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*The Gender Equality Strategy and the Gender  
Equality Plan 2022 - 2025*

*of the Research and Development Institute for Bovine  
Balotesti (RDIB)*

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### Abbreviations and definitions

GE	Gender equality
GEP	Gender equality plan
HR	Human Resources
GD	General Director
SD	Scientific Director
CA	Board of Directors (Consiliul de administrație)
Sex	Either of the two major forms of individuals that occur in many species and that are distinguished respectively as female or male especially on the basis of their reproductive organs and structures ( <a href="https://www.merriam-webster.com/dictionary/">https://www.merriam-webster.com/dictionary/</a> )
Gender	The behavioural, cultural, or psychological traits typically associated with one sex ( <a href="https://www.merriam-webster.com/dictionary/">https://www.merriam-webster.com/dictionary/</a> )
Sex vs Gender	A clear delineation between sex and gender is typically prescribed, with sex as 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 relate only to biological forms (sex), while the terms masculine/masculinity, feminine/femininity, woman/girl, and man/boy relate only to psychological and sociocultural traits (gender) ( <a href="https://www.merriam-webster.com/dictionary/">https://www.merriam-webster.com/dictionary/</a> )

## Introduction

The Gender Equality (GE) strategy for 2022-2025 of the Research and Development Institute for Bovine Balotesti (RDIB) was developed on the provisions of the European Charter for researchers and of the Code of Conduct in the process of the recruitment of researchers<sup>1</sup>, 2015-2019, the European Gender Equality Strategy 2020-2025<sup>2</sup> and the Horizon Europe guidance on gender equality plans<sup>3</sup>.

The motivation for developing the GE strategy is to ensure that RDIB is a safe place for everyone, and all activities and processes that take place respect the principles of equality, diversity, inclusiveness and non-discrimination.

Based on the GE strategy, RDIB developed the GE Plan (GEP) for 2022-2025, with concrete actions and measures, as well as indicators for measuring progress of its implementation and revisions.

Enforcing its mission and values, the GE strategy and the GEP of the Research and Development Institute for Bovine Balotesti ensure and promote equality and diversity to knowledge and the acquisition of skills to all. The objectives of the GE strategy are implemented through specific actions that aim at safeguarding an equal and inclusive organizational culture and promoting gender-equality at all levels. As such, the GE strategy and the GEP will pro-actively enable, gender equality awareness raising, skills and competences; gender balance in decision-making structures and processes, including recruitment; gender equality in research; and integrating the gender dimension in the entire research process.

## I. Review of requirements, policies and case studies

Prior to developing the GE strategy and the GEP, the management of RDIB conducted a literature review of the existing requirements, policies, recommendations, examples and case studies pertinent to discrimination, inclusiveness and gender equality, with a special focus on research performing organisations (RPOs).

The resources used in this literature review study are the following:

- Council of Europe Gender Equality Commission,  
<https://www.coe.int/en/web/genderequality/gender-equality-commission>
- EU FESTA - Gender Issues in Recruitment, Appointment and Promotion Processes – Recommendations for a Gender Sensitive Application of Excellence Criteria,  
[https://eige.europa.eu/sites/default/files/festa\\_gender\\_issues\\_recruitment\\_appointment\\_promotion.pdf](https://eige.europa.eu/sites/default/files/festa_gender_issues_recruitment_appointment_promotion.pdf)

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<sup>1</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)

<sup>2</sup> [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)

<sup>3</sup> <https://op.europa.eu/en/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1>

