



Romania's national report on the implementation of the Beijing Declaration and Platform for Action and the results of the 23rd special session of the UN General Assembly

Section One: Highlights

Promoting the principle of gender equality and gender mainstreaming in all fields is a current and ongoing concern of the Romanian Government which is reflected as a transversal principle both in the Romanian Constitution and in the effective measures transposed in the field of equality of gender, since 2002, both at the legislative level and at the level of public policies. In recent years, Romania has registered significant legislative progress in terms of regulating measures to continue promoting gender equality and in preventing and combating domestic violence, with the Beijing Declaration and Platform for Action as the main pillar in policy making and also the UN Agenda 2030. The Government of Romania expresses its firm commitment to the creation of an integrated intervention system with very well-coordinated actions to combat violence against women, and which, at the same time, actively involves all responsible factors. The authorities with attributions in the field are diligent, regarding the continuation of efforts to improve the situation of our country in terms of the Gender Equality Index. Also, the transposition of the provisions of the Istanbul Convention into national legislation was a priority assumed at the level of the entire society: members of the Romanian Parliament, ministries and other institutions of the central public administration with attributions in the field, non-governmental organizations, legal specialists with relevant expertise, representatives of the academic environment. From this perspective, the National Agency for Equal Opportunities between Women and Men - ANES adopted measures and undertook specific actions in order to achieve the commitments assumed by the Romanian state by ratifying the Convention, in order to ensure the best possible protection of domestic violence victims by creating inter-institutional mechanisms, as well as by the elaboration of legislative regulations in the field, intended to transpose into national legislation the provisions of this complex international programmatic document in the field of preventing and combating domestic violence and violence against women and girls.

Regarding the Convention 190 of the International Labor Organization regarding the elimination of violence and harassment in the world of work, Romania ratified it in 2024 and has already initiated the process of harmonizing the national legislation with its provisions.

At the same time, over the recent years, Law 202/2002 on Equal Opportunities and Treatment between Women and Men has been amended, as follows: • Government Decision no. 262/2019 by which the Methodological Norms for the application of the provisions of Law no. 202/2002 regarding equal opportunities and treatment between women and men; • Law no. 167 of August 7, 2020, which regulates the phenomenon of moral harassment at work, for the amendment and completion of Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination, as well as for completing art. 6 of Law no. 202/2002 on equal opportunities and treatment between women and men.

Also, in 2022, in accordance with the provisions of Directive 2019/1158/EU of the European Parliament and of the Council of June 20, 2019 regarding the balance between the professional and private life of parents and caregivers, law no. 202/2002 on equal opportunities and treatment between women and men was amended accordingly by ANES.

In addition to all legislative regulations, ANES developed Government Decision no. 1547/2022 regarding the national strategy on equal opportunities and the prevention and combating of



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domestic violence for the period 2022 - 2027. This public policy document ensures the fulfillment of the favorable condition regarding gender equality from the perspective of the programming of European funds in the period 2021-2027 and preserves the integrated vision by approaching the issue on two basic pillars, one for each of the two fields of activity within the competence of ANES, respectively regulate, within the Prevention and combating of domestic violence Pillar, major directions of action in order to improve the situation of domestic violence victims and within the Pillar of Equality of opportunities and treatment between women and men, major directions of action in order to improve the situation of women on the labor market, such as and the punctual approach to distinct, sensitive areas, respectively those that prove to be more vulnerable or less responsive to gender issues.

At the same time, in order to ensure equal opportunities and treatment between women and men in the field of work, to specifically recognize everyone's right to a world of work without violence and harassment, to encourage and maintain a work culture based on respect and dignity mutual, ANES elaborated the Government Decision no. 970/2023 for the approval of the methodology on preventing and combating harassment on the basis of sex, as well as moral harassment at work. The normative act, by developing a guide model and its application methodology, addresses concrete intervention measures to prevent and combat moral harassment at work, bringing innovations in terms of how the principle of gender equality is transposed into public policies .

Also, the Government Decision no. 969/2023 for the approval of the National strategy for the protection and promotion of child rights "Protected children, safe Romania" 2023-2027 includes objectives and measures regarding the prevention and combat of violence against children.

However at the governmental level, it is assumed that not only legislation is sufficient and that real results cannot be recorded in the absence of specific and coherent intervention procedures. Another imperative element necessary for the implementation of all measures concerns the provision of adequate financial support. Thus, from 2022, the institutional framework regarding gender equality was strengthened through the creation of the Ministry of Family, Youth and Equal Opportunities, which supports all policies, measures and projects developed in the field, through the National Agency for Equal Opportunities between Women and Men, the structure specialized that is under his authority.

Moreover, in terms of institutional strengthening, it is important to mention that in 2023, through a European project, the Triologue Mechanism was created. This aims to initiate and streamline communication and collaboration between the 3 important inter-institutional mechanisms, with attributions in the field of gender equality (the Interministerial Committee for Preventing and Combating Domestic Violence, the National Commission and the County Commissions in the field of gender equality), with an emphasis on accountability authorities in the process of implementing country decisions and recommendations in the matter of gender equality and women's empowerment.

