



No. 184/17.2.2024

ANNUAL PROGRESS REPORT

regarding the implementation of the

GENDER EQUALITY STRATEGY AND GENDER

EQUALITY PLAN

- for the year 2023 -

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 BUCĂȚARIU

* 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 2023:

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
1. Availability of policies, procedures at the research institute for promoting integration of work with family and personal life	Researchers, technical and administrative staff	Policies, procedures for work and personal life integration	D, HR, HoDs, GE officer	<p>* Increasing the efficiency and improving the relationship between the personal life and the professional life of the employees who return to work from parental leave</p> <p>* the possibility of working online by formulating a request in this sense, followed by an action plan for the period in question</p> <p>* the possibility of lexible time slots (flexible hours)</p> <p>* the possibility to participate on-line in the meetings of the</p>

				Scientific Council: art. 3 (1) of the Organization and Functioning Regulation of the ICMPP Scientific Council no. 6063/04.11.2022
2. Feasibility plans for the creation of new welfare services	Researchers, technical and administrative staff	Policies, procedures for work and personal life integration	D, HR, HoDs, GE officer	<p>*the institution launched an analysis of the feasibility of developing welfare services to support work-life balance. Among the measures analyzed are the introduction of flexible working arrangements, access to counselling services, and mentoring initiatives for staff in important career transitions</p> <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>
3. Implementation of ICT-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-based systems promoting work and personal life integration	D, HR, HoDs, GE officer, IT services	<p>* the institute owns a premium subscription (business) for the ZOOM application, one of the best platforms for online communication</p> <p>* the institute owns a conference room full with the latest generation products (video projector, laptop, microphone, video camera, speakers)</p> <p>* the possibility to participate online in the meetings of the Scientific Council</p> <p>* the possibility to make online presentations, courses, including doctoral theses</p>
4. 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</p>

				he wants this (also he must formulating a request in this sense)
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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
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	<p>* 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)</p>
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	<p>* participation in conferences and trainings in this field</p> <p>* organisation of awareness training on gender equality issues for ICMPP PHD students during the research ethics course within the Doctoral School</p> <p>* the institution was visited by the internal audit team as part of an ethics and integrity audit, reflecting an institutional concern for promoting an ethical, inclusive and equitable climate. This visit contributed to strengthening the commitment to developing concrete actions on gender competences in the coming period (february)</p>

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	<p>* dissemination of information on the website of the institute (publication of the GEP plan in the column <Public information>)</p> <p>*ICMPP Internal Regulation no. 4016/05.08.2021: art. 48 (1), 58: right of the employees to non-discrimination and equality treatment, rules on compliance with the principle of non-discrimination</p> <p>*ICMPP personnel Ethics Code no. 552/05.02.2021: 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</p>
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	* organisation of awareness training on gender equality issues for ICMPP PHD students during the research ethics course within the Doctoral School
3. Disseminate and communicate career good practices - role models for women (scientists, researchers and academics)	Researchers, technical and administrative staff	Initiatives for raising awareness on female role models Initiatives for raising awareness on gender diversity in research teams	GE officer, GE delegates, HoDs	* at every conference, course, meeting (including online) the GE officer also discussed this aspect

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	* 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.
2. Development, communication and implementation of standards for the incorporation of the sex and gender variables into research	Researchers	Participation in training seminars on integrating sex/gender analysis methods Perception of the gender/sex variables in research contents	SD, Researchers, GE officer	* updating system procedures and operational procedures at institute level: - The methodology regarding the evaluation of integrity incidents - Ethical counseling of employees and compliance with the rules of professional conduct at the ICMPP level - The activity of resolving complaints and petitions within the ICMPP - Investigation of reported irregularities and application of sanctions
3. Institutional recognition within the research institute of those projects that have taken the gender dimension into account. (e.g., prizes)	Researchers, scientific community	Awarded projects	D, HoDs, Researchers	* Dr. Maria Cazacu was nominated among the finalists of the Romanian Research Gala - 2023 edition - in category I (Experienced Researchers) Currently, there is no formalized mechanism for institutional recognition of projects that integrate the gender dimension into research activities (such as specific

				<p>awards or distinctions).</p> <p>However, projects have been won and carried out within the institute in national competitions (e.g. PN III / PN IV) that include the gender dimension among the evaluation and selection criteria, according to the guidelines of the funding calls. No systematic monitoring of this dimension has been documented in the internal evaluation of projects.</p> <p>It is proposed, for the next period, to establish an internal mechanism for recognizing or highlighting (e.g. in annual reports, internal communications, the institution's website) projects that actively include sex-gender analysis or that promote gender balance in research teams</p>
4. Disseminate and communicate career good practices - role models for women (scientists, researchers and academics)	Researchers, technical and administrative staff	Initiatives for raising awareness on female role models	GE officer, GE delegates, HoDs	<p>* an event took place about The Future of Today's Adolescents – Romanian Academy and Youth Under this dome, acad. Bogdan C. Simionescu (Institute of Macromolecular Chemistry "Petru Poni") and dr. Elena Isabelle Tamba (Institute of Philology "A. Philippide") will meet with students from the "Mihai Eminescu" National College (27.09 a.c.) and with students from the "George Călinescu" Gymnasium School (28.09 a.c.), 12:00.</p> <p>* no specific activities were implemented to promote good career practices or to present successful female models in the field of research or academia.</p> <p>However, within the institute there are themes with remarkable results that could be highlighted in future dissemination initiatives (e.g.</p>

