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INSTITUTUL DE CERCETARI PENTRU VITICULTURA SI VINIFICATIE

Research-Development Institute for Viticulture and Enology,
Valea Calugareasca

THE GENDER EQUALITY STRATEGIC PLAN 2022 – 2025

Valea Calugareasca,

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Definitions and terms regarding gender equality

The terminology used in the development of the Gender Equality Strategy and the Gender Equality Action Plan is, predominantly, according to the definitions and concepts provided by the European Institute for Gender Equality (EIGE) and Law no. 202/2002 on equal opportunities between women and men, with subsequent amendments and additions (Law no. 202/2002).

Gender Equality Competences - The skills, attributes and behaviors that people need to effectively integrate gender, involving theoretical and practical knowledge of the various tools that can be used for this process. It requires recognizing that no political or organizational action is gender neutral and that women and men are affected by policies in different ways (EIGE).

Gender balance - The equal participation of women and men who form the human resource of an organization in all areas of its activity, projects or programs (EIGE).

Work-life balance – Refers not only to caring for dependent relatives, but also to "extracurricular" responsibilities or important life priorities. Work arrangements should be flexible enough to allow employees of both sexes to pursue learning activities throughout life course and to continue their professional and personal development, not necessarily directly related to the employee's workplace (EIGE).

Gender equality - Equality in rights, responsibilities and opportunities for women and men, which involves taking into account the interests, needs, and priorities of both women and men, and recognizing the diversity of different groups of women and men. Equality between women and men is seen both as a human rights issue and as a prerequisite and indicator of people-centred sustainable development (EIGE).

Gender - The set of roles, behaviors, traits, and activities that society considers appropriate for women and men, respectively (Law no. 202/2002). Sexual harassment - The situation in which unwanted behavior with a sexual connotation, expressed physically, verbally or non-verbally, has the object or effect of harming the dignity of a person and, in particular, the creation of an intimidating, hostile, degrading, humiliating or offensive environment (Law no. 202/2002).

Psychological harassment - Any improper behavior that takes place over a period of time, is repetitive or systematic and involves physical behavior, oral or written language, gestures, or other intentional acts and that could affect the personality, dignity, or physical or psychological integrity of a person (Law no .202/2002).

Mainstreaming the gender perspective - (Re) organizing, improving, developing and evaluating policy processes so that a gender equality perspective is embedded in all

policies, at all levels and at all stages, by actors normally involved in policy making (EIGE).

Gender perspective – Tool to approach reality by questioning established power relations between men and women and social relations in general. It is a conceptual framework, an interpretive methodology and a tool of critical analysis that guides decisions, broadens and alters viewpoints and enables us to reconstruct concepts, analyze attitudes and identify gender biases and conditioning, in order to analyze and subsequently modify through dialogue their review (EIGE).

Gender bias - Actions or judgments based on the perception that women are not equal to men (EIGE).

Occupational segregation (vertical and horizontal) - The distribution of one sex in certain fields of education or certain occupations (horizontal segregation) or the distribution of one sex in certain grades, levels of responsibility, or functions (vertical segregation).

Sex - The biological characteristics that define people as female or male. These sets of biological characteristics are not mutually exclusive, as there are individuals who possess both, but these characteristics tend to differentiate people as male and female (EIGE).

Sex vs. gender – A clear demarcation between sex and gender is usually prescribed, with sex being 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 refer only to biological forms (sex), while the terms masculine/masculinity, female/femininity, woman/girl, and man/boy refer only to psychological and sociocultural traits (gender).

Gender stereotypes - Organized systems of beliefs and consensual opinions, perceptions and prejudices in relation to the attributes and characteristics, as well as the roles that women and men have or should fulfill (Law no. 202/2002).

INTRODUCTION

At the European level, the Gender Equality Strategy (2020-2025), adopted in March 2020, establishes the vision, policy objectives, and actions aimed at contributing to concrete progress in terms of gender equality in Europe, respectively to the sustainable fulfilment of its objectives.

