



ROMANIAN ACADEMY
"PETRU PONI" INSTITUTE OF MACROMOLECULAR CHEMISTRY
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ANNUAL PROGRESS REPORT

regarding the implementation of the

GENDER EQUALITY STRATEGY AND GENDER

EQUALITY PLAN

- for the year 2022 -

According to << **The Gender Equality Strategy and the Gender Equality Plan 2022-2025** >> for the Research "Petru Poni" Institute of Macromolecular Chemistry elaborated on 15th of July 2022 and the Decision no. 231/2022, registered at ICMPP with no. 4101/29.06.2022 regarding the designation of those responsible for the implementation of this plan, **the following plan is issued.**

The periodic reports 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. The review of progress reports includes qualitative information as well as quantitative data, such as updates on human resource data disaggregated by sex, monitoring data to keep track of the implementation of key actions.

After the conclusion and adoption by the research institute management (Scientific Council, Director, Heads of Departments), the periodic annual GE progress report is published on the research institute website and communicated to the entire scientific community.

The responsible for implementing the gender equality strategy and of the gender equality plan is PRICOB ANDREI-NARCIS. He is also assisted by deputy directors of subprograms who will have the quality of representatives for each laboratory in the work framework dedicated to the implementation of the gender equality strategy.

Below we find the distribution of laboratories and those responsible as deputy directors:

* Laboratory 1. Center of Advanced Research in Bionanoconjugates and Biopolymers, deputy director: dr. Alexandru ROTARU

* Laboratory 2. Polyaddition and Photochemistry, deputy director: dr. Violeta MELINTE

* Laboratory 3. Polycondensation and Thermostable Polymers, deputy director: dr. Tăchiță VLAD-BUBULAC

* Laboratory 4. Functional Polymers, deputy director: dr. Florin BUCĂTARIU

* Laboratory 5. Natural Polymers, Bioactive and Biocompatible Materials, deputy director: dr. Luminița GHIMICI

* Laboratory 6. Inorganic Polymers, deputy director: dr. Liviu SĂCĂRESCU

* Laboratory 7. Electroactive Polymers and Plasmochemistry, deputy director: dr. Andrei HONCIUC

* Laboratory 8. Physical Chemistry of Polymers, deputy director: dr. Petronela PASCARIU

* Laboratory 9. Physics of Polymers and Polymeric Materials, deputy director: dr. Mariana CRISTEA

The 5 areas of intervention, objectives, key measures, target audience, timeline, responsible persons and indicators to measure progress are analyzed below for the year 2022:

Area 1. Work-life balance and organisational culture

Objective: Promoting integration of work with family and personal life

Action/Measure	Target	Indicator(s)	Responsible	Objective (Details regarding the progress achieved in 2022)
1. Implementation of ICT (Information and communications technology)-based systems for enhancing flexibility and improving a better planning of working meetings accordingly to work life balance needs (e.g., management and communications of the meeting schedule/timing)	Researchers, technical and administrative staff	Standard procedure for ICT (Information and communications technology)-based systems promoting work and personal life	D, HR, HoDs, GE officer, IT services	<p>* purchase a premium subscription (business) for the ZOOM application, one of the best platforms for online communication</p> <p>* modernization the conference room by purchasing the latest generation products (video projector, laptop, microphone, video camera, speakers)</p>

		integration		<p>* the possibility to participate on-line in the meetings of the Scientific Council: art. 3 (1) of the Organization and Functioning Regulation of the ICMPP Scientific Council no. 6063/4.11.2022</p> <p>* the possibility to sustain online presentations, courses, doctoral theses</p>
2. Availability of flexible working times arrangements, from part-time to remote working	Researchers, technical and administrative staff	Policies, procedures and services for work and personal life integration	D, HR, HoDs, GE officer	<p>* the possibility of working online (remote working) by formulating a request in this sense, followed by an action plan for the period in question</p> <p>* the possibility of flexible time slots (flexible hours), including on weekends, if the employee he wants this (also he must formulating a request in this sense)</p> <p>*ICMPP Internal Regulation: art. 26 (1) b: flexible working programme between 7.30AM - 20.00 PM hours</p>

