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## **Gender Equality Plan – Romanian Cultural Institute**

**2022-2026**

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## 1. Institutional Context

The RCI Gender Equality Plan was created while the institution underwent a massive reform process through the adoption of the RCI 2022-2026 Strategy by the RCI Board of Directors, in January 2022.

In this context, the RCI vision for the period 2022-2026 develops and promotes an integrated concept concerning the Romanian culture, through a multi- and trans- disciplinary approach of creativity and an in-depth understanding of the *diversity of ecosystems inside the contemporary society*.

According to the RCI mission, its annual programs and its institutional positioning throughout time, Strategy identifies two transversal topics, one of which includes explicitly this diversity pillar in the way the institution functions and it fulfills its mission, but also in its positioning towards other institutional and private actors from national, European and international cultural sectors. This pillar is T2: Supporting the projects and programs of the Romanian cultural agents and the initiatives of cultural diplomacy, which deal with concepts like *respect for diversity, fundamental rights*, and sustainable development.

The directional lines of the Strategy integrate the fundamental elements for the main lines of a Gender Equality Plan – by introducing the request that the projects initiated, organized and supported by RCI are inclusive (dedicated to vulnerable social groups) and represent a tool for increasing the quality of life.

Redefining the RCI brand also aims at approaching axes for development and lines of action which have a new, varied, interdisciplinary, complex content and which take into account *the needs of the contemporary society*, a diverse and transdisciplinary one. It aims at promoting not only traditional, accepted Romanian values, but also *new, innovative, fresh ideas, naturally integrated in the global creative ecosystem*.

In this context of institutional reform and institutional opening towards the adoption of various tools and good practices for a successful management system, but also for professionalizing the human resource according to European values and standards, a new Code of Ethics was adopted. The Code emphasizes explicitly the RCI support for values such as *equality of opportunity and treatment, non-discrimination, freedom of expression and thought, openness and transparency*.

The RCI Gender Equality Plan is a strategic document that defines the RCI engagement for promoting gender equality and inclusiveness throughout its entire activity. It contains objectives, activities, duties, dedicated resources, monitoring instruments and deadlines for implementation.

Gender equality is a fundamental value of the EU, a fundamental right and a key-principle of the European pillar of social rights. RCI commits itself to being an inclusive space and to promote gender equality, equality of opportunity, non-discrimination in all its activities and projects, including through the partnerships it establishes.

RCI acknowledges the need that the Romanian and European societies actively promote these values and principles and pledges to contribute, according to its mission (defined by the Law no. 356/2003 for the foundation, organization and functioning the RCI, republished) to fight gender disparities that exist in many areas of economic and social life, in public life and also in areas such education, research, art and culture.

The Romanian cultural sector faces are multiple, the negative issues concerning gender discrimination are also present, unfortunately both in Romania as at European level. Evaluations made at European level<sup>1</sup> show that gender disparities are present in cultural and creative sectors, most persons being discriminated based on gender and identity criteria. Moreover, women artists and professionals from the cultural field have less access to resources for creation and production, are paid less than men are and are underrepresented in leadership and decision-making positions, as well as on the art market. Women are also victims of sexism, gender stereotypes and sexual harassment<sup>2</sup>.

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<sup>1</sup> *Gender Gaps in The Cultural and Creative Sectors*, <https://eenca.com/index.cfm/publications/gender-gaps-in-the-cultural-and-creative-sectors/>

<sup>2</sup> <https://culture.ec.europa.eu/ro/policies/selected-themes/gender-equality>

## 2. Principles and Values

Through the adoption and implementation of the first Gender Equality Plan the RCI aims at:

- Promoting mutual respect and providing equal opportunities for its employees;
- Promoting and valuing diversity throughout its entire activity and in the Romanian cultural field;
- Approaching and managing better gender equality and inclusion in RCI, as well as solving current limitations;
- Contributing to the awareness, education and accountability processes concerning the principles and values related to gender equality, that will be reflected in:
  1. The role the RCI plays in the Romanian cultural sector, including overseas through its branches established abroad;
  2. The RCI interaction with artists and professionals from the cultural sector;
  3. The projects and programs funded and implemented by and through RCI, including the ones where it acts as a partner.
- Contributing to a better implementation of the national legal framework in this field (Law nr. 202/2002).