				<p>web pages, interviews, newsletters, events).</p> <p>It is planned, for 2024, to initiate actions to promote these models, with the aim of encouraging young female researchers and strengthening the visibility of women's contribution to science.</p> <p>* In 2023, Dr. Anca Filimon was awarded the "Cristofor I. Simionescu" award of the Romanian Academy for excellence in the field of macromolecular chemistry, confirming the recognition of the scientific value of the work carried out at the institute.</p> <p>Although the award was not given exclusively for gender mainstreaming, the recognition of performance contributes to promoting equity and visibility in research careers.</p>
5. Workshops on the integration of gender equality and diversity issues in research activity, as support for research staff	Researchers	Training seminars on integrating sex/gender in research activity	SD, HR, HoDs, GE officer	<p>No workshops dedicated to gender equality and diversity in research were organized in 2023. However, the introduction of dedicated sessions on this topic is envisaged for the 2024 GEP annual seminar, as a support for research staff.</p> <p>The aim of these sessions will be to raise awareness of the importance of the gender dimension in research, identify existing barriers and promote inclusive practices in the definition, implementation and dissemination of research projects.</p>
6. Courses and training tools in all departments and at all levels (experienced or early researchers) on sex and gender variables	Researchers	Courses on specific gender dimensions, per research activity	SD, HR, HoDs, GE officer	<p>* Romanian Researcher's Day, celebrated at the "Petru Poni" Institute of Macromolecular Chemistry. On Friday, November 17, our institute hosted the 4th edition of Macro Youth, a symposium dedicated to young people and organized in collaboration with the Romanian Chemical Society – ICMPP – Open Door to the Future Scientific</p>

				<p>Communications of Young Researchers. The symposium wanted to mark Romanian Researcher's Day.</p> <p>Foreign guests: Prof. David Haddleton, University of Warwick, United Kingdom and Prof. Alice Mija, University of Cote d'Azur, Nice, France.</p> <p>*the institution did not organize specific courses or workshops on the integration of sex and gender variables in research activity, due to logistical reasons and prioritization of other GEP actions. However, preliminary steps in this direction have been taken: the need for training among researchers, especially those at the beginning of their careers, was identified, and the GEP implementation team consulted good practice models from other research institutes.</p> <p>As a result, a pilot training module is planned for 2024 for all departments, focusing on:</p> <ul style="list-style-type: none"> - understanding sex and gender differences in research; - integrating these variables into scientific projects; - concrete examples of application in writing Horizon Europe proposals. <p>The training will be included in a broader GEP awareness program, and participation will be open to both beginning and experienced researchers.</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. Training on	Researchers,	Participation	D, HR,	In 2023, no training session


discrimination phenomena (including discriminatory language), violence (including that based on prejudice or gender), harassment, and sexual harassment	technical and administrative staff	in training, per categories Skills acquired in relation to identifying and responding to discrimination and violence phenomena	HoDs, GE officer	<p>was organized dedicated to discrimination, violence based on prejudice or gender, harassment or sexual harassment. However, these topics were identified as essential for the organizational climate and included in the action plan for 2024.</p> <p>Within the GEP team, preliminary discussions were held on the integration of these topics into a common training module, with a focus on:</p> <ul style="list-style-type: none"> - recognizing and combating discriminatory language; - preventing and reporting workplace harassment; - developing a safe and inclusive work environment. <p>For 2024, an interactive session is planned, in collaboration with an external human rights expert or with experience in training on diversity and inclusion. Participation will be recommended to all staff, with priority for team leaders and HR staff.</p>
2. 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>
3. Reinforce the Code of Ethics of the institute with provisions against gender-based violence, including sexual harassment	Researchers, scientific community	Initiatives for raising awareness on female role models Initiatives for raising awareness on gender diversity in research teams	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 Chemistry)</p>
4. 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)</p>

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“PETRU PONI” INSTITUTE OF MACROMOLECULAR CHEMISTRY

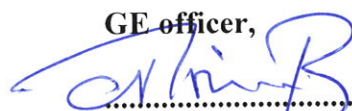
Director,



 dr. Valeria HARABGIU



GE officer,



 cons. jr. Andrei-Narcis PRICOB