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"MIHAI VITEAZUL"
NATIONAL INTELLIGENCE ACADEMY

**GENDER EQUALITY PLAN
2026-2029**

BUCHAREST
2026

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1. INTRODUCTION

Since 2022, the European Commission has introduced the Gender Equality Plan as a mandatory eligibility requirement for public and private organizations wishing to access funding under the *Horizon Europe Framework Program for Research and Innovation 2021-2027*. This requirement applies, inter alia, to central and local institutions, non-governmental organizations, research institutes and research-based higher education institutions.

In this European context, oriented to the promotion of gender equality, diversity and inclusion in research and innovation, the "Mihai Viteazul" National Intelligence Academy (ANIMV) is developing and adopting the present Gender Equality Plan (2026-2029). The document reflects the institution's commitment to incorporate the principles of gender equality into internal policies and practices, as well as to actively contribute to the creation of a fair, inclusive and non-discriminatory environment.

Gender equality is one of the general principles of human rights and a core value of the rule of law, being enshrined both at European and national level. Romania, as a Member State of the European Union, has the obligation to ensure equal opportunities and treatment between women and men, as well as to prevent and combat discrimination and gender-based violence.

On the security front, the United Nations (UN) Security Council, by adopting Resolution 1325/2000, has defined the global policy framework '*Women, Peace and Security*', which recognizes the importance of involving women in the process of maintaining international peace and security. This resolution underlines the essential role of women in conflict prevention, conflict resolution and post-conflict reconstruction.

This **Gender Equality Plan** is developed in line with the National Strategy on the implementation of UN Security Council Resolution 1325(2000)- *Women, Peace and Security* for the period 2024-2028, approved by Government Decision no.896/2024. The strategy shows that within ANIMV, the selection processes were carried out without the application of gender criteria, in accordance with the principles of equal opportunities and non-discrimination, but also that there is a gradual increase in the employment of women in the institutions in the field of national security. These elements confirm the existence of a correct selection framework, but also highlight the need for a more structured approach to gender equality, which supports, through concrete measures, the integration

of this perspective in the training, research and institutional development activities of the ANIMV, in line with the objectives of that National Strategy.

Within this framework, the Romanian Intelligence Service (SRI) plays an important role by integrating the gender perspective into national security policies and strategies and by promoting equal opportunities and equal access of women to leadership positions in the security sector.

ANIMV, as part of the SRI, contributes to the education and training of specialists in the field of national security, to the development of academic research in key areas such as national security, international relations and security studies, to the promotion of democratic values and gender equality principles in the field of security, as well as to support the "*Women, Peace and Security*" agenda through education, research and public policies.

Regulatory framework:

a) European legislative context:

- the European Strategy for Gender Equality 2020-2025;
- Commission Recommendation 2005/251/EC of 11 March 2005 on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers;
- Council Recommendation C/2023/1640 of 18 December 2023 on a European framework for attracting and retaining research, innovation and entrepreneurship talent in Europe;
- Horizon Europe Guide on Gender Equality Plans¹;
- Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment;
- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and caretakers, repealing Council Directive 2010/18/EU;
- Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 strengthening the application of the principle of equal pay for equal work or work of equal value between men and women through wage transparency and enforcement mechanisms.

b) National legislative context:

- Law no. 210/1999 on paternity leave, with subsequent amendments and additions;

¹ eige.europa.eu/gender-mainstreaming/toolkits/gear/horizon-europe-gep-criterion

- Law no. 202/2002 on equal opportunities and treatment between women and men, republished, with subsequent amendments and additions;
- Law 30/2016 for the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence, adopted in Istanbul on 11 May 2011;
- GD no.896/2024 for the approval of the National Strategy of 25 July 2024 on the implementation of UN Security Council Resolution 1325 (2000) - *Women, Peace and Security* for the period 2024-2028;
- GEO no.61/2008 on the implementation of the principle of equal treatment between men and women in the access to and supply of goods and services, as amended and supplemented;
- OF no. 137/2000 on the prevention and sanctioning of all forms of discrimination, with subsequent modifications and completions;
- Charter of the "Mihai Viteazul" National Intelligence Academy.

ANIMV will adopt concrete measures to mainstream gender equality in all its activities in 2026-2029, continuing the lines of action implemented in 2022-2025.