The Plan follows the European vision included in the European Gender Equality Strategy 2020-2025. The main elements of the Plan derive from the key objectives of the Strategy: fighting gender stereotypes, eliminating gender disparities from the gender market, insuring a real participation of women and men to different sectors of the economy, eliminating gender disparities concerning family roles and ending violence against women.

The principles on which the RCI Gender Equality Plan is grounded are inclusion, diversity, gender equality, equality of opportunity, transparency, integrity, freedom.

### **3. The Process of Creating the Plan**

The RCI Gender Equality Plan was adopted during the institutional reform process associated with the RCI Strategy 2022-2026, adopted in January 2022.

The Plan was realized under the direct coordination of the RCI President and in consultation with the Secretary General and the Human Resources Department, as well as with colleagues from the RCI branches abroad.

During March 2022 – May 2022, the representatives of these structures had a series of work meetings to identify the main challenges that the institution and the employees are facing – both in the headquarters and abroad. A big part of the information used in this stage came from the extensive analysis, evaluation and audit of the institution – in terms of management, human resources, methodologies for drafting and implementing RCI projects and programs – needed for the drafting of the RCI Strategy 2022-2026.

First, the existing data and evaluations have been analyzed in order to assess their utility for drafting the present Plan. Afterwards, a preliminary data collection process was initiated in order to gather further data, with the help of the Human Resources Department and, when deemed necessary, after a series of discussions with RCI employees. The conclusions of this stage have been presented to the working group formed by the RCI President, the Secretary General and the head of the Human Resources Department.

Drafting the Plan also involved an effort for documenting good practices at European level concerning gender equality plans already implemented in other countries or institutions, including the specific challenges faced by the cultural Romanian and European fields.

At the end of the analysis a set of 5 lines of action / objectives were defined in order to structure the RCI Gender Equality Plan:

Objective 1. Organizational management for gender equality

Objective 2. Human resources and gender equality – Recruitment, Promotion, Retention

Objective 3. Integrating gender in RCI projects and programs

Objective 4. Integrating gender in the evaluation of requests for partnership and financing  
received by the RCI

Objective 5. Institutional communication for gender equality

## 4. RCI Gender Equality Plan 2022-2026

### Objective 1. Organizational management for gender equality

Measure	Indicator	Duration	Responsibility	Resources
<b>1. Institutional changes concerning gender equality</b>	1.1.Revising strategic documents such as the Regulation for organization and functioning, the Code of Ethics etc., in order to include explicitly values associated with gender equality and to strive for institutional changes that might appear necessary after the first stages of monitoring and evaluation of this Plan	2022-2026	General Secretariat	RCI annual budget
<b>2. Creating a working format, inside the RCI, that monitors and evaluates the implementation of the Plan</b>	2.1 Creating a network of support for the working group (President – Secretary General – Head of the Human Resources Department), formed by RCI employees from each department, to operationalize this measure through dialogue and continuous consultation  2.2 Professional development of	2022-2026	General Secretariat	RCI annual budget

	employees involved in this endeavor on topics such as gender equality, inclusion and non-discrimination			
<b>3. Organizing the systematic collection and processing of data concerning data equality inside the RCI and its branches</b>	3.1 Proceduralise, data collection and processing, in order to support the recurrent monitoring and evaluation of the Plan	2022-2026	Secretariat General	RCI annual budget

