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## Gender Equality Plan 2022-2025 within the National Institute for Laser, Plasma and Radiation Physics

### *I. General considerations regarding gender equality*

Gender equality is a fundamental right, a common value of the EU, and a necessary condition for achieving EU objectives of economic growth, employment, and social cohesion. These aspects relate to access to employment, wage equality, maternity protection, parental leave, social and professional insurance, social security, burden of proof in cases of discrimination, and self-employment. Balanced participation in the labor market of women, men, and individuals who identify as LGBTQI+ - in terms of employment, wages, promotion, and participation in continuous training - is closely linked to the family context. Therefore, there is a need for coherent policies that encourage the reconciliation of professional and family life. Addressing this issue should consider not only the economic dimension but also the socio-cultural dimension, where gender stereotypes perpetuate and often lead to an unequal distribution of economic and political power in society and limit access for women, men, or individuals from the LGBTQI+ community in various social spheres and certain professional areas considered traditionally "masculine."

The Gender Equality Plan strategy for the period 2022-2025 is developed by the National Institute for Lasers, Plasma, and Radiation Physics (INFLPR) and considers all employees of the institute. The strategy is built in accordance with the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, the European Strategy for Gender Equality 2020-2025, and the guidelines of Horizon Europe regarding gender equality plans.

Gender equality is a fundamental value of the European Union. Universities and research institutions in the European Research Area (ERA) and the European Higher Education Area (EHEA) are committed to asserting themselves as inclusive spaces for learning and research, where excellence is promoted alongside a focus on equal opportunities and gender equality. Excellence, efficiency, innovation, and quality go hand in hand with respecting the principles of equality, equity, and non-discrimination. The promotion of gender equality measures has



already proven to be a driver of institutional development for those that have adopted such strategies.

The objectives of the Gender Equality Strategy are implemented through specific actions aimed at fostering an equal and inclusive organizational culture and promoting gender equality at all levels. Therefore, the Strategy will proactively increase awareness of gender equality, skills, and competencies; achieve gender balance in decision-making structures and processes, including recruitment; ensure gender equality in research; and integrate the gender dimension throughout the entire research process.

## II. *Definitions and conceptual boundaries.*

- **Equal opportunities** - the concept according to which all human beings are free to develop their personal capabilities and make choices without limitations imposed by strict roles; the fact that the different behaviors, aspirations, and needs of women and men are taken into consideration, evaluated, and equally favored means that women and men enjoy the same freedom to fulfill their aspirations.
- **Equal opportunities** refer to the absence of explicit or implicit barriers in the path of economic, political, and social participation based on sex and gender: "Such barriers are often indirect, difficult to distinguish, caused, and maintained by structural phenomena and social representations that have proven to be particularly resistant to change.
- **Equal treatment** presupposes the absence of any form of discrimination. Acts of discrimination can originate from the employer, the employer's management, or other employees. Equal treatment within employment relationships operates on the principle of treating all employees and employers equally.

## III. *Data Collection and Analysis.*

The following indicators have been selected from the National Institute for Lasers, Plasma, and Radiation Physics as relevant for the discussion on gender equality:

- A. Number of personnel by gender in decision-making positions
- B. Number of personnel by sex/gender at all levels, by fields, function (including administrative staff)
- C. Number of personnel by gender of the research and development staff.



**A. Number of personnel by gender in decision-making positions**

Leadership positions	Women	Man	Diversity
General Director	-	1	-
Scientific Director	-	1	-
President of the Scientific Committee	-	1	-
Chief Accountant	1	-	-
Head of Laser Department	1	-	-
Head of Solid-State Quantum Electronics Laboratory	-	1	-
Head of Plasma Physics and Nuclear Fusion Laboratory	-	1	-
Head of Accelerators Laboratory	1	-	-
Head of Low Temperature Plasma Laboratory	-	1	-
Head of Center for Advanced Laser Technologies	-	1	-
Head of Center FOTOPLASMAT	-	1	-
Head of Center for Technology Transfer, Innovation and Marketing	1	-	-
Head of Human Resources and Payroll Department	1	-	-
Head of Financial Accounting Department	1	-	-
Head of Contracting Pland Compartment	1	-	-
Head of Patrimony Administrative Technical Service	-	1	-
Head of Public Procurement and Investment Service	1	-	-
Head of IT Department	-	1	-
<b>TOTAL</b>	<b>8</b>	<b>8</b>	<b>0</b>



**B. The number of personnel by gender in administrative services.**

	Women	Man	Diversity
Center for Technology Transfer, Innovation and Marketing	1	0	-
Human Resources and Payroll Department	3	0	-
Financial Accounting Department	5	0	-
Contracting Plan Compartment	5	2	-
Patrimony Administrative Technical Service	13	14	-
Public Procurement and Investment Service	2	1	-
IT Compartment	0	3	-
Audit and Financial Control Compartment	1	0	-
Quality Management Compartment	1	0	-
Classified documents and Archive Compartment	1	1	-
Public Relations and Mass Media Compartment	0	1	-
Others	10	30	-
<b>TOTAL</b>	<b>42</b>	<b>52</b>	<b>-</b>

**C. The number of employees by gender in Research and Development staff**

Nr. Crt.	The total number of personnel involved in research and development activities	From which		
		Women	Man	Diversity
	264	124	140	0

Based on the above analyses, the Gender Equality Strategy includes the following areas of intervention and objectives for the period 2022-2025:

Areas of intervention	Objectives
<i>These areas are recommended by Horizon Europe for the Gender Equality Plan (GEP).</i>	
Gender/Sex balance in management positions	Promotion of gender equality in culture, institutional processes, and practices
Gender/Sex equality in recruitment and career progression	Promoting processes that favor and support recruitment and career progression.
Integration of gender/sex dimension in research content	Promoting a gender and sex perspective in the research process.
Measures against gender/sex-based violence, including sexual harassment	Raising awareness about the importance of equality issues and fostering positive attitudes toward diversity