Eliminating inequalities requires documenting current trends and monitoring changes. To this end, the Government of Romania has undertaken concrete actions to create comprehensive care systems from an intersectoral and gender perspective, by harmonizing national legislation in 2022, in accordance with the provisions of the EU Directive on work-life balance. In this context, a series of legislative acts regulating the necessary measures to ensure an equitable distribution of care responsibilities between women and men have been amended, through parental leave, paternity leave, and carer's leave, alongside the existing maternity leave. At the same time, flexible working arrangements have been regulated. In this sense, a series of measures are also



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regulated in the current National Strategy for Promoting Gender Equality and for Preventing and Combating Domestic Violence for the period 2022-2027.

Moreover, within the framework of Romania's National Recovery and Resilience Plan - the Health and Institutional Resilience pillar, there are provisions for the equipment and rehabilitation of 119 family planning offices. The investment also covers the training costs of medical staff working in family planning clinics. Additionally, through the Social Reforms Component of the same plan, a network of 150 day centres will be created for children at risk of being separated from their families, benefiting at least 1,920 children. The Romanian state expresses its commitment to continuing the necessary efforts to achieve the sustainable development goals within the UN 2030 Agenda for Sustainable Development with the aim of eradicating extreme poverty, combating inequalities, and empowering women.

All these actions are undertaken at the level of Romanian Government, in order to eliminate occupational segregation also to ensure decent work and wage equality. Also, the public policies promote the implementation of care policies, systems and services that ensure gender co-responsibility.

Despite efforts to combat poverty, disparities persist, highlighting the need to assess what can be done better or differently. There is strong evidence that taking into account the intersectional and gendered dimensions of poverty is essential for designing equitable and effective policies and legislation that truly address the diverse needs of all persons, notably those in situations of vulnerability.



Section Two: Priorities, achievements, challenges and setbacks

1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?

In addition to the legislative regulation effort submitted in recent years and exposed above in the field of gender equality, a series of projects are added to support the implementation of the new legal provisions. Thus, the Ministry of Family, Youth and Equal Opportunities, through ANES undertake efforts in order to generate a structural change concerning gender equality by implementing the project- Strengthening Gender Equality in Public Life in Romania: Mainstreaming, Governance and Leadership, submitted by the General Secretariat of the Government on the Support Instrument Program Technical (TSI) Regulation (EU) 2021/240 (TSI Regulation). Through this technical assistance program specifically adapted for the authorities of the EU member states, we will have access to the best existing practices both at the EU level and throughout the world regarding the integration of the gender perspective in public policies and the identification of reform opportunities related to administrations respectively.

Also new projects for the implementation of the EU directives on work-life balance and pay transparency are being under approval.

The National Agency for Equal Opportunities between Women and Men operates under the Ministry of Family, Youth and Equal Opportunities. The institutional capacity of ANES was strengthened in 2022 by allocating 5 more positions and by introducing the Interministerial Committee for the prevention and combating of domestic violence within the organizational chart of the institution.

The National Commission for Equal Opportunities between Women and Men (CONES) as well as the County Commissions for Equal Opportunities between Women and Men (COJES) increased their activity in the last years and participated in a series of training and information sessions provided by ANES and carried out information dissemination actions in the territory.

Regarding the equal opportunities experts, we can mention that, in 2023 we had centralized a number of 620 experts and designated persons with attributions of experts from local and central public administration. By the Decision no. 627/2023 of the National Authority for Qualifications was approved the occupational standard for the equal opportunities expert.

However, the representation of women in our country in decision-making positions at the political level continues to be low. Considering the analyzes carried out by ANES regarding the participation of both sexes in decision-making processes, with the exception of management positions in the central public administration, where there is a balanced gender parity, the share of Romanian women in decision-making positions is still low.

In the 2020 election year, 7,134 people belonging to political formations, minorities and independents submitted their candidacy. Of these, 2,105 (29.51%) women and 5,029 (70.49%) men were found on the electoral lists. Following the parliamentary elections held on December 6, 2020, 85 (18.24%) women and 381 (81.76%) men (466 parliamentarians) won a mandate in the Romanian Parliament. In the Chamber of Deputies, out of the 330 elected deputies, 60 (18.18%) are women and 270 (81.82%) are men. Regarding the Romanian Senate, of the 136 elected senators, 25 (18.38%) are women and 111 (82.62%) are men. Compared to the previous parliamentary elections in 2016, the representation of elected female parliamentarians decreased from 18.92% to 18.24%, while the male representation increased from 81.08% to 81.76%, the difference being 0.68 pp. In the Chamber of Deputies, the representation of men increased from 79.33% to 81.82% and the representation of women decreased from 20.67% to 18.18%, the difference being 2.49 percentage points, in both cases.



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At the level of the Senate, the representation of men decreased from 85.29% to 81.62% and the representation of women increased from 14.71% to 18.38%, the difference being in this case 3.67 pp.

At the moment, there are 6 female ministers in the Romanian Executive, respectively at the Ministry of Family, Youth and Equal Opportunities, the Ministry of Labor and Social Solidarity, the Ministry of Foreign Affairs, the Ministry of Culture, the Ministry of Education and the Ministry of Justice.

Regarding the representation of women at the local and county level, there are 180 female mayors and only 2 women are presidents of county councils.

Regarding Representation at the central and local public administration level, in 2023 there were 669 management positions occupied by decision-making grade 1 + decision-making grade 2, of which 341 (51%) were women and 328 (49%) were men. At decision-making level 1, 140 (51.3%) women and 133 (48.7%) men occupied the 273 positions, and at decision-making level 2, 201 (50.8%) women and 195 (49.2 %) men occupied the 396 positions.