### Objective 2. Human resources and gender equality – Recruitment, Promotion, Retention

Measure	Indicator	Duration	Responsibility	Resources
<b>1. Familiarizing human resources staff with topics such as gender equality, inclusion and non-discrimination</b>	1.1 Training in areas such as gender equality and equality of opportunities – recruitment, promotion, flexible workhours, vacations (including parental leave or time for caretaking for vulnerable categories), sexual and moral harassment in the workplace	2022-2026	General Secretariat	RCI annual budget Chapter – Professional development
<b>2. Proceduralising the inclusion of gender equality, inclusion and non-discrimination criteria in the methodology for selecting the</b>	2.1 Updating specific methodologies according to the provisions of the Plan	2022-2026	General Secretariat	RCI annual budget

<b>RCI branches staff</b>				
<b>3. Promoting life-work balance</b>	3.1 Updating specific methodologies according to the provisions of the Plan	2022-2026	General Secretariat	RCI annual budget
<b>4. Defining a transparent mechanism for investigating discrimination cases</b>	4.1 Updating specific methodologies according to the provisions of the Plan	2022-2026	General Secretariat	RCI annual budget

### Objective 3. Integrating gender in RCI projects and programs

<b>Measure</b>	<b>Indicator</b>	<b>Duration</b>	<b>Responsibility</b>	<b>Resources</b>
<b>1. Familiarizing staff from departments in charge with RCI programs and from branches abroad with topics such as gender equality, inclusion and non-discrimination</b>	1.1 Training on gender equality, inclusion and non-discrimination topics  1.2 Creating awareness concerning the challenges that the Romanian and international cultural field face in terms of discrimination and stereotypes	2022-2026	General Secretariat	RCI annual budget Chapter – Professional development  N. RCI branches function, according to the law, based on resources from the Ministry of Foreign Affairs.
<b>2. Applying values and principles concerning gender equality, inclusion and non-discrimination</b>	2.1 Including the values and principles from the Plan in the methodology for drafting projects and programs by RCI departments	2022-2026	General Secretariat	RCI annual budget

<b>in working methodologies of RCI departments and in those of branches abroad</b>	2.2 Including the values and principles from the Plan in the methodology for evaluating financial requests received by the RCI and its branches			
<b>3. Monitoring and evaluating the application of the Plan in the way RCI programs are implemented</b>	3.1. Working sessions with the employees from various departments, the representatives of the working group and the network of support for the working group	2022-2026	General Secretariat	RCI annual budget
<b>4. Increasing awareness about ethical aspects concerning the fight against discrimination in drafting and implementing RCI programs</b>	4.1. Sessions of structured dialogue with NGOs specialized in this field (gender equality, inclusion and non-discrimination)  4.2. Familiarizing the staff with case studies and good practices concerning gender equality, inclusion and non-discrimination in the cultural field, existing at European and international level	2022-2026	General Secretariat	RCI annual budget
<b>5. Monitoring career paths in RCI and its branches through the lenses of gender equality</b>	5.1 Analysis reports	2022-2026	General Secretariat	RCI annual budget

### **Objective 4. Integrating gender in the evaluation of requests for partnership and financing received by the RCI**

NB.. The measures concerning this objective complement those defined for the **Objective 3**.

<b>Measure</b>	<b>Indicator</b>	<b>Duration</b>	<b>Responsibility</b>	<b>Resources</b>
<b>1. Applying values and principles of gender equality, inclusion and non-discrimination in working methodologies of departments and branches abroad</b>	1.1 Including values and principles from the Plan in the methodology for partnerships signed by the RCI or by its branches abroad	2022-2026	General Secretariat	RCI annual budget
	1.2 Monitoring and evaluating actions and public communication of RCI partners through the lenses of this Plan			

### **Objective 5. Institutional communication for gender equality**

<b>Measure</b>	<b>Indicator</b>	<b>Duration</b>	<b>Responsibility</b>	<b>Resources</b>
<b>1. Promoting values related to gender equality, inclusion and non-discrimination in the RCI public communication</b>	1.1 Emphasizing these topics in the public presentation of RCI projects, programs and partnerships, on the web page and in the social media, in press releases etc.	2022-2026	General Secretariat	RCI annual budget