



ROMANIAN ACADEMY

“Iorgu Iordan - Alexandru Rosetti”

Institute of Linguistics of the Romanian Academy

**Strategy for Promoting Equal Opportunities and Equal Treatment
Between Women and Men
2026–2028**

Approved,
Authorizing Officer by delegation
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Chapter 1. General Information

Equal opportunities and equal treatment between women and men are fundamental principles of human rights, widely applicable across various fields and a key element in preventing and eliminating social inequalities present in contemporary society.

Equal opportunities and equal treatment between women and men concern social relations among individuals, both in the public and private spheres. The development of institutional policies in this area must address attitudes and behaviours that could lead to the exclusion or marginalization of individuals of either sex and promote the benefits of building an inclusive and non-discriminatory society, generating real benefits for both women and men.

For nearly 40 years, Romania has committed itself to eliminating discrimination against women and adopting legislative and other measures necessary to eradicate such discrimination in all its forms and manifestations. This commitment is periodically reaffirmed at the governmental level, with all government programs identifying gender equality as a priority area. Romania has made significant progress regarding gender equality, although several vulnerabilities remain.

A research unit of the Romanian Academy, the “Torgu Iordan – Alexandru Rosetti” Institute of Linguistics of the Romanian Academy (ILIR) is a public institution fully funded from the state budget, possessing legal personality and operating under the auspices of the Romanian Academy’s Section of Philology and Literature.

The main objectives of the Institute are: organizing and conducting fundamental and advanced research in Linguistics; cultivating and promoting the Romanian language; establishing the orthographic, orthoepic, and morphological rules of the Romanian language, which become mandatory upon adoption by the Romanian Academy; developing normative dictionaries of the Romanian language; supporting scientific information and documentation in Linguistics and Romanian language studies; publishing its own journals and managing journals of the Romanian Academy; organizing scientific events in Linguistics; organizing doctoral studies in Philology in accordance with the law; promoting the Romanian language and Romanian Linguistics internationally.

For the Institute, ensuring balanced participation and equitable involvement in decision-making through transparent, merit-based recruitment policies is a priority for integrating gender and diversity dimensions into research. Within ILIR, women and men have equal opportunities for career advancement and receive equal remuneration. In recent years, increasing numbers of women have obtained higher qualifications and assumed decision-making positions. At the same time, emphasis has been placed on collaboration with colleagues from Romania and abroad, regardless of sex or gender, to promote research in Linguistics.

The “Strategy for Promoting Equal Opportunities and Equal Treatment Between Women and Men 2026–2028” is an instrument that reiterates some of the values governing ILIR (equality, inclusion, diversity, transparency) and ensures compliance with gender equality principles in all institutional processes and practices.

Chapter 2. Legislative Framework

National Framework

- National Strategy on Promoting Equal Opportunities and Equal Treatment between Women and Men and Preventing and Combating Domestic Violence for the period 2022–2027;
- Law No. 202/2002 on Equal Opportunities and Equal Treatment between Women and Men, republished, with subsequent amendments and additions;
- Law No. 125/2016 regarding Romania’s accession to the European Centre for Global Interdependence and Solidarity;
- Law No. 66/2016 amending Government Emergency Ordinance No. 111/2010 regarding parental leave and the monthly child-rearing allowance;
- Law No. 22/2016 declaring March 8 as Women’s Day and November 19 as Men’s Day;
- Law No. 23/2015 declaring May 8 as Equal Opportunities Day for Women and Men;

- Government Emergency Ordinance No. 111/2010 on parental leave and monthly child-rearing allowances;
- Law No. 62/2009 approving Government Emergency Ordinance No. 61/2008 on implementing the principle of equal treatment between women and men in access to and supply of goods and services;
- Government Emergency Ordinance No. 67/2007 on applying the principle of equal treatment between men and women within occupational social security schemes;
- Government Emergency Ordinance No. 137/2000 on preventing and sanctioning all forms of discrimination;
- Paternal Leave Law No. 210/1999 regulating the granting of paternal leave to ensure fathers' effective participation in newborn care;
- Decree No. 342/1981 ratifying the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

International Framework

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);
- Directive 2010/41/EU on equal treatment for self-employed men and women;
- Directive 2010/18/EU implementing the revised Framework Agreement on parental leave;
- Directive 2006/54/EC on equal opportunities and equal treatment of men and women in employment and occupation;
- Directive 2004/113/EC on equal treatment in access to goods and services;
- Directive 92/85/EEC concerning the safety and health of pregnant workers, workers who have recently given birth, or are breastfeeding;
- Directive 79/7/EEC on the progressive implementation of equal treatment in social security.

Chapter 3. Objectives of the Strategy

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.

