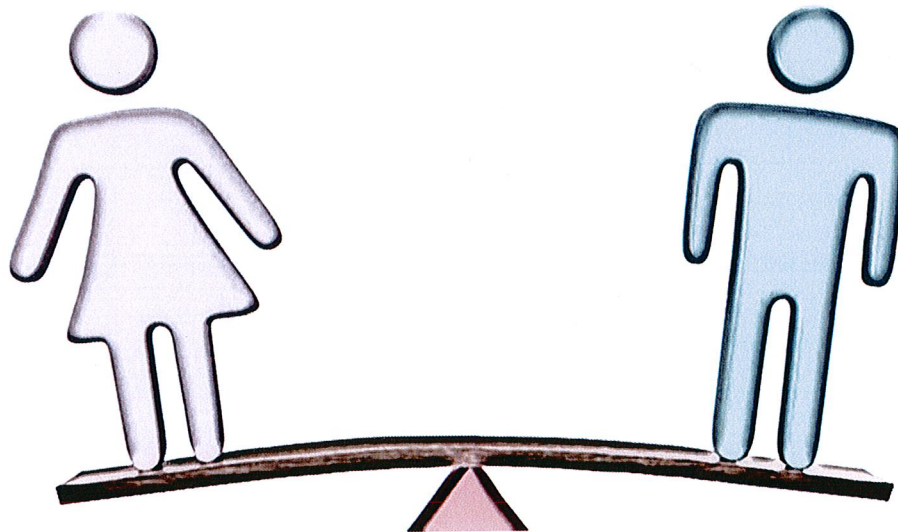


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**The Gender Equality Strategy and the Gender Equality Plan of the  
National Research and Development Institute for Cryogenic and Isotopic Technologies  
ICSI Rm. Valcea**



**2023-2027**

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## 1. Introduction

The gender equality strategy of the National Research and Development Institute for Cryogenic and Isotopic Technologies - ICSI Rm. Vâlcea for 2023-2027 was developed based on the provisions of Law no. 202/2002<sup>1</sup> on equal opportunities and equal treatment of women and men, the provisions of the European Gender Equality Strategy 2020-2025, as well as the Horizon Europe guidance on gender equality plans. According to the European Strategy, "gender equality is a basic value of the EU, a fundamental right and a key principle of the European Pillar of Social Rights", and ICSI Rm. Vâlcea makes every effort to ensure that the institute's activities and processes respect the principles of equality, diversity, inclusion and non-discrimination and that it is a safe place for all employees.

The Gender Equality Plan is based on the Gender Equality Strategy, including specific measures and actions, as well as indicators for monitoring the progress of its implementation and periodic revisions.

The Gender Equality (GE) Strategy and the Gender Equality Plan (GEP) of the National Research-Development Institute for Cryogenic and Isotopic Technologies ICSI Rm. Vâlcea enforce its mission and values, ensuring and promoting equality and diversity of knowledge and the acquisition of new skills for all employees. The objectives of the 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.

## 2. Abbreviations and definitions

In the development of the Gender Equality Strategy and the Gender Equality Plan, terms specific to the field were used according to the definitions and concepts presented by Law no. 202/2002<sup>1</sup> on equal opportunities and equal treatment of women and men, with subsequent amendments and additions and those provided by the European Institute for Gender Equality (EIGE).<sup>2</sup>

*Gender equality competence* refers to the skills, attributes and behaviours that people need in order to mainstream gender effectively. It implies theoretical and practical knowledge of the various tools that could be used for this process. It requires recognition of the fact that no political or organisational action is gender-neutral and that women and men are affected by policies in different ways (EIGE).<sup>2</sup>

*Gender*: the set of roles, behaviours, traits, and activities that society considers appropriate for women and men, respectively<sup>1</sup>.

*Gender equality*: this refers to the equal rights, responsibilities and opportunities of women and men, implying that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Equality between women and men is seen as both a human rights issue, and as a prerequisite and indicator of people-centred sustainable development<sup>2</sup>.