Area 2. Gender balance in leadership and decision-making
Objective: Promoting gender equality in the institutional culture, processes and practice

Action/Measure	Target	Indicator(s)	Responsible	Objective (Details regarding the progress achieved in 2022)
1. Appointing delegates in departments/centres, with a proactive and/or consultant role to be responsible for monitoring and ensuring that workplace procedures and practices respect gender equality	Researchers, technical and administrative staff	Gender equality policy and structures	D, HR, HoDs, GE officer, GE delegates	<p>* their designation through a decision at the level of the institution</p> <p>* Decision no. 231/2022, registered at ICMPP under no. 4101/29.06.2022, regarding the designation of the working group responsible for the implementation of GEP</p>

2. Routine revision of any text, communication, images, from a gender equality and diversity standing point	Researchers, technical and administrative staff	Policies, procedures and services for work and personal life integration	GE officer, GE delegates	* revision of any text, communication, images, from a gender equality and diversity standing point, whenever necessary (legislative changes, discovery of material errors etc.) (e.g.: competition employment announcements, decisions for annual evaluation commissions of the employees; decisions for competition employment evaluation commissions; decisions for PHD thesis evaluation commissions)
3. Promotion of initiatives to facilitate a widespread gender competence at all levels of the organization with provision of training to staff and researchers	Researchers, technical and administrative staff	Awareness training on gender equality issues	GE officer, GE delegates	* organisation of awareness training on gender equality issues for ICMPP PHD students during the research ethics course within the Doctoral School *organisation of awareness training on gender equality issues for ICMPP researchers and administrative staff during the project management courses within the ICMPP BioNanoTech Support Center for projects

Area 3. Gender equality in recruitment and career progression

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

Action/Measure	Target	Indicator(s)	Responsible	Objective
1. Carrying out gender awareness initiatives, briefings and creating guidelines for gender-sensitive recruitment, career and appointments	Research institute management	Gender awareness initiatives and guidelines	D, HR, HoDs, GE officer	* dissemination of information on the website of the institute (publication of the GEP plan in the column <Public information>) *ICMPP Internal Regulation no. 4016/5.08.2021: art. 48 (1), 58: right of the employees to non-discrimination and equality treatment, rules on compliance with the principle of non-discrimination *ICMPP personnel Ethics Code no. 552/5.02.2021: art. 4 (1) c – d, 20-21, 28-30, 32, 34 (4) c, 38 c, 42 (4) b, 45 (3) f: principles of

				non-discrimination and equality treatment, rules for non-discrimination and equality treatment and sanctions for non-compliance; impartiality, non-discrimination and equality treatment in evaluation of employees and in taking any decision
2. Courses and training on gender equality	Researchers, technical and administrative staff	Courses and training for recruitment Courses and training for career progression Courses and training for leadership	D, HR, HoDs, GE officer, GE delegates	<p>* organisation of awareness training on gender equality issues for ICMPP PHD students during the research ethics course within the Doctoral School</p> <p>*organisation of awareness training on gender equality issues for ICMPP researchers and administrative staff during the project management courses within the ICMPP BioNanoTech Support Center for projects</p> <p>* the Director of the institute received the consultancy regarding the preparation of the Equality Strategy by Gender and Gender Equality Plan 2022-2025 (The Gender Equality strategy and the Gender Equality Plan 2022-2025), mandatory condition and prior to signing the financing contracts for projects from the Horizon Europe competition, and from the National Recovery and Resilience Plan, from Project called "BioNanoTech-Suport, Centru suport pentru proiecte Orizont 2020 ", acronym BioNanoTech-Suport, cod MySMIS: 10752</p> <p>* participation by D,HR, HoDs, GE officer and GE delegates at the seminar (organised in a hybrid system - physical participation in the conference hall of the institute) called <Conflict management> coordinated by prof. dr. Ana STOICA from Alexandru Ioan Cuza University (UAIC Iasi)</p>