Chapter 4. Lines of Action

Objective I. Ensuring Balanced Participation of Women and Men in Decision-Making

1. Conduct studies/analyses regarding balanced participation of women and men in ILIR decision-making processes.
2. Reassess and revise internal promotion procedures to incorporate the principle of gender equality.
3. Adopt measures encouraging balanced participation of women and men in ILIR decision-making.
4. Participate in campaigns promoting the importance of equal opportunities for women and men in recruitment and employment in both public and private sectors.
5. Annually collect employee opinions regarding measures that could improve compliance with gender equality principles within the Institute.

Objective II. Combating Harassment and Sexual Harassment in the Workplace

1. Ensure ILIR employees participate in courses and campaigns addressing occupational segregation of women and men, harassment, sexual harassment, and gender discrimination, including discrimination affecting girls and women with disabilities.

Objective III. Reconciling Professional Life with Family and Private Life

2. Increase work flexibility (where possible) through: part-time employment contracts, flexible working hours, remote work, other innovative measures supporting work-life balance.
3. Participate in campaigns, actions, and measures aimed at increasing fathers' involvement in family life.

4. Participate in campaigns highlighting the importance of raising awareness among young families regarding reintegration into the labour market and training opportunities for young parents.

Chapter 5. Expected Results and Indicators

Objective	Action Area	Indicator
I. Ensuring balanced participation of women and men in decision-making processes	Conducting studies/analyses regarding the balanced participation of women and men in decision-making processes within ILIR	- 1 analysis on the balanced participation of women and men in decision-making positions within ILIR
	Reviewing/revising internal promotion procedures so that they incorporate the principle of gender equality	- Number of procedures reviewed - Number of procedures amended
	Adopting measures to encourage the balanced participation of women and men in decision-making processes within ILIR	- Number of measures adopted
	Participating in campaigns promoting the importance of respecting the principle of equal opportunities for women and men in recruitment and employment, in both the public and private sectors	- Number of campaigns involving ILIR participants - Number of participants in awareness campaigns
	Annual collection of ILIR employees' opinions regarding possible measures to improve compliance with the principle of gender equality within the Institute	- Number of proposals collected
II. Combating harassment and sexual harassment in the workplace	Participation of ILIR employees in courses/campaigns concerning occupational segregation of women and men, harassment, sexual harassment, and gender discrimination, including cases involving girls and women with disabilities	- Number of campaigns involving ILIR participants - Number of participants in awareness campaigns
III. Reconciling professional life with family and private life	Increasing workplace flexibility (where and to the extent possible), including part-time employment contracts, flexible working hours, remote work, and other innovative measures promoting work-life balance	- Number of cases analyzed - Number of cases resolved

	Participation in campaigns, actions, and measures aimed at increasing the involvement of men/fathers in family life	<ul style="list-style-type: none"> - Number of campaigns involving ILIR participants - Number of participants in awareness campaigns
	Participation in campaigns concerning the importance of raising awareness among young families regarding reintegration into the labour market and training opportunities for young parents	<ul style="list-style-type: none"> - Number of campaigns involving ILIR participants - Number of participants in awareness campaigns

Chapter 6: Monitoring and Evaluation of Strategy Implementation

For the implementation of the Strategy, a working group will be established and will be responsible for its implementation. The group will consist of three members: two female employees and one male employee, including two researchers holding different positions and the Human Resources Officer. The group will be elected and will operate for a period of three years (2026–2028). Its members will be appointed by the Scientific Council through a simple majority vote.

The implementation of the Strategy for Promoting Equal Opportunities and Equal Treatment between Women and Men will be continuously monitored by the management of ILIR. The degree of implementation of the activities undertaken under the Strategy will be recorded in an annual report prepared in accordance with ILIR’s internal standards and procedures.

At the conclusion of the implementation period, an assessment will be carried out regarding the achievement of the objectives established under the Strategy, based on the annual implementation reports. The results of this assessment will be used in the development of a new Strategy for Promoting Equal Opportunities and Equal Treatment between Women and Men.

Chapter 7: Final Provisions

This Strategy for Promoting Equal Opportunities and Equal Treatment between Women and Men shall be adopted by the Scientific Council of the “Iorgu Iordan – Alexandru Rosetti” Institute of Linguistics of the Romanian Academy by a simple majority vote of its members.

All ILIR employees are required to comply with and apply the provisions of this Strategy.

Amendments to this Strategy may be proposed by the Director or by one-third of the members of the Council, following the same procedure used for its adoption. Proposed amendments shall be communicated in advance to all members.

This Strategy for Promoting Equal Opportunities and Equal Treatment between Women and Men of the “Iorgu Iordan – Alexandru Rosetti” Institute of Linguistics of the Romanian Academy shall enter into force on the date of its adoption by the ILIR Scientific Council by a simple majority vote of its members and shall be reviewed annually.