

**Approved,**  
**Authorizing Officer by delegation**  
**Dr. Hab. Emanuela-Cristina TIMOTIN**

**ACTION PLAN for the Implementation of the Strategy on Equal Opportunities and Equal Treatment between Women and Men within the “Iorgu Iordan – Alexandru Rosetti” Institute of Linguistics of the Romanian Academy**

**Objectives**

1. Ensuring balanced participation of women and men in decision-making processes;
2. Combating harassment and sexual harassment in the workplace;
3. Reconciling professional life with family and private life.

<b>Objective</b>	<b>Measure</b>	<b>Indicators and results</b>	<b>Deadline</b>	<b>Responsibility</b>	<b>Resources</b>	<b>Status</b>
<b>I. Ensuring Balanced Participation of Women and Men in Decision-Making Processes</b>	Conduct studies/analyses regarding the balanced participation of women and men in the decision-making process within the ILIR	- 1 analysis regarding the balanced participation of women and men in decision-making positions within the ILIR	Second quarter of 2026	The Working Group within the ILIR	Internal resources	In progress
	Review and revise internal promotion procedures to incorporate the principle of gender equality	- Number of procedures reviewed; - Number of procedures amended.	Periodically (2026–2028)	Person designated with responsibilities in the field of equal opportunities and equal treatment between women and men	Internal resources	In progress

	Adopt measures that encourage the balanced participation of women and men in the ILIR's decision-making processes	- Number of measures adopted	Second quarter of 2026	The Working Group within the ILIR	Internal resources	In progress
	Participate in campaigns promoting the importance of respecting the principle of equal opportunities between women and men in recruitment and employment, in both the public and private sectors	- Number of campaigns involving Institute participants; - Number of participants in awareness campaigns.	Second quarter of 2026	The Working Group within the ILIR	Internal resources	In progress
	Annually collect employees' opinions regarding possible measures to improve compliance with the principle of gender equality within the ILIR.	- Number of proposals collected.	Periodically (2026–2028)	The Working Group within the ILIR	Internal resources	In progress
<b>II. Combating Harassment and Sexual Harassment in the Workplace</b>	Participation of the ILIR employees in courses/campaigns concerning occupational segregation of women and men in the labour market, harassment, sexual harassment, and	- Number of campaigns involving Institute participants; - Number of participants in awareness campaigns.	Periodically (2026–2028)	The Working Group within the ILIR	Internal resources	In progress

	gender discrimination, including cases involving girls and women with disabilities.					
<b>III. Reconciling Professional Life with Family and Private Life</b>	Promoting flexible work arrangements (where and to the extent possible), such as part-time employment contracts, flexible working hours, remote work, and other innovative measures that support work-life balance.	- Number of cases analysed; - Number of cases resolved.	Periodically (2026–2028)	The Working Group within the ILIR	Internal resources	In progress
	Participation in campaigns, actions, and measures aimed at increasing the involvement of men/fathers in family life.	- Number of campaigns involving the ILIR participants; - Number of participants in awareness campaigns.		The Working Group within the ILIR		In progress
	Participation in campaigns regarding the importance of raising awareness among young families about re-entering the labour market, as well as training courses for young parents.	- Number of campaigns involving the ILIR participants; - Number of participants in awareness campaigns.		The Working Group within the ILIR		In progress