Regarding representation at the level of judges, there is a equilibrate gender balance. Regarding the prosecutors in 2022 were a number of 1123 female prosecutors and a number of 381 women in high courts of cassation and justice.

Regarding the representation at the level of the Constitutional Court of Romania, the representation is of 50% women. Moreover, within the supreme court, the leadership at the level of the president and vice presidents is ensured by female-judges. This existing trend is reflected within the judicial system both at the executive and leadership levels.

Furthermore, Romania continues diligences to increase the participation of women in all spheres of social life and in this context there are specific measures within the national strategy in the field.

The national strategy in the field of gender equality has a distinct chapter that refers to participation in decision-making proposing general and specific objectives in the spirit of the balanced participation of women and men in the decision-making process in public and political life.

Moreover, during the past 2 years there were promoted a series of legislative initiatives regarding the gender quotas. At this moment, at the level of committees in the Senate and the Chamber of Deputies is under analysis the Draft law amending and supplementing Law no. 208/2015 regarding the election of the Senate and the Chamber of Deputies, as well as for the organization and operation of the Permanent Electoral Authority. The draft normative act provides that the lists of candidates for the Senate, except for those containing one or two candidates, and the lists of candidates for the Chamber of Deputies, except for those containing less than three candidates, must be drawn up in such a way as to respect the minimum representation quota of 33% for both women and men, from the total number of proposed candidates.

As mentioned above, in 2022, in accordance with the provisions of Directive 2019/1158/EU of the European Parliament and of the Council of June 20, 2019 regarding the balance between the professional and private life of parents and caregivers, the national legislation was amended accordingly by Law no. 283/2022 for the amendment and completion of Law no. 53/2003 - Labor Code, and Government Emergency Ordinance no. 57/2019 regarding the Administrative Code. At this moment, the Government of Romania is making concerted efforts to design comprehensive care systems from an intersectoral and gender perspective, with a view to improving the support given to workers who are parents or caregivers by: expanding access to paid family leave, improving access to quality care services, increasing financial support by



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expanding the coverage and levels of family and child allowances and by increasing investment in social infrastructure (for example: childcare and elderly care facilities) and physical infrastructure (to ensure adequate access to water, sewage, energy and digital services).

Also, in the spirit of initiating the harmonization of national legislation with the provisions of Convention 190, ANES elaborated the Government Decision no. 970/2023 for the approval of the methodology on preventing and combating harassment on the basis of sex, as well as moral harassment at work. The normative act, by developing a guide model and its application methodology, addresses concrete intervention measures to prevent and combat moral harassment at work, bringing innovations in terms of how the principle of gender equality is transposed into public policies. The purpose of the normative is to ensure equal opportunities and treatment between women and men in the field of work, to specifically recognize everyone's right to a world of work without violence and harassment, to encourage and maintain a work culture based on respect and dignity mutual.

As for women's participation in the labour force and economic leadership, Law no. 76/2002 regarding the unemployment insurance system and employment stimulation provides for equally addressed measures to all categories of people, without any discrimination based on political, race, nationality, ethnic origin, language, religion, social category, beliefs, gender and age criteria.

Therefore, the package of measures dedicated to employment stimulation is equally addressed to women belonging to groups having a more difficult access to the labor market: female graduates, unemployed women over 45, sole breadwinners of single-parent families, unemployed women having maximum 5 years until retirement, young women being at risk of social marginalization, long-term unemployed and young NEETs. Labor mediation and vocational information and counseling services, including profiling and classifying people into employability levels, are equally addressed to all job seekers, including women, registered with the National Agency for Employment (NAE).

According to their legal responsibilities, NAE and its decentralized structures collect data broken down by gender (women, men) on: unemployment rate registered at national, county and local level; people included in measures to stimulate employment, people employed as a result of participation in measures to stimulate employment, including vocational training.



2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes? (In the narrative report, please explain why your country considers these priorities and how it has addressed them. Where relevant and possible, please provide data to support your responses (3-5 pages).)

Priorities

- Preventing and combating violence against women and girls
- Access to health care, including sexual and reproductive health and reproductive rights
- Quality education, training and life-long learning for women and girls
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation)
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services)

Over the past years, Romania has embarked on an ambitious and comprehensive reform of domestic violence legislation and has consistently taken steps to prepare for the implementation of the Istanbul Convention provisions, this being one of the priorities of the Romanian Government.

From the perspective of the regulations contained in Law no. 217/2003 on preventing and combating domestic violence, republished, with subsequent amendments and additions, the GREVIO Report on the implementation of the Istanbul Convention in Romania, carried out in 2022, highlights a significant legislative progress of our country in terms of the regulation of prevention measures and combating domestic violence characterized by their focus on the needs of the victim and appreciates the creation of a robust system of integrated support and protection for domestic violence victims. At the same time, in the GREVIO report, a series of recommendations are formulated that we can see as a real opportunity to improve the existing legal provisions and to develop new public policies, projects and measures in order to fulfill the commitments assumed at the time of ratification by Romania of the Istanbul Convention in 2016.