*Gender balance*: Gender balance is commonly used in reference to human resources and equal participation of women and men in all areas of work, projects or programmes<sup>2</sup>.

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<sup>1</sup> <https://legislatie.just.ro/Public/DetaliuDocument/35778>

<sup>2</sup> <https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions>

*Gender stereotypes:* Organized systems of beliefs and consensual opinions, perceptions, and prejudices regarding the attributes and characteristics, as well as the roles that women and men have or should fulfill<sup>1</sup>.

*Work-life balance:* refers not only to caring for dependent relatives, but also to “extracurricular” responsibilities or important life priorities. Work arrangements should be flexible enough to allow employees of both sexes to undertake lifelong learning activities and further professional and personal development, not necessarily directly related to the employee’s job<sup>2</sup>.

*Gender perspective:* an instrument for approaching reality by questioning the established power relationships between men and women, and social relationships in general. It is a conceptual framework, a methodology for interpretation and critical analysis tool that guides decisions, broadens and changes standpoints, and allows us to reconstruct concepts, scrutinise attitudes and identify gender biases and conditionings, in order to analyse and modify them subsequently through dialogue<sup>2</sup>.

*Gender mainstreaming:* the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective could be incorporated in all policies, at all levels and all stages, by the actors normally involved in policy-making<sup>2</sup>.

*Gender biases:* actions or judgements based on the perception that women are not equal to men<sup>2</sup>.

*Occupational segregation (vertical and horizontal):* the concentration of one sex in certain educational fields or in certain occupations (horizontal segregation) or the concentration of one sex in certain grades, levels of responsibility or positions (vertical segregation)<sup>3</sup>

*Sex:* biological characteristics which define humans as being females or males. These sets of biological characteristics do not exclude each other, as there are individuals who possess both, but these characteristics tend to differentiate humans as males and females<sup>2</sup>.

*Sex vs gender:* typically, a clear distinction is prescribed between sex and gender, with sex being the preferred term for biological forms, while gender would be limited to meaning involving behavioural, cultural, and psychological traits. In this dichotomy, the terms male and female refer only to biological forms (sex), while the terms masculine/masculinity, feminine/ femininity, woman/girl, and man/boy refer only to psychological and sociocultural traits (gender)<sup>4</sup>.

*Sexual harassment:* the situation in which unwanted behaviour with a sexual connotation, expressed physically, verbally or non-verbally, is manifested, aiming at or resulting in injuring the dignity of a person and especially in creating a hostile, degrading, humiliating or offending environment of intimidation<sup>1</sup>.

*Psychological harassment:* any inappropriate behaviour that occurs over a period of time, is repetitive or systematic, and involves physical behaviour, oral or written language, gestures or other intentional acts that could affect the personality, dignity or physical or psychological integrity of a person<sup>1</sup>.

#### Abbreviations

GE	Gender equality
GEP	Gender equality plan
RDI	Research, Development, Innovation
HR	Human Resources
GD	General Director
SD	Scientific Director
ED	Economic Director

<sup>3</sup> <https://data.consilium.europa.eu/doc/document/ST-15468-2017-ADD-1/ro/pdf>

<sup>4</sup> <https://www.merriam-webster.com/dictionary/>

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

The development of the gender equality strategy and plan was based on literature review, national legislation in force in the field of equal opportunities and equality between women and men, as well as the analysis of existing requirements, policies, recommendations, examples and case studies relevant to discrimination, inclusiveness and gender equality at the level of the European Union, with an emphasis on research institutions.

### 4. Diagnosis (data collection)

The GE strategy and GEP have been developed based on diagnosis analysis done between October and December 2023. The following indicators were selected for the discussion on gender equality issues:

- Number of women and men in the decision-making structures of ICSI Rm. Vâlcea;
- Number of women and men in research positions;
- Number of women and men in management positions (departments/offices/ compartments/etc.);
- Number of women and men who participated in professional training programs;
- Number of women and men who requested parental leave.