In this respect, the Gender Equality Plan takes over and implements at institutional level measures such as participation in knowledge and experience exchange activities with civilian professionals, integration of topics related to the Women agenda, peace and security into the training curriculum, and updating the rules of conduct with the inclusion of the gender perspective. The implementation of these measures is supported by clear and measurable indicators, which allow monitoring of progress and contribute to promoting the participation and representation of women, as well as to strengthening the institutional framework in the field of gender equality, in line with the objectives of the National Strategy.

These measures will contribute to the development of an open and inclusive organizational culture, which recognizes the importance of the gender perspective in the development of individual competences, improvement of decision-making processes and structures, as well as in recruitment and professional development.

The institution will continue to promote a work environment based on respect, equity and equal opportunities, where all employees have the same opportunities for professional development. Initiatives supporting gender-balanced participation in decision-making processes as well as equal access to training and further training will be encouraged.

ANIMV will also constantly monitor how these principles are applied in practice and adapt internal policies when necessary. Through this endeavor, ANIMV aims to reduce inequalities, strengthen a fair organizational climate and increase institutional performance in the long term.

2. DATA ANALYSIS

The quantitative analysis of the data shows a positive development in 2022-2025 compared to the years before this period. The gender distribution has gradually been balanced, with an increase in the number of women, indicating a clear trend towards a reduction in the previously existing imbalances. Thus, in order to strengthen careers in academia, up to the top positions, we can consider that ANIMV tends to perfect a transparent, structured, inclusive and gender-based career access and career advancement system.

Thus, the quantitative analysis of the data at 01.01.2026 illustrated the following:

- Superior management positions are occupied by 2 men and 2 women;
- At *middle management* level a woman Secretary General and a woman President of the Senate can be found;
- The deans of the two faculties are one (1) woman and one (1) man, thus having a gender balance at the level of the faculty management;
- At the level of department management within the two faculties there are 3 men department directors versus 2 women in the same positions;
- Gender distribution of academic positions indicates a numerical balance between women and men. At the level of the professorship there is a small imbalance in favor of men, while on the other levels parity is maintained, as follows: teachers - 2 men and 1 woman, lecturers - 4 women and 4 men, lecturers - 2 women and 2 men and assistants - 2 women and 2 men;
- The number of men in research structures slightly exceeds that of women - 7 men and 6 women;
- There is a gender gap in the number of intelligence instructors, in favor of men;
- There are more women (104) than men (97) at the level of administrative and support structures within the ANIMV.

3. DIRECTIONS OF ACTION

Through the **Gender Equality Plan 2026-2029**, ANIMV aims to align itself with the European higher education institutions' efforts to promote inclusion, equality and

cooperation, thus contributing to the realization of the European Union's commitment to achieving a 'Union of Equality'. This way, ANIMV continues to promote an inclusive organizational culture by highlighting the importance and positive impact of respecting the principles of gender equality.

SRI shall operate in accordance with the applicable legal framework in the field of preventing and combating harassment at the workplace in all regulated forms. This way, the institution reaffirms its commitment to creating a safe working environment based on respect, non-discrimination and zero tolerance for any form of harassment. The objectives of this Gender Equality Plan are linked to the applicable legal framework and contribute to strengthening a healthy organizational climate.

The courses of action envisaged are:

- Ensuring equal professional opportunities for the employees of ANIMV by adopting appropriate measures to prevent inequalities;
- Promoting mutual respect and creating a pleasant working environment in which employees are able to express themselves and develop freely;
- Valuing diversity and inclusion as important factors in strengthening the sense of belonging to the ANIMV community, but also as beneficial sources for individual and organizational development;
- Improve research and innovation products and processes by adopting a 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, responsible for implementing measures, as well as indicators.