The European Commission proposes to undertake the following concrete actions:

- combating gender-based violence and harassment among women and girls;
- combating gender stereotypes in society;
- guaranteeing equal remuneration for women and men for the same work and for work of equal value;

• ensuring the practical functioning of the EU rules regarding the balance between professional and private life;

• improving access to high-quality, affordable childcare and other care services;

• a more balanced representation of women and men in decision-making positions, including on company boards and in politics;

• encouraging the more balanced participation of women and men in all economic sectors, for greater diversity at work;

• gender mainstreaming in all policy areas, at all levels and all stages of the policy-making process.

The European Commission will address the gender dimension in its major initiatives responding to European challenges such as climate change and digitalization.

The next EU budget (2021-2027) provides that projects on the subject of gender equality will be supported and financed through several Union programs: from specific grants under the "Citizens, equality, rights and values" program to structural funds, social and cohesion of the EU.

National legislation guarantees the equal rights of citizens in order:

• to participate in economic and social life;

• to prepare and train in a certain profession;

• to engage and benefit from social protection in certain situations.

Thus, according to Article 5 (I) legal provisions, in order to prevent, combat, and eliminate discrimination based on the criterion of gender, defined by art. I I, Law no. 202/2002 (republished, with 4 subsequent amendments and additions), employers must implement the following prevention measures:

a) the development of a clear internal policy in the field of labor relations aimed at eliminating tolerance for workplace harassment and anti-harassment measures;

b) carrying out projects, training programs, actions, information campaigns, educating and raising awareness among employees in order to ensure a common understanding of the internal policy regarding workplace harassment and knowledge of the ways to report such a situation;

c) providing specialized information and training sessions in the field of equal opportunities and treatment for women and men for the management of the institution and other management positions;

d) promoting an attitude based on mutual respect and good collaboration, which generates professional behavior at all times, including in meetings organized outside the premises and outside working hours, as well as in the online environment;

e) informing employees about the procedure for filing a complaint of sexual harassment/inappropriate behavior at the workplace and about how to resolve notifications/complaints made by people harmed by such acts.

The Gender Equality Strategy for 2022-2025 will be developed within the Research-Development Institute for Viticulture and Enology, Valea Calugareasca based on contributions from the entire Insitute community and is aimed at Insitute employees and students.

The Insitut expresses the commitment of the Institute management to respect the principles of equality, diversity, inclusion, and nondiscrimination in all its fields of activity and to guarantee a safe and fair environment for all members of the Insitute community.

The 2022-2025 Gender Equality Strategic Plan is correlated with the Institutional Development Strategy of the Research-Development Institute for Viticulture and Enology, Valea Calugareasca, as well as with Internal Regulation, the Insitute Charter, and the Collective Work Contract at the Institute level, being the reference document for all those involved in the implementation of strategic objectives for ensuring gender equality in the Insitute.

Consolidating the Insitute's mission and values, the Gender Equality Strategy aims to guarantee and promote equality and diversity in accessing knowledge and acquiring skills for all the employees and students of the Research-Development Institute for Viticulture and Enology, Valea Calugareasca.

The strategic objectives are translated into specific actions, aimed at protecting a fair and inclusive organizational culture and promoting gender equality at all levels, proactively raising awareness and ensuring gender balance in decision-making structures and processes, including recruitment and selection, teaching and research activities based on the following principles:

• The principle of personal autonomy which ensures the exercise of the right of each Insitute community member to make decisions regarding their own academic/professional career;

• The principle of justice and equity which promotes fair and equitable treatment in the institution, from recruitment to career development; • The principle of honor and respect for human dignity, promoting mutual respect and a framework that integrates cultural, religious or ideological differences;

• The principle of professionalism, promoting an academic environment for research and education at the level of excellence within the Insitute community;

