

**“MIHAI VITEAZUL”  
NATIONAL INTELLIGENCE ACADEMY**

**GENDER EQUALITY PLAN  
2022-2025**

**Bucharest, 2023**

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# 1. Introduction

Since 2022, the European Commission has introduced the **Gender Equality Plan (PEG)**, as a **new eligibility criterion**<sup>1</sup> for public organizations (ministries, NGOs, municipal and county authorities), public or private research institutes, and public or private higher education and research institutions, which intend to access funds through **Horizon Europe Framework Program for Research and Innovation 2021-2027**. The “Mihai Viteazul” National Intelligence Academy also aligns to the European Commission's approach for building and providing a framework in which values such as equality, diversity and inclusion in research and innovation prevail, through this Gender Equality Plan.

**The Gender Equality Plan** of the “Mihai Viteazul” National Intelligence Academy is a document drafted in accordance with the principle of gender equality and the desideratum that “Europe should become an area of gender equality, where gender-based violence, gender discrimination and structural inequality are issues of the past. A Europe in which women and men, girls and boys are equal, in which they are free to follow their chosen path in life, in which they have equal opportunities to thrive and in which they can be, on equal terms, members or leaders of our European society”<sup>2</sup>.

The “Mihai Viteazul” National Intelligence Academy has drawn up the **Equality Gender Plan** in accordance with the provisions of the following:

- European Strategy on Gender Equality 2020-2025
- European Charter for Researchers<sup>3</sup>
- Code of Conduct for the recruitment of researchers<sup>4</sup>
- Horizon Europe Guide on gender equality plans<sup>5</sup>
- Directive 2006/54/EC on equality between women and men in the labor market<sup>6</sup>
- Directive (EU) 2019/1158 on the work-life balance<sup>7</sup>
- Law No. 202/2002 on equal opportunities and treatment for women and men<sup>8</sup>
- University Charter of the “Mihai Viteazul” National Intelligence Academy.

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<sup>1</sup> The Research Council of Norway, <https://www.forskingsradet.no/en/EUs-framework-programme/horizon-europe/Frequent-asked-questions/#handlingsplaner-for-likestilling>, accessed on March 3<sup>rd</sup> 2022.

<sup>2</sup> Gender Equality Strategy 2020-2025, <https://eur-lex.europa.eu/legal-content/RO/TXT/?uri=CELEX%3A52020DC0152>, accessed on January 26<sup>th</sup> 2022.

<sup>3</sup> European Charter for Researchers, <https://euraxess.ec.europa.eu/jobs/charter/european-charter>, accessed on January 25<sup>th</sup> 2022.

<sup>4</sup> [https://cdn2.euraxess.org/sites/default/files/policy\\_library/ttf\\_goal\\_2\\_results\\_v1.0.pdf](https://cdn2.euraxess.org/sites/default/files/policy_library/ttf_goal_2_results_v1.0.pdf), accessed on January 25<sup>th</sup>.2022

<sup>5</sup> Horizon Europe on Gender Equality Plans, <https://op.europa.eu/en/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1>, accessed on January 25<sup>th</sup> 2022.

<sup>6</sup> Directive on equal opportunities for women and men in the labor market, <https://eur-lex.europa.eu/legalcontent/RO/LSU/?uri=celex:32006L0054>, accessed on January 25<sup>th</sup> 2022.

<sup>7</sup> Directive (EU) 2019/1158 on work-life balance <https://eur-lex.europa.eu/legalcontent/ro/ALL/?uri=CELEX:32019L1158>

<sup>8</sup> Law no. 202 of April 19<sup>th</sup> 2002, <http://legislatie.just.ro/Public/DetaliuDocument/357778>, accessed on January 25<sup>th</sup> 2022.

Through the implementation of the PEG, ANIMV demonstrates, once again, that it offers a safe environment, constantly adapting to contemporary concerns and needs, the Academy being an institution characterized not only by values such as excellence, dynamism and uniqueness, but also by values that prioritize and respect the principles of equality, inclusion and non-discrimination, as stipulated in the University Charter, which regulates the fact that the principles of respect, tolerance, promotion of equal opportunities and non-discrimination govern the academic activity<sup>9</sup>.

Between 2022 and 2025, ANIMV will adopt specific measures for integrating gender equality principles in all its institutional processes, thus ensuring an inclusive organizational culture based on gender importance awareness in:

- ✓ the development of individual competences;
- ✓ improving decision-making processes and structures by eliminating inequalities;
- ✓ recruitment and career development;
- ✓ diversification of research and teaching processes, especially in areas where the gender variable has not been traditionally applied.