#### Board of directors

Position	Women	Men
President of the Board of Directors		x
Scientific Director - member	x	
President of the Scientific Committee - member		x
Representative of the Ministry of Labor and Social Solidarity-member	x	
Representative of the Ministry of Research, Innovation and Digitization - member		x
Representative of the Ministry of Public Finance - member		x
Specialist of the Ministry of Research, Innovation and Digitization - member		x
<b>TOTAL</b>	<b>2</b>	<b>5</b>

#### Steering Committee

Position	Women	Men
General Director		x
Scientific Director - member	x	
Economic Director - member	x	
Director ICSI Analytics	x	
Director ICSI Energy	x	
Director ICSI Nuclear		x
President of the Scientific Committee - invited		x
Union representative	x	
<b>TOTAL</b>	<b>5</b>	<b>3</b>

#### Scientific Committee

Position	Women	Men
President of the Scientific Committee		x
Vice-president of the Scientific Committee	x	
General Director - member		x
Scientific Director - member	x	
Member 1		x
Member 2	x	
Secretary	x	
<b>TOTAL</b>	<b>4</b>	<b>3</b>

### Women and men – research staff

Research Groups	Staff							
	CS I, CSII, CS III (Experienced researchers)	IDT I, IDT II, IDT III	ACS, CS (Early -stage researchers)	IDT	SS	High-school education	W	M
ICSI Energy	23	6	12	1	47	9	25	31
ICSI Analytics	18	0	5	0	24	13	28	9
ICSI Nuclear	21	9	6	1	43	27	17	53
ICSI BUSINESS	4	0	1	0	7	14	4	17
<b>Total</b>	<b>66</b>	<b>15</b>	<b>24</b>	<b>2</b>	<b>121</b>	<b>63</b>	<b>74</b>	<b>110</b>

### Women and men – administrative and support services

Administrative/Support Groups	Staff							
	CS I, CSII, CS III (Experienced researchers)	IDT I, IDT II, IDT III	ACS, CS (Early -stage researchers)	IDT	SS	High-school education	W	M
Technical Support Dept.	1	1	0	1	3	15	1	17
Other Office administration support	1	0	2	0	6	12	12	6
IT Department	0	1	1	0	3	0	0	3
HR Department	0	0	0	0	1	2	3	0
Integrated Management Department	2	0	0	0	2	0	2	0
Intellectual Property Dept.	1	0	0	0	1	2	2	1
Accounting-finance office	4	0	1	0	9	7	7	9
Monitoring office	2	0	2	0	5	2	7	0
Procurement office	2	0	0	0	2	2	2	2
<b>Total</b>	<b>13</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>32</b>	<b>42</b>	<b>36</b>	<b>38</b>

### Head of entities

Position	Women	Men
Director Department ICSI Energy	x	
Director Department ICSI Analytics	x	
Director Department ICSI Nuclear		x
Director Department ICSI Business		x
Director Department Technical Support		x
Head of IT Department		x
Head of HR Department	x	
Head of Integrated Management Department	x	
Head of Marketing Department		x
Head of Intellectual Property Department		x
Head of Safety and Security		x
Head of Accounting-finance office	x	
Head of Monitoring office	x	
Head of Procurement office	x	
<b>TOTAL</b>	<b>7</b>	<b>7</b>

### Women and men who participated in professional training programs during 2023

Program	Women	Men
PhD	7	13
Master	1	1
Specialization	2	1

<b>Program</b>	<b>Women</b>	<b>Men</b>
Training courses	4	8
Authorization	7	12
Certifications	6	8
Scholarships	1	-
Internal courses	54	74
<b>TOTAL</b>	<b>72</b>	<b>117</b>

#### **Women and men who applied for parental leave in 2023**

	<b>Women</b>	<b>Men</b>
Total number of women and men who applied for parental leave		
<b>TOTAL</b>	<b>-</b>	<b>-</b>

As part of data collection and diagnosis, have been conducted institute-wide surveys with the following indicators:

- Numbers of women and men candidates applying for distinct job positions
- Opinions on the work-life balance in the research institute
- Numbers of staff by sex/gender applying for taking parental leave
- Integration of the gender dimension into the research content
- The perception regarding the inclusiveness and discrimination within the institute
- Perception of moral and psychological harassment, including sexual harassment within the institute.

