

**ROMANIAN ACADEMY
INSTITUTE FOR SOCIAL AND HUMANITIES RESEARCH IN CRAIOVA
C.S. NICOLĂESCU-PLOPȘOR**

**STRATEGY ON EQUAL OPPORTUNITIES AND GENDER EQUALITY
for the period 2025-2029**

I. INTRODUCTION

The Craiova Institute for Social and Human Sciences – C.S. Nicolăescu-Plopșor, part of the Romanian Academy, promotes adherence to the principles of equal opportunity, equal treatment, non-discrimination, and respect for human dignity, in accordance with relevant national and European legislation.

This strategy represents the institutional framework for promoting gender equality in scientific research, administrative activities, and the decision-making process of the institute. The strategy aims to strengthen an organizational culture based on balance, inclusion, transparency, and institutional accountability.

The strategy is developed in accordance with: Law No. 202/2002 on equal opportunities and treatment between women and men; Government Ordinance No. 137/2000 on the prevention and sanctioning of all forms of discrimination; The European Strategy for Gender Equality 2020–2025; the recommendations of the Horizon Europe Program regarding gender equality plans; the Institute’s Rules of Organization and Operation; the Gender Equality Plan approved at the Institute level.

II. MISSION

The Institute aims to foster a professional and academic environment based on equal opportunity, mutual respect, and equitable participation in research, administrative, and decision-making activities.

III. VISION

The Institute for Social and Human Research in Craiova – C.S. Nicolăescu-Plopșor aims to strengthen a modern and inclusive institutional culture in which gender equality is a fundamental principle of scientific and administrative activity.

IV. STRATEGIC OBJECTIVES

- Promoting equal opportunities and treatment for women and men across all institutional structures.
- Ensuring a professional environment based on respect, collaboration, and non-discrimination.
- Supporting balanced participation of women and men in decision-making and leadership structures.
- Promoting equitable access to recruitment, professional development, and research activities.
- Supporting a balance between professional and personal life.
- Preventing and combating all forms of discrimination, harassment, or gender-based violence.
- Promoting the integration of the gender dimension into research activities and scientific projects.

V. STRATEGIC AREAS OF ACTION

Area 1. Organizational culture and work-life balance. The Institute supports the development of a balanced work environment based on flexibility, collaboration, and respect for employees' rights.

Areas of action: using electronic tools to streamline professional activities; promoting flexible work schedules, in accordance with the law; supporting a balance between professional and personal responsibilities; developing an organizational climate based on communication and institutional cooperation.

Area 2. Gender Balance in Leadership and Decision-Making

The Institute aims to promote balanced participation of women and men in leadership structures, committees, and institutional representation activities.

Areas of action: promoting the principle of equal opportunity in decision-making; appointing a person responsible for monitoring gender equality policies; ensuring balanced representation on committees and working groups; promoting transparency and institutional participation.

Area 3. Equal Opportunities in Recruitment and Professional Development

The Institute promotes equitable access to employment, career advancement, and continuing education.

Areas of action: using non-discriminatory language in the institution's documents and announcements; adhering to the principles of transparency and equality in the recruitment process; supporting staff participation in training and professional development programs; promoting professional development based on competence and performance criteria.

Area 4. Integrating the gender dimension into research activities

The Institute encourages the incorporation of a gender perspective into research activities and scientific projects, in accordance with the specific nature of the social sciences and humanities.

Areas of action: promoting research on women's history, cultural identity, sociality, and social representations; organizing scientific activities and debates on gender equality; promoting best practices in scientific research.

Area 5. Prevention of Discrimination, Harassment, and Gender-Based Violence

The Institute promotes a safe and respectful work environment for all its employees and collaborators.

Areas of action: preventing discriminatory behavior and harassment; periodically reviewing ethical and administrative provisions; informing staff about professional conduct standards; developing institutional mechanisms for reporting and resolving potential cases of discrimination.

VI. IMPLEMENTATION

The strategy is implemented through: the Gender Equality Plan; the institute's internal procedures; administrative measures adopted by the institute's management; periodic monitoring conducted by the institute's management and the Scientific Council.

A person may be designated within the institute to be responsible for monitoring the application of the principles of equal opportunity and gender equality.

VII. MONITORING AND EVALUATION

The implementation of the strategy will be evaluated periodically through: analysis of data on staff composition; monitoring of participation in management and decision-making bodies; assessment of the organizational climate; analysis of the measures implemented under the Gender Equality Plan; and the preparation of periodic reports on the progress of the measures adopted.

The conclusions of the periodic evaluations may serve as the basis for updating institutional measures regarding equal opportunities and gender equality.

VIII. FINAL PROVISIONS

This strategy enters into force on the date of its approval by the management of the Institute for Social and Human Research in Craiova - C.S. Nicolăescu-Ploșor and constitutes the strategic reference document regarding the promotion of equal opportunities and gender equality at the institutional level.

Scientific Council of June 15, 2026

Director,
Prof. Dr. Sevastian Cercel