In this sense, in 2023, at the initiative of ANES, the Working Group for the consolidation of the legal framework in the field of preventing and combating domestic violence was established, which includes all relevant central ministries and institutions and local public administration, representatives of non-governmental organizations active in the field, representatives of academia and reputed legal specialists. Through the legislative package currently being worked on by the Ministry of Family, Youth and Equal Opportunities through the National Agency for Equal Opportunities between Women and Men, it is aimed at changing the perspective on domestic violence from a strictly private family problem to the individual rights of women and centering all interventions on the needs of the victim.

According to Decision no. 69/2022, in the year 2023, for the operationalization of SIME, funds in the amount of 32 million lei were provided in the budget of the Ministry of Internal Affairs, for the purchase of a no. of 964 hardware and software infrastructure monitoring kits, which are functional, at the level of Bucharest municipality and in three counties (Iași, Mureș and Vrancea), being applied 468 monitoring devices within the pilot project. Other relevant legal documents: Government Decision no. 426/2020 on the approval of cost standards for social services; Decision no. 1547/2022 on the approval of the National Strategy on equal opportunities and treatment between women and men and the prevention and combating of



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domestic violence for the period 2021-2027; Decision no. 1.253 of October 12, 2022 for the amendment of Government Decision no. 426/2020 on the approval of cost standards for social services; a package of 5 normative acts to ensure the effective implementation of the provisions of the Istanbul Convention (5 Orders/Common Orders regarding: case management for victims of domestic violence (Order no. 20840/2022), case management for the aggressor (Order no. 20841/2022), unitary data collection procedure, intervention methodology for Intervention Centers in situations of sexual violence, Domestic violence prevention measures (Order no. 20266/2023).

By the Law no. 253/2022 for the amendment and completion of the Housing Law no. 114/1996, priority was also introduced for victims of domestic violence in accessing social housing.

At the same time, Romania is in the process of harmonization of the internal legislation with the provisions of the Directive 2012/29/EU of European Parliament and of the Council of 25 October 2012 establishing minimum rules on the rights, support and protection of victims of crime and replacing the Framework Decision 2001/220/JHA of the Council regarding the need to provide specialized services to gender-based violence victims, including victims of sexual violence, and creates the appropriate framework for its application.

An important step of Romanian Government was the implementation of the Project "VENUS - Together for a safe quality life!", through which 4021 people received integrated services in order to ensure the transfer to an independent life and socio-professional reintegration, being created and developed the integrated innovative national network of 42 protected housing for victims of domestic violence (one protected housing in each county), together with 84 complementary services (42 Support Groups that will provide specific psychological assistance and personal development programs and 42 vocational counseling offices that provide vocational counseling services, professional guidance and support for identifying a new job in order to overcome crisis situations related to VD and professional reintegration). Also, through the "Support for the implementation of the Istanbul Convention in Romania" project, 10 regional intervention centers for victims of sexual violence were established, equipped and are operational, through which specialized care and counseling services are provided to victims of sexual violence, including the provision of sampling kits for collecting biological samples and 8 centres for the aggressors assistance. The intervention center for victims of sexual violence is dedicated to all victims, without discrimination, and the services provided are free of charge.

Within VioGen project ANES has organized specific training sessions on gender-sensitive perspective integration in the investigation and prosecution of cases of violence against women, and developed and piloted 2 mechanisms: 1. network of support assistants for victims of domestic violence (ASV), sexual violence and violence against women, 2. Network of experts who can provide courts with the formulation of points of view in the matter of non-discrimination against women and avoiding their victimization/revictimization. These mechanisms are a first for our country and aim to provide specialized expertise in the field of non-discrimination of women and avoidance of victimization/re-victimization in order to contribute to the empowerment of women in crisis situations.

The VERA project - Positive change through integrated action in difficult times, financed by the reserve from the level of the Norwegian Financial Mechanism 2014-2021, within the "Justice" program, managed by the Ministry of Justice, in the amount of 823,530 Euros (March 2022-March 2024) is implemented by ANES, as Promoter in partnership with a Consortium of



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NGOs the Center for Training and Evaluation in Social Assistance (CFCECAS), the Sensible Foundation, the Necuvinte Association, the Center for Mediation and Community Security Foundation (CMSC), and with the Association for Development and Socio-Economic Promotion CATALACTICA.

The general objective of the project aims to improve and adapt the response capacity of central and local public authorities to provide better and adequate support to victims of domestic violence and gender-based violence, by: training coordinators of mobile teams for emergency intervention in cases of domestic violence, training specialists from the domestic violence departments within the DGASPC and providing legal advice to victims of domestic violence and gender violence, facilitating access to justice and legal information (eg: issuance of protection order, divorce petition, custody of children, help judicial, etc.), the development of a barometer in the field of domestic violence and gender violence focused on the evolution of the phenomenon, practices and trends, at county level, especially in relation to the COVID 19 pandemic.

Also, by Government Decision no. 1547/2022 it was approved the National Strategy regarding the equal opportunities and treatment between women and men and preventing and combating domestic violence for the period 2022 - 2027 elaborated by the Ministry of Family, Youth and Equal Opportunities through the National Agency for Equal Opportunities between Women and Men, which aimed at ensuring the continuity of the integrated vision of content on the two areas of competence of ANES and guaranteeing the coherence of the institutional mechanisms for implementing and monitoring the measures provided for in the programmatic document.