### **5. Data Analysis**

Internal analyses have been conducted to address gender equality and equal treatment between women and men. The analyses were carried out in working meetings attended by the coordinator for the implementation of the GE Strategy and the GEP and representatives of the institute's management, research staff and employees from the administrative and support services. Each and all working groups included even numbers of men and women.

The General Director of the institute declared his commitment to the development and implementation of the gender equality plan at the National Research and Development Institute for Cryogenic and Isotopic Technologies ICSI Rm. Vâlcea.

#### **5.a. Quantitative analysis of data**

The analysis of numerical data illustrated that:

- There is a gender balance in the institute's executive structures, overall, the number of women and men is equal;
- There is an equal number of women and men in the positions of head of department/compartment/service/office;
- There are more women than men in research positions;
- There is a balance between women and men in administrative and support offices, which reflects that there is a good practice in recruitment;
- Regarding career progress, it was found that men participated in a greater number in professional training programs than women;
- No requests were registered for parental leave during 2023.

### **5.b. Qualitative analysis of data**

The qualitative research showed that:

- Women more often state that they are responsible for most family duties, but maternal responsibilities have a low impact on academic activity and do not prevent them from holding administrative positions;
- International mobility requirements are equally requested both by men and women;
- The gender dimension is not yet well integrated in research;
- The institute is inclusive, being an institution that:
  - (i) does not exclude;
  - (ii) is open, tolerant and democratic;
  - (iii) values all its employees;
  - (iv) adapts to the diversity of needs and developing peculiarities of its researchers;
- The institute is a safe place, without gender violence;
- Specific training and guidance on gender equality, inclusiveness and non-discrimination is needed.

### **5.c. Conclusions**

The important conclusions of the internal evaluation carried out by the National Research and Development Institute for Cryogenic and Isotopic Technologies ICSI Rm. Vâlcea are the following:

- It is necessary to educate employees about gender equality through awareness and training actions;
- Relevant actions and measures regarding gender equality must be actively and effectively communicated to the employees of the institute;
- It is necessary to review internal procedures and regulations for a better integration of the gender dimension;
- We must develop a strategy and plan for gender equality, for the period 2023-2027, with effective actions and clear targets, and assign specific resources and responsibilities for their implementation.

## **6. GE strategy and GEP of ICSI Rm Valcea for 2023-2027**

Based on the internal review and the national and European policies and requirements, the General Director is committed to developing the institute's strategy for gender equality, and the corresponding GEP.

The management of the National Research and Development Institute for Cryogenic and Isotopic Technologies ICSI Rm. Vâlcea decided to appoint a Coordinator for the implementation of the GEP for the period 2023-2027 and one person responsible for gender equality for each department.

The coordinator for the implementation of the Gender Equality Plan has a proactive role and a consultant role in the implementation and monitoring of the Gender Equality Strategy.

Specifically, EG responsible persons have the following responsibilities:

- To contribute to the development, implementation, monitoring and evaluation of the GEP;
- To provide tools and practical support to those involved in the implementation of the GEP;
- To cooperate and involve stakeholders at all levels to ensure the achievement of GEP targets;
- To ensure the increase of awareness regarding the benefits of gender equality in the institute;
- To evaluate the progress in the implementation of GE in the institute.