- EU Strategy for Gender Equality 2020-2025, [https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)
- European charter & code of conduct for the recruitment of researchers, [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)
- European Institute for Gender Equality, <https://eige.europa.eu>
- Guidelines for using gender-sensitive language in communication, research and administration, [https://eige.europa.eu/sites/default/files/reutlingen\\_university\\_guidelines\\_for\\_using\\_gender-sensitive\\_language.pdf](https://eige.europa.eu/sites/default/files/reutlingen_university_guidelines_for_using_gender-sensitive_language.pdf)
- Horizon Europe guidance on gender equality plans, <https://op.europa.eu/en/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1>
- Science Europe - Practical Guide TO Improving Gender Equality in Research Organisations, [https://eige.europa.eu/sites/default/files/se\\_gender\\_practical-guide.pdf](https://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf)
- UEFISCDI, 2022, <https://uefiscdi.gov.ro/plan-egalitate-de-gen-uefiscdi>

## II. Diagnosis

### II.1. Data collection

The following indicators were selected at the Research and Development Institute for Bovine Balotesti as relevant for the discussion on gender equality issues:

- Staff numbers by sex/gender at all levels, by domains, function (including administrative / support staff);
- Numbers of women and men in research and administrative decision-making positions (e.g., top management team, boards, committees, recruitment and promotion panels).

#### 1. Women and men in leadership positions

**Table 1. Research institute management**

	<b>Woman</b>	<b>Man</b>
General Director	W	
Scientific Director		M
Economic Director	W	
<b>TOTAL</b>	<b>2</b>	<b>1</b>

## 2. Women and men – research staff

**Table 2. Total number of research staff, per department (at 31.12.2021)**

<b>Research Laboratory</b>	<b>Experienced researchers (CS I, CS II, CS III)</b>	<b>Early -stage researchers (CS and ACS)</b>	<b>Total women</b>	<b>Total men</b>
Genetics, Genetic Improvement and Reproduction	Total Number Women 1	Total Number Women 2	3	2
	Total Number Men 0	Total Number Men 2		
Cattle Production Systems	Total Number Women 1	Total Number Women 1	2	2
	Total Number Men 1	Total Number Men 1		
Nutrition and Physiology	Total Number Women 1	Total Number Women 2	3	0
	Total Number Men 0	Total Number Men 0		
<b>Total women</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>4</b>
<b>Total men</b>	<b>1</b>	<b>3</b>		

## 3. Women and men – administrative and support services

**Table 3. Total number of women and men in administrative and support services**

	<b>Women</b>	<b>Men</b>
Office administration support (secretaries)	W	
Building administration		M
Head of the Zootechnical Experimental Farm	W	
Head of the Fodder Crops Experimental Farm		M
Human Resources		M
Acquisitions and Marketing	W	
<b>TOTAL</b>	<b>3</b>	<b>3</b>

## **II. 2. Data analysis**

We conducted internal analyses of the data collected, and reviews of existing policies addressing gender equality and inclusiveness.

The General Director is committed to the development and implementation of the GEP for the RDIB, for 2022-2025.

### **1. Quantitative analysis of data**

The analysis of numerical data illustrated that:

- There are more women than men in leadership positions at the institute level, with women taking up additional administrative responsibilities;
- On average, the number of women and men in administrative and support positions, is even, reflecting good existing recruitment practices in the research institute;
- The number of women and men in research positions, i.e., experienced researchers and early-stage researchers, is two folded in favour of women, reflecting good existing recruitment practices and those for promoting women at the research institute level.

### **2. Qualitative analysis of data**

The qualitative research showed that:

- Combining work and family life – women more often declare that they are responsible for most of family duties;
- The expectation of international mobility is more difficult for women to reconcile with taking care of children and other dependents;
- Women do more housework and have maternal responsibilities, which delay research work;
- The gender dimension is well integrated in research at RDIB level;
- The research institute is perceived as a safe place, without gender-violence;
- The research institute is overall perceived as inclusive;
- Stereotypes and unspoken biases regarding gender do not exist in the institute, such as beliefs that women are less ambitious, less talented, or that they are less often considered experts, while men are more determined and resistant to stress;
- There are procedures and knowledge about the gender equality, inclusiveness and non-discrimination at the institute;
- Inappropriate violations of personal space, persistent attempts at initiating contact about private matters or sexual advances are not taken lightly or tolerated at the institute.