Within Pillar II of the Strategy, called "Domestic violence and violence against women", actions and measures are included in priority areas, as follows:

1. Development of a unitary system of services aimed at the effective protection of victims of domestic violence and violence against women as well as their rights;
2. Strengthening the intervention capacity of the police in the field of domestic violence, in the sense of ensuring modern technical solutions for the effective proof of acts of domestic violence;
3. Ensuring the prevention of domestic violence and violence against women, taking into account the specific needs of vulnerable groups, through an approach sensitive to cultural, age and gender differences;
4. Combating violence against women in the public and private spheres in all areas of social life, including in educational institutions and the workplace, at the central and local level;
5. Specific and adequate training of all categories of professionals with specific skills in the field of domestic violence and violence against women, in order to effectively prevent and combat this phenomenon;
6. Real knowledge and quantification of the phenomenon of domestic violence;
7. Continuation of the process of strengthening the national legislation in the field of preventing and combating domestic violence.

The national strategy for preventing and combating sexual violence "SYNERGY" 2021-2030 approved by Government Decision no. 592/2021, developed and monitored at the level of the Ministry of Family, Youth and Equal Opportunities through the National Agency for Equal Opportunities between Women and Men, includes measures aimed at reducing the increase in sexual violence cases and preventing relapse, in general, through actions of counseling for



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children, girls and women, as well as through other measures to support and improve the intervention of professionals.

In Romania, sexual violence against women, including cases where this form of violence takes place within the family, is currently regulated and legally recognized as a form of gender-based violence and discrimination against women, but also as a criminal offense in the Criminal Code, however, in addition to the legal provisions in the criminal field in force, through the approval of the "SINERGIE" Strategy 2021 - 2030, the realization of prevention and protection measures, as well as the creation of specialized services for victims of sexual violence, through actions focused on the following strategic directions, were targeted:

1. Informing and training community members and social partners in order to achieve primary prevention by supporting education at all levels, information events, specific continuous training, development of community initiatives, facilitation of information through innovative instruments, including electronic means and the use of media resources.
2. The preparation and training of the central and local public administration representatives, of all professionals with attributions in the field, in order to strengthen the institutional capacity and the capacity for intervention to achieve secondary and tertiary prevention and support also protection measures for sexual violence victims. The inclusion of this topic in regional and local development strategies and programs, also at county level.
3. Strengthening collaboration and strengthening inter-institutional partnerships for the purpose of an integrated approach and formulating an adequate response to the issue of sexual violence through various means, including the development and implementation in partnership of specific actions and/or programs/projects.
4. Promoting the gender perspective at all levels and in all types of interventions in addressing sexual violence as a form of gender-based violence by including concrete measures at county level and in local strategies.
5. Real knowledge and quantification of the phenomenon of sexual violence through the collection of relevant and up-to-date statistical data, analyses, sociological studies and research, psychological studies, criminology/criminology studies and works, identifying and taking over examples of good practice from other states and developing cooperation bilateral/multilateral in order to achieve the transfer of know-how.
6. Improving the monitoring/evaluation/reporting capacity of the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2021-2030.

The national strategy assumes as a general objective in the intervention area Education "the prevention and combating of stereotypes and prejudices in the education system", and as specific objectives: elimination of stereotypes and prejudices regarding the roles and responsibilities of women and men in the family and in society, through appropriate measures in the field of education; employment/appointment of an expert in equal opportunities at the level of school inspectorates and/or school units, who, in the performance of his duties, will periodically organize information sessions and interactive exercises with students, parents and teaching staff, with the aim of promoting equality of opportunities and treatment between women and men; initial and ongoing training of equal opportunity experts from School Inspectorates and school units, as well as teaching staff (including principals and school counselors) from pre-university education to have a pedagogical approach that will favor equality and pluralism.



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ANES has supported over time the need for an education for equal opportunities, inclusive and non-discriminatory that includes topics and activities related to equal opportunities and treatment between women and men.

ANES, together with institutions that have responsibilities in the field of education and non-governmental organizations focused on the issue of equal opportunities and treatment between women and men, developed a series of measures aimed at introducing the notions of violence and gender equality in the school curriculum, as well as the integration of the perspective of equal opportunities and treatment in school textbooks, transversally (at the level of all subjects taught, regardless of the level of study). In 2019, a criterion regarding the promotion of non-discrimination was introduced in the evaluation grid of school textbooks. In the same spirit, in partnership and with the particularly important and valuable intervention of the Ministry of Education, a teaching staff with responsibilities in the field of equal opportunities was appointed in every school in Romania. These teaching staff have repeatedly communicated to us the need for training in the field and requested our support in this regard.

And as I mentioned above, steps were taken in terms of promoting the balance of family and professional life as well as in terms of eliminating moral harassment at the workplace.

3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

Regarding Women, Peace and Security Agenda, the implementation of the objectives contained in the National Strategy and the National Action Plan "Women, Peace and Security" represents an essential step for Romania in the process of achieving equal opportunities and treatment between women and men and a clear reaffirmation of Romania's commitment to respect human rights and fundamental freedoms. Achieving direct participation, non-discrimination, impartiality and effectiveness in accordance with human rights standards, as a prerogative of the rule of law, are directly related to the application of the gender perspective, actively, in any action carried out by the state authorities.

This year marks 4 years since the adoption of the National Action Plan on the implementation of Resolution 1325 (2000) of the United Nations Security Council - Women, Peace and Security for the period 2020-2023 and it is the moment when we are preparing, under the coordination of MAPN, the following National Action Plan. According to the Plan, the notion of "gender perspective" must not only be seen as an objective in itself, but also as a criterion that will support the achievement of effectiveness in military missions and operations and must be taken into account at all stages of planning, execution and evaluation of a mission.