Thus, actions to promote gender equality in ANIMV will focus on the following key areas:

Field of action: Human Resources

Objective 1: Gender equality in recruitment and career advancement

Measures	Target Group	Timeline				Indicators	Responsible
		2026	2027	2028	2029		
1. Maintain and strengthen the application of the principles of equal opportunities and non-discrimination in selection processes through direct classification and admission.	HR department /staff in research, education and logistical-financial support structures	X	X	X	X	Gender awareness and gender equality initiatives Positive actions in recruitment and selection processes	director of HR department ANIMV's technician/expert in equal treatment of women and men
2. Promoting equal access to career advancement and development opportunities	Staff eligible for training, and development. Staff eligible for promotion or professional mobility	X	X	X	X	Gender distribution of promoted staff, reported annually	director of HR department ANIMV's directors of research, education and support structures
3. The promotion of a good practice guide on discrimination and gender stereotypes in recruitment processes, with the integration of the inclusive language dimension.	HR department /staff in research and education structures	X	X	X	X	Developing a best practice guide Dissemination of the guide of good practices at university community level	director of HR department ANIMV's directors of research, education and support structures
4. Organizing workshops with HR employees to present good practices and proposed measures.	HR department /staff in research and education structures	X	X	X	X	Minimum one meeting/year on the identification and management of cases which could lead to discrimination	director of HR department ANIMV's technician/expert in equal treatment of women and men

Objective 2: Reconciling family and working life

1. Discussions with department directors for implementing support measures for employees returning to work	HR department /staff in research, education and logistical-financial support structures/ Department of Psychology	X	X	X	X	Awareness-raising activities of the importance of reconciling family and working life Actions to increase efficiency and satisfaction at work after returning from parental leave Formulating procedures for the integration of family and working life	director of HR department ANIMV's directors of research, education and support structures
2. Informing employees about the importance of the transition period (in case of employees who return to work after a longer period of absence) and identifying the means by which they can offer their support regarding the readjustment to the new institutional reality.	HR department /staff in research, education and logistical-financial support structures/ Department of Psychology	X	X	X	X	Actions to increase efficiency and satisfaction at work after returning from parental leave	director of HR department ANIMV's directors of research, education and support structures
3. Encouragement of paternity or accommodation leave.	HR department /staff in research, education and logistical-financial support structures/ Department of Psychology	X	X	X	X	Evolution in the number of employees accessing paternity or accommodation leave	director of HR department ANIMV's directors of research, education and support structures
4. Integrating the gender perspective in internal questionnaires to assess the satisfaction of ANIMV staff on working conditions and working environment.	HR department /staff in research, education and logistical-financial support structures/ Department of Psychology	X	X	X	X	Surveys conducted at ANIMV level	director of HR department ANIMV's directors of research, education and support structures
5. Promote flexibility measures (<i>flexitime/delocalized work</i>) where possible.	HR department /staff in research, education and logistical-financial support structures/	X	X	X	X	Formulation of procedures for flexible working time Evolution of the number of employees adopting flexible	director of HR department ANIMV's directors of research, education and support structures

	Department of Psychology					working hours and delocalized work	
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Field of action: Institutional dialog and organizational culture

Objective 1: Promoting gender equality in institutional culture and practice

Measures	Target Group	Timeline				Indicators	Responsible
		2026	2027	2028	2029		
1. Integrating gender equality into working meetings with the managerial level to optimize the organizational climate.	Directors of research, education and support structures in the ANIMV	X	X	X	X	A minimum of 2 sessions/year	Commander (Rector) of ANIMV

Objective 2: Developing gender-sensitive institutional communication

Measures	Target Group	Timeline				Indicators	Responsible
		2026	2027	2028	2029		
1. Conduct workshops on gender-sensitive communication	HR department / staff in research, education and logistical-financial support structures	X	X	X	X	Minimum 1 workshop/year on gender sensitive communication	director of HR department directors of research and education departments teachers and research staff
2. Frequent checks on communications within the institution from the point of view of gender equality	HR department / staff in research and education structures teachers and research staff	X	X	X	X	Actions to increase the recognition of discriminatory language and provide gender-sensitive communications	director of HR department directors of research and education departments teachers and research staff

Objective 3: Gender mainstreaming in internal policies

Measures	Target Group	Timeline				Indicators	Responsible
		2026	2027	2028	2029		
1. Introduction of gender	HR department /	X	X	X	X	Number/ percentage of	departments of educational

perspective in strategic documents and decision-making processes.	staff in research and education structures teachers and research staff					internal regulations and procedures reviewed from a gender equality perspective	management and quality assurance ANIMV's technician/expert in equal treatment of women and men
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Field of action: Combating gender stereotypes, sexual harassment and emotional violence