INFLPR is also committed to respecting the following principles regarding gender equality and equal treatment between women and men:

- **Employment in any vacant position and at any level of the professional hierarchy:** All employees have the right to equal opportunities and treatment in employment and the exercise of their profession, without discrimination based on sex.
- **Promotion at any level of the professional hierarchy:** The law establishes the obligation for employers to ensure equal opportunities among employees, regardless of gender and orientation, within all types of employment relationships, including by introducing provisions to prohibit discrimination in the internal rules of the units.
- **Access to employment, recruitment, and promotion:** Employers or their representatives who announce job vacancies must ensure free access to all stages of the hiring process for all individuals without any distinction, exclusion, restriction, or preference based on gender/sex.
- **Equal pay for equal work:** The difference in remuneration between employees, regardless of gender and sexual orientation, reflects ongoing discrimination and inequalities in the labor market, which particularly affect women in practice. The causes of this are complex and interdependent. Even if women have qualifications at least as good as men, their skills are not equally valued, and their advancement is slower, leading to a wage gap between women and men.



**Action Plan for Gender Equality and Equal Treatment**

**1.1 Gender Balance in Leadership and Decision Making**

No.	Action/Measure	Target	Timeline				Indicator(s)	Responsible
			2022	2023	2024	2025		
1	Appointment of responsible individuals within Laboratories/Services/Departments/Units with the role of monitoring compliance with measures and policies regarding gender equality.	Researchers, technical and administrative staff	X	X			Gender Equality Policies	General Director Human Resources Laboratory Managers
2	Reviewing any text, communication, or image from the perspective of gender equality and diversity.	Researchers, technical and administrative staff	x	x	x		Policies and procedures for integrating personal and professional life	General Director
3	Promoting initiatives to facilitate widespread gender competence at all levels of the organization, providing training to employees.	Researchers, technical and administrative staff	X	X	X		Awareness training on gender/sex equality issues	General Director

**1.2 Promoting processes that facilitate and support gender-sensitive recruitment, career, and appointments.**

No.	Action/Measure	Target	Timeline				Indicator(s)	Responsible
			2022	2023	2024	2025		
1	Implementing gender awareness initiatives, briefings, and creating guidelines for gender-sensitive recruitment, career, and appointments.	Management of INFLPR	X	X	X	X	Initiatives and guidelines for gender awareness	General Director HR Head of Laboratory
2	Courses and trainings on gender/sex equality.	Research and Development Staff, Technical Staff, and Administrative Staff	X	X	X	X	Courses and trainings on recruitment	General Director HR Head of Laboratory
3	Dissemination and communication of best practices in career advancement - role models (scientists, researchers, and university staff).	Research and Development Staff, Technical Staff, and Administrative Staff		X	X	X	Courses on career advancement	Head of Laboratory

1.3 Promoting the integration of gender and sex perspectives in research activities.

No.	Action/Measure	Target	Timeline				Indicator(s)	Responsible
			2022	2023	2024	2025		
1	Internal training seminars on using sex and gender perspectives in research to stimulate the recognition of its economic, social, and innovative value.	Research and Development Staff	X	X	X	X	Participation in training seminars on integrating sex/gender analysis methods, specific to gender and research domain.	Scientific Director, Research and Development Staff.
2	Development, communication, and implementation of standards for incorporating sex and gender variables in research.	Research and Development Staff		X	X	X	Participation in training seminars on integrating sex/gender analysis methods.	Scientific Director, Research and Development Staff.
3	Institutional recognition within the research institute of those projects that have considered the gender dimension (e.g., awards).	Research and Development Staff		X	X	X	Perception of gender/sex variables in research content.	General Director, Researchers
4	Dissemination and communication of best practices in career advancement - role models for scientists, researchers, and university staff.	Research and Development Staff and Administrative Staff		X	X	X	Awarded projects.	
5	Workshops on integrating gender equality and diversity issues in research activities, providing support for research staff.	Research and Development Staff		X	X	X	Training seminars or guidelines on integrating sex/gender in research activities.	Scientific Director, Human Resources, Department/Unit Head
6	Courses and training tools in all departments and at all levels (experienced researchers or beginners) regarding sex and gender variables.	Research and Development Staff		X	X	X	Courses on specific gender dimensions in research activities (department-specific).	Scientific Director, Human Resources, Department/Unit Head



1.4 Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity.

No.	Action/Measure	Target	Timeline				Indicator(s)	Responsible
			2022	2023	2024	2025		
1	Training on phenomena of discrimination (including discriminatory language), violence (including prejudice-based or gender-based violence), harassment, and sexual harassment.	Research and Development Staff and Administrative Staff		X	X	X	Participation in training, by categories	General Director, Human Resources, Department/ Unit Head
2	Development of internal electronic tools (institute's website/platform) to support information and education, as well as enable reporting of sexual harassment and discrimination.	Research and Development Staff and Administrative Staff	X	X	X	X	Skills acquired in identifying and responding to discrimination and violence phenomena	General Director, Human Resources, Department/ Unit Head
3	Strengthening the institute's Code of Ethics with provisions against gender-based violence, including sexual harassment.	Research and Development Staff and Administrative Staff	X	X	X	X	Dedicated research institute website/platform, number of visits, number of reported and resolved real-life cases	General Director, Human Resources, Department/ Unit Head
4	Awareness campaign highlighting diversity and inclusion in the scientific community and encouraging the prevention of discrimination in various fields.	Research and Development Staff and Administrative Staff	X	X	X	X	Initiatives to increase awareness of female role models	General Director