The Ministry of National Defense is the national coordinator of the implementation of the Women, Peace and Security Agenda at the national level and ensures the connection with international organizations, managing the activities of national institutions with responsibilities in the field, through the National Implementation Group (GNI) of the National Strategy and the National Action Plan, made up of representatives of: the Ministry of National Defense, the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the National Agency for Equal Opportunities between Women and Men, the Romanian Intelligence Service, the Special Telecommunications Service, the Protection and Guard Service and the National Penitentiary Administration.



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It is very important for our country to emphasize the fact that, in 2023, Romania, together with the United States of America, exercised the co-presidency of the National Focal Points Network in the field of Women, Peace and Security (WPS -FPN, Women, Peace and Security Focal Points Network). ANES, together with MAPN, provides support for the successful implementation of our country's mandate.

It is important to mention that, in the context of the war in Ukraine, Romania ranks 2nd in the ranking of states that received refugees, most of them women and children. As a humanitarian hub for supporting refugees from Ukraine, Romania's response to the refugee crisis was structured on two levels of intervention: the first response, emergency assistance, and the second response, protection. Thus, mechanisms were developed to ensure protection and inclusion in the medium and long term for Ukrainian refugees who choose to live in Romania. Likewise, the Romanian authorities have made constant efforts to ensure the implementation of all the necessary measures to address the crisis from a gender perspective, by respecting the civil and humanitarian nature of the refugee camps, taking into account the needs of women and girls (logistics, medical, physical protection, prevention acts of sexual and gender-based violence), in accordance with the provisions of the National Strategy and the National Action Plan on the implementation of United Nations Security Council Resolution 1325 (2000) - Women, Peace and Security for the period 2020 - 2023 (Pillar IV Help and Recovery).

Also, formalities have been submitted at the ANES level to identify Ukrainian-speaking volunteers to facilitate support for domestic violence victims of Ukrainian origin, located on the territory of the Romanian state, who request information from the free telephone line 0800 500 333, at the national level intended for victims of domestic violence.

From the total number of 931,827 adults with disabilities registered on 31.03.2024, the female population is 498,777 persons, i.e. a percentage of 53.53% of the total number of persons with disabilities. (compared to the percentage of 53.25% registered in 2020, to a number of 447,699 female persons, out of a total of 840,727 persons with disabilities).

(Source of statistical data: The quarterly statistical bulletin developed on the basis of the statistical information sent by the General Directorates of Social Assistance and Child Protection (DGASPC) at the county and sector level of the city of Bucharest).

In Romania, women with disabilities benefit under equal conditions with men with disabilities from all the rights and facilities guaranteed by Law no. 448/2006 on the protection and promotion of the rights of persons with disabilities, republished, with subsequent amendments and additions.

The preamble of the UN Convention on the Rights of Persons with Disabilities (CRPD) includes, in letter q) a first mention for the category of girls and women with disabilities, recognizing the fact that they are often exposed to a greater risk, both within the family and outside it, of violence, injury or abuse, neglect or lack of care, mistreatment or exploitation . Also, article 6 - Women with disabilities, is dedicated to them, as follows:

1. States Parties recognize that women and girls with disabilities are subject to multiple discriminations and in this regard shall take measures to ensure that they benefit from all fundamental human rights and freedoms.
2. States Parties shall take all appropriate measures to fully ensure the development, progress and involvement of women in order for them to exercise and enjoy the fundamental human rights and freedoms provided for in this Convention.



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The CRPD, the first legally binding international human rights instrument that specifically addresses disability, aims to promote, protect and ensure that all persons with disabilities enjoy all human rights and fundamental freedoms, as well as to promote respect for their inherent dignity, was ratified by Law no. 221/2010 for the ratification of the Convention on the Rights of Persons with Disabilities, adopted in New York by the United Nations General Assembly on December 13, 2006, opened for signature on March 30, 2007 and signed by Romania on September 26, 2007.

The National Authority for the Protection of the Rights of Persons with Disabilities (ANPDPD) is the mechanism for coordinating the implementation of the CRPD and in this capacity continues and develops the approach to its implementation and aims to ensure the framework for the full exercise and under equal conditions of all fundamental human rights and freedoms by all persons with disabilities.

The first Report on the implementation of the Convention on the Rights of Persons with Disabilities/CRPD was submitted to the UN Committee on the Rights of Persons with Disabilities in March 2022. The report summarizes information on the situation of persons with disabilities in Romania, explains the principles of state policy regarding persons with disabilities and contains data on the adopted measures, specific programs and normative acts on the rights of persons with disabilities.

In 2020, the National Strategy "A society without barriers for people with disabilities" 2016-2020, respectively the Operational Plan regarding its implementation, approved by H.G. no. 655/2016, have ceased to be valid.

The preparation of a new national strategy in the field of disability, related to the next period, started with an assessment activity, made concrete by the Evaluation Report of the content and implementation of the National Strategy "A society without barriers for persons with disabilities", developed within the project "Consolidation of the mechanism of coordinating the implementation of the UN Convention on the Rights of Persons with Disabilities", Code SIPOCA/SMIS2014+: 619/127534, co-financed from the European Social Fund through the Administrative Capacity Operational Program 2014-2020.