The important conclusions of the internal analysis at RDIB are:

- need to revisit the existing policies and procedures, to make gender relevant, and develop new ones covering all areas;

- need to continuously train and educate staff members on importance of gender-equality;
- need to further communicate gender relevant actions and measures actively and efficiently;
- need to develop a gender strategy and a GEP for 2022-2025, with clear actions and targets, and responsible persons.

### III. GE strategy and GEP

Based on the internal review and the national and European policies and requirements, the General Director and the Scientific Director committed to develop the institute strategy for gender equality for 2022-2025, and the corresponding GEP.

RDIB decided on appointing a GE responsible person (officer) at the institute, Mrs. Mincu Mădălina. The GE officer has a proactive role and has a consultant role in implementing and monitoring the GE strategy.

Specifically, the GE officer contributes to setting up, implement, monitor and evaluate the GEP; provides practical support and tools to the actors involved in the GEP implementation; cooperates with and engage stakeholders at all levels in order to ensure the implementation of the GEP's actions; raise awareness about the benefits of gender equality in the research institute.

#### III.1. GE Strategy 2022-2025

*Disclaimer: Please note that this GE refers ONLY to Horizon Europe and its eligibility requirements for GEP.*

The GE Strategy comprises the following areas of intervention and objectives for 2022-2025:

Area of intervention	Objective(s)
<b>1. Gender balance in leadership and decision-making</b>	Promoting gender equality in the institutional culture, processes and practice
<b>2. Gender equality in recruitment and career progression</b>	Promoting processes to favour and support gender-sensitive recruitment, career and appointments
<b>3. Integration of the gender dimension into research content</b>	Promoting a gender and sex perspective in research process; Promoting the integration of a sex and gender perspective in research activity
<b>4. Measures against gender-based violence, including sexual harassment</b>	Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity



### **III.2. RDIB GE Plan 2022-2025**

The GE Plan comprises of areas of intervention, objectives, measures and targets:

#### **Area 1. Gender balance in leadership and decision-making**

**Objective:** *Promoting gender equality in the institutional culture, processes and practice*

**Measures:** - Appointing delegates with a proactive role to be responsible for monitoring and ensuring that workplace procedures and practices respect gender equality;  
- Routine revision of any text, communication, images, from a gender equality and diversity standing point.

**Target:** Researchers, technical and administrative staff

**Responsible:** SD, HR

#### **Area 2. Gender equality in recruitment and career progression**

**Objective:** *Promoting processes to facilitate and support gender-sensitive recruitment, career and appointments*

**Measure:** - Disseminate and communicate career good practices - role models for women (scientists, researchers and academics)

**Target:** Researchers, technical and administrative staff

**Responsible:** SD, GE officer

#### **Area 3. Integration of the gender dimension into research content**

**Objectives:** - *Promoting a gender and sex perspective in research process*  
- *Promoting the integration of a sex and gender perspective in research activity*

**Measure:** Disseminate and communicate career good practices - role models for women (scientists, researchers and academics)

**Target:** Researchers

**Responsible:** SD

#### **Area 4. Measures against gender-based violence, including sexual harassment**

**Objective:** *Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity*

**Measure:** Reinforce de Code of Ethics of the institute with provisions against gender-based violence, including sexual harassment

**Target:** Researchers, technical and administrative staff

**Responsible:** SD, HR

#### **IV. Monitoring and evaluation of the GEP**

The implementation of the GEP at RDIB, the progress against the GE strategy aims and objectives will be assessed periodically through meetings. The implementation of the GEP will be permanently monitored by the GE officer, the SD and HR. The GE officer is responsible with collecting data and input.

The periodic reports will allow the continuous review of the impact of the GEP as well as keeping the wider community informed and engaged in the progress towards gender equality.

**GENERAL DIRECTOR,**