## 6.1. GE Strategy of ICSI Rm Valcea for 2023-2027

The GE Strategy consists of the following areas of intervention and objectives for 2023-2027

Area of intervention	Objectives
1. <i>Work-life balance and organisational culture</i>	1.1. Promoting integration of work with family and personal life 1.2. Consolidation of positive attitudes towards diversity and inclusiveness in all areas of activity of ICSI Rm. Vâlcea
2. <i>Leadership and decision-making</i>	2.1. Promoting gender equality in the institutional culture, processes and practice 2.2. Ensuring gender balance in decision-making and management structures
3. <i>Recruitment and career progression</i>	3.1. Stimulating and supporting women in developing their research career; 3.2. Promoting gender balance in recruitment, selection and career progression processes
4. <i>Integration of the gender dimension into the research content</i>	4.1. Promoting a gender and sex perspective in research processes and knowledge transfer 4.2. Integrating sex and gender perspective in research activity
5. <i>Measures against gender-based violence, including sexual harassment</i>	5.1. Prevention of any form of violence and/or moral or psychological harassment based on gender, including sexual harassment; 5.2. Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity

## 6.2 GEP of ICSI Rm Valcea for 2023-2027

The gender equality plan of the National Research-Development Institute for Cryogenic and Isotopic Technologies ICSI Rm. Vâlcea for the period 2023-2027 (GEP) includes areas of intervention, the actions and measures necessary to fulfil the specific objectives, the group targeted by these actions and measures, deadlines, responsible persons as well as target indicators for measuring progress.

### Area 1. Work-life balance, private life and organisational culture

Objectives: *Promoting an academic work environment that allows the integration of professional life with family and personal life; Consolidation of positive attitudes towards diversity and inclusion in all areas of activity of ICSI Rm. Vâlcea*

Action/Measure	Target group	Deadline			Responsible	Indicators
		2024	2025	2026		
Organizing information and awareness campaigns with the theme of gender equality in research, with the approach of sensitive topics such as: inclusiveness and diversity, gender prejudices and stereotypes, inclusive language, etc.	Researchers, technical and administrative staff	x	x		GD, Head of HR dept, EG coordinator, EG responsible	2 promoting campaigns; Minimum 30 participants from the target group
Internal regulations, in accordance with the law, flexible work schedules for parents who work in the institute	Researchers, technical and administrative staff	x	x	x	GD, Head of HR dept, EG coordinator, EG responsible	Revised procedures; Updated internal regulations
Promoting the use of IT tools and solutions for better planning and managing work tasks and harmonizing them with personal life obligations	Researchers, technical and administrative staff	x	x	x	EG coordinator, EG responsible, network administrator	1 training with the work instruction on the use of digital communication and management solutions
Integrating the gender perspective in internal questionnaires to assess the satisfaction of the institute's employees with the workplace and working atmosphere	Researchers, technical and administrative staff	x	x	x	Head of HR dept, EG coordinator, EG responsible	2 surveys done; 50 completed questionnaires

### Area 2. Leadership and decision-making processes

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

Action/Measure	Target group	Deadline			Responsible	Indicators
		2024	2025	2026		
Creation of structures with specific duties and responsibilities ensuring gender equality at the institutional level: GE coordinator, GE managers	Researchers, technical and administrative staff	x			GD, Head of HR dept	1 GE coordinator 4 GE responsible
Facilitate professional training in the field of gender equality for the coordinator and GE managers	GE Coordinator, GE Responsible	x			ED, Head of HR dept	At least 1 course completed by those

								responsible for gender equality
Routine review of any text, communication, images from the point of view of gender equality and diversity	Researchers, technical and administrative staff	x	x	x	x		EG responsible, EG delegates	Policies, procedures and institutional documents reviewed from a gender perspective
The integration of the gender perspective in the planning of scientific and promotional events organized by ICSI Rm. Vâlcea, to ensure gender balance in the event organizing committees, as well as activities of the event (round tables, presentations, etc.)	The committees for organizing scientific and promoting events of ICSI Rm. Vâlcea	x	x	x	x		GD, SD, GEP Coordinator, GE Responsible	Achieving proportional representation of at least 40/60% in the structure of the organizing committees and in the activities of the event program

### Area 3. Gender equality in recruitment and career progression

Objectives: *Stimulating and supporting women in research career development; Promoting gender balance in recruitment, selection and career progression processes*