(The content of the document is available by following the link https://anpd.gov.ro/web/wp-content/uploads/2022/12/Livrabil-2_Cerere-rambursare- RO.pdf)

One of the findings recorded in this Report was that the completed Strategy is partially compliant with the provisions of art. 6 (Women with disabilities). Although it recognizes the need to act against multiple forms of discrimination against women and girls with disabilities, not all of the proposed objectives and measures explicitly target them. The notion of multiple discrimination was not addressed at all (neither in the disability law no. 6/2009, nor in the gender discrimination law).

In the context of the findings, it was concluded that the new National Strategy should provide for measures to develop the missing legal framework, as well as measures to prevent and combat sexual and domestic violence against women and girls with disabilities (especially girls and women with mental disabilities) but also to ensure the access of Roma women and girls with disabilities to education, health and a job.

With the approval of the National Strategy regarding the rights of persons with disabilities, "A fair Romania" 2022-2027, approved by Decision no. 490/2022, the effort to implement the CRPD



is continued and developed, in order to ensure the framework for the full exercise and under equal conditions of all fundamental human rights and freedoms, by all persons with disabilities.

The National Strategy includes both ANPDPD's own programs and interventions, as well as those of other important actors in the field of protection and promotion of the rights of persons with disabilities, with impact on: employment of persons with disabilities, social protection, access to the physical, informational and communication environment, education, culture, health, participation and equality.

Reiterating the concern of the CRPD for the rights of persons with disabilities for the category of girls and women with disabilities, recognizing that they are often exposed to a greater risk, both within and outside the family, of violence, injury or abuse, neglect or lack of care, mistreatment or exploitation and that they are subject to multiple discriminations, the new programmatic document pays attention to them, continuing the actions initiated in the old strategy, which has ceased to be valid

Data and information from the "Diagnosis of the situation of persons with disabilities in Romania" were included in the design of the National Strategy, a document developed within the project with technical assistance from the World Bank, following consultations with persons with disabilities and their representatives, collaboration with institutional actors involved in the data collection process and a qualitative research at national level to which representatives of central, county, local institutions, employers, representatives of service provider organizations contributed. (The full document can be consulted by following the link <http://anpd.gov.ro/web/wp-content/uploads/2021/11/Diagnoza-situatiei-persoanelor-cu-dizabilitati-in-Romania.pdf>)

In this context, "Diagnosis of the situation of people with disabilities in Romania", offers a comprehensive analysis of the main problems faced by persons with disabilities in all spheres of life, and the subgroup of girls and women with disabilities can be found in this category.

At the same time, this analytical study evaluates compliance with the CDPD in eight main areas:

- Accessibility and mobility;
- Effective protection of the rights of persons with disabilities;
- Employment;
- Social protection (including empowerment/rehabilitation);
- Social services and independent living (including community integration);
- Education;
- Health;
- Social participation (political and public).

Thus, the issue of girls and women with disabilities can be found in the basic principles promoted by the National Strategy on the rights of persons with disabilities, 2021-2027, especially:

- Non-discrimination and equal treatment, in terms of ensuring conditions for the full exercise and under equal conditions of all fundamental human rights and freedoms by all persons with disabilities. The application of this principle implies taking measures to prevent, identify and



sanction any form of discrimination, including multiple discrimination to which children, girls and women or the elderly may be subjected. The principle leads to the need to adopt specific measures that are necessary to accelerate or obtain the de facto equality of persons with disabilities;

- Equality between men and women, with reference to the need to respect and integrate this principle, especially with regard to girls and women with disabilities subject to multiple discrimination, in all policies and measures that support the full exercise of fundamental human rights and freedoms, by all persons with disabilities.

Also, the Strategic Note with detailed recommendations regarding the foundation of the new National Strategy for Persons with Disabilities, 2021-2027 (document developed within the project "Consolidation of the coordination mechanism for the implementation of the UN Convention on the Rights of Persons with Disabilities" mentioned above), whose purpose was the proposal of the specific measures necessary to comply with the CRPD in the eight main areas, it was based on the findings formulated in the "Diagnosis of the situation of persons with disabilities in Romania".

The same document indicates that the resources (information, education, services) for exercising the right to sexual and reproductive health made available to persons with disabilities are limited. Among women of reproductive age (15-49 years) with limitations, 26% reported that the decision to use contraception belongs primarily to them, and 36% that it is a joint decision, which they made with their partner. By comparison, 36% of women without limitations say they make their own decisions about contraception. The proportion of women who make their own decisions about contraception is higher in the urban environment and the higher their level of education. The use of contraceptive methods by sexually active women in the last two years was reported in a similar proportion by both respondents with limitations (16%) and those without limitations (20%). 16% of women with limitations and 14% of those without limitations reported that they do not have the freedom to refuse sexual contact in the relationship with their partner. (<https://anpd.gov.ro/web/wp-content/uploads/2022/12/Nota-strategica.pdf>)

According to the findings of the documents mentioned above, persons with disabilities must have the freedom and opportunity to enjoy sexual and reproductive health by providing adequate information about sexual and reproductive health (SRH) and access to a wide range of services of this type.

In the context of all mentioned above, Specific Objective from National Strategy 7.2 is dedicated to girls and women with disabilities. from the National Strategy regarding the rights of persons with disabilities, 2021-2027, respectively Ensuring the exercise of the right to sexual and reproductive health of persons with disabilities, which provides for the following measures:

7.2.1. Organization of continuous training programs regarding methods of adapting the "Education for Health" curriculum to the needs of students with disabilities.

