



Declaration about Gender Equality Plan at Agency A.R.N.I.E.C. – RoEduNet

1. Preamble

The Agency ARNIEC – RoEduNet (AARNIEC) represents the National Research and Education Network of Romania. AARNIEC is part of the Ministry for Education and provides a high-speed communications infrastructure that interconnects mainly institutions like universities, research institutes, schools etc. Also, AARNIEC ensures connectivity to other similar entities in Europe and abroad, and to Internet.

AARNIEC strives to ensure that all employees enjoy the opportunity to participate in any activity concerning the Agency, each according to their capabilities. One objective of AARNIEC is to enable and facilitate the participation of employees, while empowering them to achieve their full potential as members of the community and global society.

The Gender Equity Plan (GEP) aim is to address any structural, cultural and/or situational barriers, to facilitate the participation of the diverse population within this institution, taking into consideration, but not limited to, gender, disability, race & ethnicity, religion and socio-economic backgrounds.

2. Target

The main target group for GEP contains all employees of AARNIEC, at any level, but also individuals that are interacting with our institution.

3. Objectives and issues to consider

AARNIEC aims to address at least the following aspects regarding good practices to maintain and improve equal opportunities for women and men:

- a) Staff training – capacity-building initiatives at institutional level, including competitiveness for EU projects and demonstration of gender equality; training on diversity;
- b) Institutional communication – internal and external communication need to be sensitive to equity, diversity and inclusion;
- c) Implementation of short and long-term activities in order to integrate the gender dimension;
- d) Work-life balance – flexible work, childcare and the care of other dependents, parental leave and family life/personal life, telework, remote work, right to disconnect;
- e) Social impact (inside and outside the institution), sustainability (long term change), and innovation (accelerate change and inspire others);
- f) Providing access to information, facilities, networking of all staff, regardless of gender;
- g) Corrective actions to be developed and prepared for implementation.

4. National laws and other regulations

Law 202/2002, republished later, is the main instrument. According to it, the principle of equal opportunities between women and men requires both benefits of equal opportunities as access to education, training, and employment and participation in public and political decision-making. The



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subsequent national legislation guarantees citizens equal rights to participate in economic and social life, to be educated and trained in a particular profession, and to engage and benefit from social protection in certain situations.

An extended national legal framework contains the following:

- Law 125/2016 on Romania's accession to the European Centre for Interdependence and Global Solidarity, created by Resolution (89)14, adopted by the Committee of Ministers of the Council of Europe on October 23, 1993;
- Law 66/2016 amending and supplementing OUG 111/2010 on leave and monthly allowance for raising children;
- Law 22/2016 for declaring The Women's Day on March 8 and The Men's Day on November 19;
- Law 23/2015 for declaring 8 May the Day of Equal Opportunities between Women and Men;
- Ordinance 111/2010 on leave and monthly allowance for raising children, with subsequent amendments and completions;
- Law 62/2009 for the approval of the Government Emergency Ordinance no. 61/2008 on the implementation of the principle of equal treatment between women and men in the access to and supply of goods and services;
- Ordinance 61/2008 on the implementation of the principle of equal treatment between women and men in the access to goods and services and the supply of goods and services, with subsequent amendments and additions;
- Ordinance 67 of 27 June 2007 on the application of the principle of equal treatment between men and women in occupational social security schemes;
- Ordinance 137/2000 on the prevention and sanctioning of all forms of discrimination, republished, with subsequent amendments and additions;
- Law 210/1999 on Paternal Leave;
- Decree 342/1981 on the ratification of the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW), signed by the General Assembly of the United Nations and formulated in Resolution 34/180 of 18 December 1979, in place on 3 September 1981.

Other representative regulations:

- Gender equity policies or requirements in funding mechanisms – EU FUSIONS, Horizon Europe, ESF and ERDF and others.