Action/Measure	Target group	Deadline			Responsible	Indicators
		2024	2025	2026		
Detailed analysis of procedures and practices of recruitment, selection and promotion to identify factors that could encourage indirect gender discrimination		x			Head of HR dept, GEP coordinator	Selection and recruitment procedures revised from the perspective of gender equality.
Conducting gender awareness initiatives, and creating gender-sensitive recruitment, career and appointment guidelines	Institute's employers	x	x	x	GD, Head of HR dept, GEP coordinator, responsible EG	At least 2 gender awareness actions
The inclusion of the gender dimension in the personnel policy of ICSI Rm. Vâlcea	Researchers, technical and administrative staff	x	x	x	Head of HR dept, head of depts, EG responsible	1 statistic/year on gender balance for recruited staff
Dissemination and communication of good practices in the scientific career - role models for women (scientists, researchers)	Researchers, technical and administrative staff	x	x	x	GEP coordinator, EG responsible	1 initiative/year to raise awareness about female models; - min. 10 participants

#### Area 4. Integration of the gender dimension into research content

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

Action/Measure	Target group	Deadline			Responsible	Indicators
		2024	2025	2026		
The projects that have taken the gender dimension into account should be appreciated	All researchers	x	x	x	GD, researchers, EG coordinator	1 statistic/year regarding the approach of gender dimension in new won projects At least 1 action/year regarding the integration of gender equality in the research activity
Communication of guidelines that present the issue of gender equality and diversity in research activity, support for research staff	All researchers	x	x	x	EG Coordinator	1 initiative/year to raise awareness of female role models; - min. 10 participants
Dissemination and communication of good career practices - role models for female researchers	Researchers, technical and administrative staff	x	x	x	GEP coordinator, EG responsible	The number of papers on specific gender dimensions addressed by the institute's employees
Dissertations and doctoral theses that have taken the gender dimension into account should be given as an example within the institute	Researchers	x	x	x	SD, GEP coordinator, EG responsible	

#### Area 5. Measures against gender-based violence, including sexual harassment

**Objectives:** *Prevention of any form of violence and/or moral or psychological harassment based on gender, including sexual harassment;  
Raising awareness about the importance of equality issues and strengthening positive attitudes towards diversity*

Action/Measure	Target group	Deadline			Responsible	Indicators
		2024	2025	2026		
Training courses on discrimination phenomena (including discriminatory language), violence (including that based on prejudice or gender), harassment, and sexual harassment	All employers	x	x	x	GD, Head of HR dept, GEP coordinator	1 Workshop/year on the topic of gender-based discrimination Min. 15 participants

<p>Creating an information and support centre for the prevention, detection and reporting of moral and psychological harassment and/or violence based on sex or gender</p>	<p>All employers</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Creation of a section on the INTRANET dedicated to information on gender equality / number of visits, number of real case situations reported and resolved</p>
<p>Reinforce de Code of Ethics of the institute with provisions against gender-based violence, including sexual harassment</p>	<p>All employers</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>No. of initiatives to raise awareness of female role models</p>
<p>Awareness campaign highlighting diversity and inclusiveness in the scientific community and encouraging prevention of discrimination in various areas</p>	<p>All employers</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>x</p>	<p>Minimum 1 awareness campaign/year Minimum 15 participants</p>

## 7. Monitoring and evaluation of the GEP

The progress in achieving the objectives set in the Gender Equality Strategy and the indicators set in the Gender Equality Plan is regularly assessed through periodic meetings organized by the GEP coordinator, the EG managers and a representative from the institute's management.

Monitoring the implementation of the actions planned in the GEP is carried out permanently by the GEP coordinator and the EG managers, who have the task of collecting data disaggregated by sex for the relevant indicators and analysing them in relation to the established indicators.

Annually, the GEP coordinator will present a progress report that will summarize the evolution of the indicators established in the GEP. The report will be presented and discussed within the Board of Directors. The relevant conclusions, observations and recommendations issued regarding the implementation of the GEP will form the basis for adjusting and improving the measures and actions established in the GEP for the next year.

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 their conclusion and adoption by the Board of Directors, the periodic (annual) GEP progress report is published on the research institute website and communicated to the entire scientific community.

## 8. Bibliography

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