• The principle of honesty and intellectual correctness, promoting respect for intellectual property rights at the level of the Insitute community;

• The principle of transparency, promoting the practices that ensure institutional transparency by applying the principles of justice and equity, honor and respect for human dignity, as well as the principle of professionalism;

• The principle of professional and social responsibility which encourages the involvement of the Insitute community members in the professional, economic and social issues of the local community and society, showing positive attitudes and responsible civic behavior;

• The principle of politeness, mutual respect, tolerance and collegiality, promoting the culture based on the respect for dignity, equality, differences and on the fight against stereotypes, discrimination, harassment and violence (in any form).

The Gender Equality Strategic Plan represents the first step for a broader approach, undertaken to promote at the institutional and academic level the practices and policies that ensure a balanced representation, at all decision-making levels.

To ensure equal opportunities and treatment for women and men at the Insitute level, it is necessary to appoint an employee with gender equality attributions whose main responsibilities refer to:

• analyzing the context and evolution of the gender discrimination phenomenon and the principle of equal opportunities for women and men, recommending solutions to respect this principle;

• formulating recommendations and proposals in order to prevent/manage/remediate the risk context that could lead to the violation of the principle of equal opportunities and treatment for women and men while respecting the principle of confidentiality;

• proposing measures to ensure equal opportunities and treatment for women and men, evaluating their impact;

• in order to monitor, evaluate and update the above-mentioned measures, periodically (annually) collect, analyze and report specific data to the Insitute management;

• contributing to the regular updating of the gender equality strategy plan through: active measures to promote equal opportunities and treatment for women and men and the elimination of direct and indirect gender based discrimination, measures to prevent and 6 combat harassment at work, and measures regarding equal treatment in terms of promotion policy and the occupation of decision-making positions;

• providing specialized advice, together with the Insitute's Legal Office for the application of the provisions of national and community legislation in the field of equal opportunities for women and men.

The Insitute management considers identifying gender equality professional training opportunities and provides support for identifying the resources to implement the strategic plan.

OBJECTIVES

The Research-Development Institute for Viticulture and Enology, Valea Calugareasca will take all measures to promote equal opportunities between men and women within the institution, in accordance with the Gender Equality Strategic Plan.

The strategy aims for a gender balance at all levels of employed staff, including supervisory and management levels, emphasizing the importance and benefits of respecting the principles of gender equality.

The objectives of the present Gender Equality Strategic Plan are:

- ensuring mutual respect,
- ensuring balance between professional life and private life,
- taking into consideration gender dimension in the recruitment and selection processes,
- taking into consideration gender balance all levels of management, • ensuring equal opportunities for career advancement,
- taking into consideration gender dimension in research and teaching,
- prevention of gender-based violence (structural, physical, psychological), including sexual harassment.

The strategy of the Research-Development Institute for Viticulture and Enology, Valea Calugareasca regarding the implementation of the Gender Equality Plan for 2022-2025, in all activities carried out within the institution, will be achieved by involving all Insitute employees. Its successful implementation requires consistent and active participation at all levels within the Insitute, through effective collaboration between departments.

For the gender equality action plan to be effective, Insitute employees need to learn the context and reasoning behind each action and acknowledge the expected results and benefits of their behavior.

Communication with employees on the activities of the gender equality action plan will emphasize the importance of the policy for all genders and will operationalize the inclusion and diversity strategy at the Research-Development Institute for Viticulture and Enology, Valea Calugareasca.

MONITORING AND EVALUATION

The monitoring of the Gender Equality Strategic Plan will be carried out annually and its Action Plan will be permanently reviewed, using both standard evaluation methodologies and a

participatory approach, adjusting actions and performance indicators according to the reality dynamics. The monitoring will be both qualitative and quantitative, depending on the indicators that are to be measured. Annual monitoring reports will be presented to the board of directors and any actions on the Gender Equality Strategic Plan will be approved by the Institute's management.