Objective 1: Increase awareness and prevent sexual and emotional harassment

Measures	Target Group	Timeline				Indicators	Responsible
		2026	2027	2028	2029		
1. Organizing workshops on discrimination and sexual and emotional harassment.	HR department / ANIMV staff in research, education and logistical-financial support structures/ Psychology Center	X	X	X	X	Participation in awareness-raising workshops on discrimination and sexual and emotional harassment Campaigns to raise awareness on the importance of gender diversity in academia	HR department
2. Strengthening prevention mechanisms and ensuring a safe and confidential framework for reporting cases of discrimination and harassment.	HR department	X	X	X	X	Existing procedure for reporting cases of discrimination and harassment	HR department
3. Completing and strengthening the provisions of the ANIMV Code of Academic Ethics regarding sexual and emotional harassment.	HR department / staff in research and education structures	X	X	X	X	Elaboration and dissemination of new versions of the Academic Ethics Code of the ANIMV	ANIMV Ethics Commission

Field of action: Innovation in research and education

Objective 1: Gender mainstreaming in research

Objective 2: Gender mainstreaming in educational processes

Objective 3: Training teachers on equality and non-discrimination

Measures	Target Group	Timeline				Indicators	Responsible
		2026	2027	2028	2029		
1. Organizing gender-related workshops for all staff involved in research and teaching activities.	Staff in research and education structures /ANIMV students	X	X	X	X	Actions to understand the importance of integrating "gender" and "sex" variables in research products A workshop/year on gender issues	Staff in the management structures of the ANIMV Directors of research, education departments
2. Participation in information sessions regarding the integration of the gender/sex dimension in research and educational processes to raise awareness of its innovative and societal value.	Staff in research and education structures /ANIMV students	X	X	X	X	Actions to understand the importance of integrating "gender" and "sex" variables in research products One information session / year	ANIMV teachers and research staff
3. Integrating (gender equality) modules into study and training programs.	ANIMV students	X	X	X	X	Organization of gender (equality) modules adapted to the specificities of each study and training program	ANIMV teachers and research staff
4. Introducing the topics of the <i>Women, Peace and Security</i> agenda in the design of the university curricula.	Staff in research and education structures /ANIMV students	X	X	X	X	Workshops for gender mainstreaming in university curriculum Completion of existing disciplines	ANIMV teachers and research staff
5. Ensuring gender balance in guest panels.	ANIMV research and education structures staff	X	X	X	X	Increasing the number of women invited to attend panels of academic events	ANIMV management structures staff Directors of research, education departments ANIMV teachers and research staff
6. Organizing scientific communications sessions /conferences on topics related to (non)discrimination, (in)equality, inclusion and diversity.	ANIMV research and education structures staff	X	X	X	X	At least one scientific communication/conference per year on (non)discrimination, (in)equality, inclusion and diversity	ANIMV teachers and research staff

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5. MONITORING

The implementation of the Gender Equality Plan will be monitored in line with the monitoring mechanisms provided by the National Strategy on the implementation of UN Security Council Resolution 1325(2000)- *Women, Peace and Security* for the period 2024-2028, approved by Government Decision no.896/2024. The monitoring will be carried out following the indicators established for each objective and measure of the Plan, based on the supporting documents resulting from the activities carried out.

Regular collection of gender-disaggregated data is necessary to follow the way the measures are implemented, analyzing the working conditions offered to staff, the number of women and men in management positions, the distribution of academic and administrative staff by gender and the distribution of students by gender. This data helps observe gender differences in areas such as access to opportunities, participation in decisions, working conditions or pay.

Regular analysis of this information allows identification of existing imbalances and developments over time. On the basis of the results obtained, reports that give a clear picture of progress and areas for improvement can be produced.

It is important to verify the impact assessment of the measures implemented, in order to check whether the proposed actions have the desired results. This is done by analyzing the changes that have occurred after the measures have been implemented, both numerically and in the perceptions of the beneficiaries.

Depending on the results, the measures can be adjusted or improved so that the plan responds better regarding real needs. This continuous adaptation contributes to the effectiveness of the plan and to the promotion of a fair and inclusive environment.

The final evaluation is scheduled for the end of 2029, when the Gender Equality Plan will be updated. This assessment will allow for a new version, adapted to the new challenges and geared to new objectives.