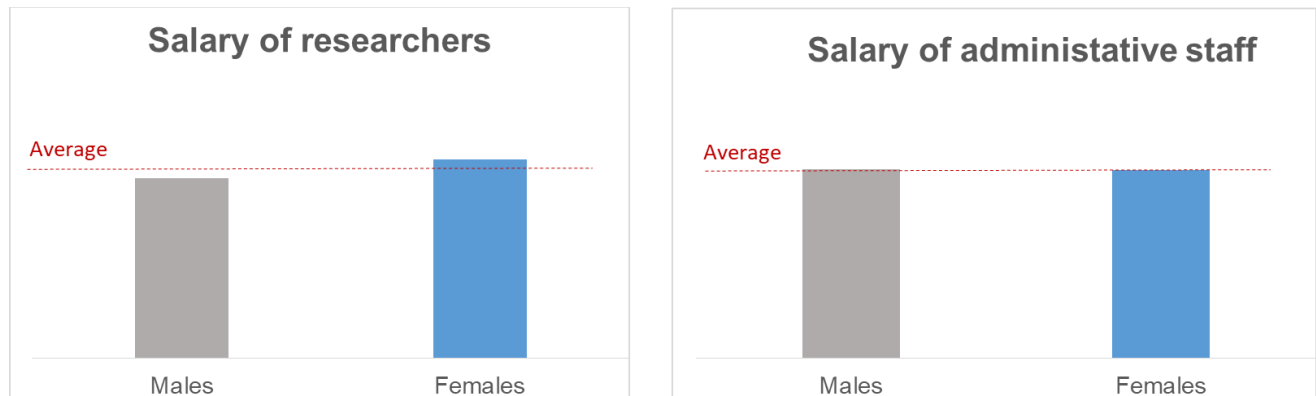


Figure 4: Graphical representation of the mean salary in males and females employed at INCD Victor Babeș

The actions targeting human resources are focused on three key areas: recruitment, equal pay and work-life balance. The aim of these actions is to guarantee gender equality in recruitment and career progression, and the integration of the gender dimension into research.

<i>Actions</i>	<i>Resources</i>	<i>Objectives</i>	<i>Deliverables</i>	<i>Implementation schedule</i>
To update through a gender sensitive approach the INCD Victor Babeș recruitment policies, and to share the approved document within the head of the laboratories.	- Human resources officer - Scientific committee	Broaden knowledge of the recruitment policies of the institute, including decision making positions	Documentation to be shared each time a new position is opened.	April 2022- December 2022
Salary audit regarding equal pay between males and females, taking in consideration their expertise, commitments and responsibilities	- Financial department - Economic director	To ensure equal pay among men and women with the same expertise and responsibilities	Annual audit report	December 2022 December 2023 December 2024
To annually inform the personnel about the updated national legislation, with respect to legal leave, including parental, maternal and breastfeeding leave	- Human resources officer - The judicial counselor	Improve work-life balance	Annual communication of the updated labor law in Romania	December 2022 December 2023 December 2024

Training actions to implement the gender equality plan

<i>Actions</i>	<i>Resources</i>	<i>Objectives</i>	<i>Deliverables</i>	<i>Implementation schedule</i>
Internal training on gender biases in STEM for staff and decision-makers	- Human resources officer	To increase the awareness on gender equality in STEM	On-line/on-site webinar	June 2022 June 2023 June 2024
Internal training on sexual harassment	- Human resources officer - Judicial counselor	To increase awareness to recognize and prevent sexual harassment	On-line/on-site webinar	July 2022 July 2023 July 2024
Internal training on gender diversity and sexual orientation	- Human resources officer	To increase awareness to recognize and prevent discrimination based on gender, sex and sexual orientation.	On-line/on-site webinar	September 2022 September 2023 September 2024