Area 4. 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

Action/Measure	Target	Indicator(s)	Responsible	Objective
1. Internal training seminars on the use of sex and gender perspective in research, to foster the acknowledgment of its economic, social and innovation value	Researchers, scientific community	Participation in training seminars on integrating sex/gender analysis methods, by gender and field of research	SD, Researchers, GE officer	<p>* organisation of awareness training on gender equality issues for ICMPP PHD students during the research ethics course within the Doctoral School. GE officer held a dedicated course for PhD students, called <Ethics in Research> (mandatory course for doctoral students evaluated at the end with an exam) where these issues were also discussed.</p> <p>*organisation of awareness training on gender equality issues for ICMPP researchers and administrative staff during the project management courses within the ICMPP BioNanoTech Support Center for projects</p> <p>* the Director of the institute received received the consultancy regarding the preparation of the Equality Strategy by Gender and Gender Equality Plan 2022-2025 (The Gender Equality Strategy and the Gender Equality Plan 2022-2025), mandatory condition and prior to signing the financing contracts for projects from the Horizon Europe competition, and from the National Recovery and Resilience Plan, from Project called "BioNanoTech-Suport, Centru suport pentru proiecte Orizont 2020 ", acronym BioNanoTech-Suport, cod MySMIS: 10752</p>

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Area 5. Measures against gender-based violence, including sexual harassment
Objective: Raising awareness on the importance of equality issues and strengthening positive attitudes towards diversity

Action/Measure	Target	Indicator(s)	Responsible	Objective
1. Develop internal (institute) electronic tool (website/platform) supporting information and education, as well as allowing the reporting of sexual harassment and discrimination	Researchers, technical and administrative staff	Dedicated research institute website/platform, number of visits, number of real-case situations reported and solved	D, HoDs, HR, IT services, GE officer	<p>* The Gender Equality Strategy and the Gender Equality Plan 2022-2025 was posted (entire document) on the first page and on a dedicated section on the ICMPP website for public documents: https://icmpp.ro/index.php https://icmpp.ro/files/intranet/ICMPP_eng_Gender%20equality%20strategy%20&%20Gender%20equality%20Plan%202022-2025_iulie.2022.pdf</p> <p>* in the column <Contact> we can find the staff with management positions to whom you can turn for any problem (a special column for reporting gender issues, sexual harassment and discrimination was implemented): https://icmpp.ro/contact.php</p> <p>* ICMPP Operational procedure - Ethical counseling of employees and compliance with the rules of professional conduct at ICMPP level</p>

				<p>*ICMPP Operational procedure - Investigation of reported irregularities and application of sanctions</p> <p>* ICMPP registry of ethics complaints</p> <p>*Annual report on ethics complaints</p>
2. Reinforce the Code of Ethics of the institute with provisions against gender-based violence, including sexual harassment	Researchers, scientific community	<p>Initiatives for raising awareness on female role models</p> <p>Initiatives for raising awareness on gender diversity in research teams</p>	D, HoDs, HR, GE officer	<p>*ICMPP Internal Regulation no. 4016/5.08.2021: art. 48 (1), 59: right of the employees to work dignity, rules on compliance with the principle of removing all forms of harassment and violation of dignity</p> <p>* ICMPP personnel Ethics Code no. 552/5.02.2021: art. 4 (1) c – d, 20-21, 28-30, 32, 34 (4) c, 38 c, 42 (4) b, 45 (3) f: principles of non-discrimination and equality treatment, rules for non-discrimination and equality treatment and sanctions for non-compliance and for all forms of harassment and violation of dignity; impartiality, non-discrimination and equality treatment in evaluation of employees and in taking any decision</p>
3. Awareness campaign highlighting diversity and inclusiveness in the scientific community and encouraging prevention of discrimination in various areas	Researchers, technical and administrative staff	Awareness campaign	GE officer	<p>* at every conference, course, meeting (including online) the GE officer also discussed this aspect</p> <p>* organisation of awareness training on gender equality issues for ICMPP PHD students during the research ethics course within the Doctoral School. GE officer held a dedicated course for PhD students, called <Ethics in Research> (mandatory course for doctoral students evaluated at the end with an exam) where these issues were also</p>

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“PETRU PONI” INSTITUTE OF MACROMOLECULAR CHEMISTRY

Director,


 dr. Valeria HARABGIU



GE officer,


 cons. jr. Andrei-Narcis PRICOB