## 2. DATA ANALYSIS

Quantitative data analysis<sup>10</sup> has illustrated the following:

- The upper management positions at ANIMV level are occupied by men (4);
- At middle management level, there is a woman General Secretary and a woman chairman of the Senate;
- The deans of the two faculties within ANIMV are a woman and a man, thus ensuring a gender balance in the faculties' management;
- The trend of men occupying managerial positions is also observed at department management level within the two faculties, with 6 men as Head of Departments versus 3 women occupying similar positions;
- The number of men (8) occupying academic positions (professor, associate professor, lecturer, assistant professor) in the two faculties of ANIMV is higher than the number of women (6);
- The number of women (7) within the two research institutes of ANIMV exceeds that of men (3);
- As far as the number of trainers is concerned, there is a major gender gap in favor of men;
- There are more women (42) than men in the administrative and support structures of ANIMV (33).

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<sup>9</sup> *University Charter of the "Mihai Viteazul" National Intelligence Academy*, 2021, art. 108, <https://animv.ro/cartauniversitara-a-academiei-nationale-de-informatii-mihai-viteazul/>

<sup>10</sup> According to information available on March 31<sup>st</sup> 2022.

### 3. DIRECTIONS FOR ACTION

Through the Gender Equality Plan, ANIMV aims to align with the European higher education institutions' undertakings, promoting inclusiveness, equality and cooperation, thus contributing to the realization of the European Union's commitment to achieve a "Union of Equality". Consequently, ANIMV continues to promote an inclusive organizational culture by highlighting the importance and positive impact of respect for the principles of gender equality.

The directions for action proposed and adopted in this PEG focus on:

- Ensuring equal professional opportunities for ANIMV employees by taking appropriate measures to prevent inequalities;
- Promoting mutual respect and creating a pleasant working environment where employees are able to express themselves and develop freely;
- Enhancing diversity and inclusion not only as important factors in consolidating the sense of belonging to the ANIMV community, but also as beneficial sources for individual and organizational development;
- Improving research and innovation products and processes by adopting the gender dimension both in the formation of working groups, but also by raising awareness and developing a comprehensive set of values geared to the needs of both genders.

## 4. FIELDS OF ACTION

The ANIMV Gender Equality Plan specifies the fields of action, measures, target groups, the conductors responsible for implementing the measures, as well as the indicators. The actions for promoting gender equality within ANIMV shall focus on the following key fields:

### Field of action: Human Resources

#### Objective 1: Promoting a recruitment and selection process that is sensitive to discrimination and gender stereotypes

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
1. The identification of good practices for integrating gender equality into the selection processes	HR Department / staff in the research, education and logistical and financial support structures within ANIMV	X	X	X	X	Awareness initiatives regarding the importance of gender and gender equality within ANIMV.  Positive actions in the recruitment and selection processes	The Head of the HR Department  The team designated to monitor gender equality within ANIMV
2. The development of a guide on gender discrimination and stereotypes in the recruitment processes	HR Department / staff in the research and education structures within ANIMV	X	X	X	X	Development and dissemination of a guide for good practices in combating discrimination within the recruitment processes	The Head of the HR Department  The team designated to monitor gender equality within ANIMV
3. The organization of courses/ workshops with the HR employees for	HR Department / staff in the research and education structures within ANIMV	X	X	X	X	A minimum of one discussion/year on the identification and management of situations	The Head of the HR Department  The team designated to

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
presenting good practices and proposed measures						that may lead to discrimination	monitor gender equality within ANIMV

## Objective 2: Balancing family and professional life

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
1. Discussions with the Heads of Department for implementing support measures for employees returning to work	HR Department / staff in the research, education and logistical and financial support structures within ANIMV/ Psychology Department	X	X			Awareness regarding the importance of balancing family and professional life  Increasing the efficiency and satisfaction at the workplace upon returning from a parental leave  Developing specific procedures for integrating family and professional life	The Head of the HR Department  The Heads of Research and Education Departments, and those of the support structures within ANIMV
2. Informing the employees about the importance of	HR Department / staff in the research, education and logistical and financial	X	X	X	X	Increasing the efficiency and satisfaction at the workplace upon returning	The Head of the HR Department

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
the transition period (for employees returning to work after a longer period of absence) and identifying the means by which they can offer their support in order to readjust to the new institutional environment.	support structures within ANIMV/ Psychology Department					from a parental leave	The Heads of Research and Education Departments, and those of the support structures within ANIMV
3. Encouraging employees to take parental or childcare leave	HR Department / staff in the research, education and logistical and financial support structures within ANIMV/ Psychology Department	X	X	X	X	Increasing the number of employees who take a parental leave	The Head of the HR Department  The Heads of Research and Education Departments, and those of the support structures within ANIMV
4. Implementing a flexible working system and a more efficient time planning strategy, so that there is a balance between personal and	HR Department / staff in the research, education and logistical and financial support structures within ANIMV/ Psychology Department	X	X	X	X	Developing special procedures to ensure work schedule flexibility  Increasing the number of employees who adopt a	The Head of the HR Department  The Heads of Research and Education Departments, and those of the support structures



Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
professional life.						flexible schedule	within ANIMV

### Field of action: Institutional Dialogue and Organizational Culture

#### Objective 1: Promoting gender equality in the institutional culture and practices

#### Objective 2: Developing gender-sensitive institutional communication

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
1. Designating one person/ creating a group responsible with monitoring and integrating gender equality in the institutional practices and procedures.	HR Department / staff in the research, education and logistical and financial support structures within ANIMV	X				Creating a structure for monitoring gender equality and the implementation of the PEG within ANIMV	The Head of HR Department  The Heads of Research and Education Departments, and those of the support structures within ANIMV
2. Carrying out gender-sensitive communication courses for all the institutional structures.	HR Department / staff in the research, education and logistical and financial support structures within ANIMV	X	X	X	X	A minimum of one gender-sensitive communication course per year	The Head of HR Department  The Heads of Research and Education Departments

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
							Teaching and research staff
3. Frequently assessing the communications within the institution, from a gender equality perspective	HR Department / staff in the research and education structures Teaching and research staff	X	X	X	X	Enhancing discriminatory language recognition and offering communications which are sensitive to gender issues	The Heads of Research and Education Departments Teaching and research staff

**Field of action: Countering gender stereotypes, sexual and emotional harassment**

**Objective: Increasing awareness on sexual and emotional harassment, and consolidating positive attitudes concerning diversity**

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
1. Organizing courses on discriminations and sexual and emotional harassment	HR Department / staff in the research, education and logistical and financial support structures within ANIMV/ Psychology Center	X	X	X	X	Participating in programs and courses raising awareness on discrimination and sexual and emotional harassment  Awareness campaigns for the importance of gender diversity in the academic environment	The HR Department
2. Completing and consolidating	HR Department / staff in the research and education	X	X	X	X	Developing and disseminating a new	ANIMV's Ethics

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
provisions in ANIMV's Code of Ethics on sexual and emotional harassment	structures					version of ANIMV's Code of Ethics	Commission

**Field of action: Innovation in research and education**

**Objective 1: Including the gender dimension in research processes**

**Objective 2: Including the gender dimension in educational processes**

**Objective 3: Training teaching staff on equality and non-discriminations**

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
1. Organizing courses on gender issues for all staff involved in research and teaching activities	Staff in the research and education structures within ANIMV/ ANIMV students		X	X	X	Understanding the importance of integrating the "gender" and "sex" variables in research products  One training session per year on gender issues	ANIMV Management structures staff  Heads of Research and Education Departments

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
2. Informative courses on sex/ gender dimension integration in research and education processes in order to raise awareness on its innovative and societal values	Staff in the research and education structures within ANIMV/ ANIMV students		X	X	X	Understanding the importance of integrating the “gender” and “sex” variables in research products  One informative course per year	Teaching and research staff
3. Integrating courses/ modules on gender (equality) in all educational programs	Students within ANIMV		X	X	X	Organizing gender courses adapted to the specifics of each	Teaching and research staff within ANIMV
4. Discussions on integrating gender equality and diversity in conceiving the educational curriculum	Staff of the research and education structures within ANIMV /  students within ANIMV	X	X	X	X	Trainings for gender dimension integration in the university curricula	Teaching and research staff within ANIMV
5. Ensuring a gender balance in guest panels	Staff of the research and education structures within ANIMV	X	X	X	X	Increasing the number of women invited in the panels of academic events	Staff of the management structures of ANIMV  Heads of Research and Education Departments
6. Organizing scientific communication sessions /	Staff of the research and education structures within		X	X	X	One scientific communication session on (non) discrimination,	Teaching and research staff within ANIMV

Measures	Target Group	Timeline				Indicators	Conductors
		2022	2023	2024	2025		
conferences on (non)discrimination, (in)equality and diversity	ANIMV / students within ANIMV					(in)equality and diversity/ year	

## 5. MONITORING

Within ANIMV, the implementation of the objectives proposed by the Gender Equality Plan will be regularly supervised through meetings of the Heads of Research and Education Departments, staff of the Human Resources structure and persons responsible for supervising compliance with the principle of gender equality at the institution level.

The results of the meetings and the progress in achieving the objectives proposed in the PEG will be presented and discussed by the management structure of ANIMV. Recommendations will be made within these discussions and future action lines will be established for the successful implementation of the PEG.

Regular communications on the implementation of the principle of gender equality at ANIMV level are intended to keep the academic community informed and involved in the progress of eliminating inequalities and gender discrimination.