7.2.2. The adoption of a national SRH strategy that provides for measures to respect the right to sexual and reproductive health of persons with disabilities.

7.2.3. Adoption of practice guidelines for the provision of SRH services to persons with disabilities.



7.2.4. The inclusion of modern contraceptives on the list of medicines and health devices settled by the national public health programs.

7.2.5. Modification of the specific minimum mandatory quality standards for social services in the sense of introducing the obligation that specialized staff from public and private social services be specifically trained to provide information and knowledge about the exercise of SRH rights among persons with disabilities.

The institutions responsible for the implementation of the above-mentioned measures are ANPDPP, the Ministry of Health and the Didactic House, and the necessary funds are provided from the state budget and with support of non-reimbursable funding.

4. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?

The COVID-19 crisis and its aftermath clearly have clear gender issues as they affect women and men differently and have highlighted existing inequalities and shortcomings regarding gender equality and women's rights.

The closure of schools, care centers and workplaces increased the unequal distribution of domestic and unpaid care responsibilities at home for women who, in addition to managing the work at home, were often left without sufficient support for childcare and elderly people.

The containment measures taken during the pandemic have revealed quite a few problems. The pandemic has exacerbated inequalities not only in the labor market, but also in the distribution of family and household care responsibilities between women and men.

Thus, during the period of social isolation, women switched to remote work and assumed most of the household responsibilities, taking care of the children and the family, thus limiting their opportunities for implementation and career growth in the labor market. This affected the emotional health of women, who are more prone to anxiety and frustration and not only during a pandemic crisis.

From the perspective of the impact of the COVID-19 crisis on women's rights and gender equality, the Government of Romania adopted a series of measures for all vulnerable categories of citizens, including elderly women and women with disabilities, as well as for parents (Law no. 19/2020 regarding the granting of days off to parents for the supervision of children, in the event of the temporary closure of educational institutions, Law no. 45/2020 for the amendment and completion of Law no. 272/2004 on the protection and promotion of children's rights).

At the same time, since the beginning of the Covid19 crisis, ANES has developed and implemented 2 plans of measures for the 2 fields of competence against the background of the measures imposed at the national level to combat the spread of SarsCov2.

The two plans include complex measures that cover, among others: the scope of permanent information campaigns for women, the provision of support through social services, innovative measures adapted to the COVID 19 pandemic (e.g. the Bright Sky application launched in partnership with the VODAFONE Foundation), campaigns for the visibility and support of women professionals on the front line, recommendations and instructions for local public authorities - DGASPCs.

Also, the measures aimed at expanding and diversifying the information provided at the level of the free national telephone line 0800.500.333 intended for victims of domestic violence,



discrimination based on sex and human trafficking, managed by ANES. For example, our operators offered guidance on: telework, work from home, the possibility of staying at home with children under 12, technical unemployment, information for Romanian women abroad, in other countries affected by COVID - 19, information on the national safety measures adopted by Military Ordinances, etc.), permanent communication with authorities and actors with attributions in the field for the integrated management of reported cases of domestic violence and discrimination on the basis of sex and many other measures in the same sense .

Regarding the impact on women in terms of employment/job loss, we note that, through the ANES projects currently being implemented, free vocational counseling and training services have been provided, with the support of ANOFM, to women victims of domestic violence to overcome crisis situations and reinsertion into the labor market. At the same time, ANES has submitted diligences for the wide dissemination of all services available to victims of domestic violence and the measures they can benefit from.

Also, the action plans of ANES include a series of post-Covid19 resilience and recovery measures, so that women can benefit from real economic independence, which will allow them to participate fully and responsibly in social and family life, in the process of decision-making in all areas and at all levels, to the full affirmation of their creative personality.

Also, during 2021, ANES implemented, in partnership with FILIA, the Project "Women during and after the Coronavirus: Information, Research and Advocacy for Gender Equality", within the Active Citizens Fund Romania Program, Call 4 Rights Awareness human rights and equal treatment (ongoing), in partnership with the Center for Curricular Development and Gender Studies Association: FILIA. The project carried out research on women's experiences and the obstacles they encountered during the COVID-19 crisis. Based on this research, a series of recommendations for post-crisis measures have been developed, among which can be listed:

- Adoption of the project regarding the electronic monitoring system of the aggressors against whom there is a protection order through electronic bracelets;
- Development of clear intervention procedures in cases of domestic violence, when the victim or the aggressor is infected with the COVID-19 virus;
- The inclusion in the National Health Strategy (2020-2024) of the restoration and financing of the family planning network and the inclusion of contraceptive pills on the list of compensated drugs;
- Removal of the restriction on the granting of parental leave in the case where telework is possible. Currently, parental leave in case of closure of kindergartens and schools can be granted, if telework is not possible.

5. Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

Over the next five years the Romanian Government will focus on the following 5 Priorities without limiting itself to this one:

- Quality education, training and life-long learning for women and girls
- Eliminating violence against women and girls
- Political participation and representation
- Women's entrepreneurship and women's enterprises
- Gender-responsive budgeting



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With regard to domestic violence, the Romanian Government will continue the steps to prevent and combat this phenomenon and in this sense, at this moment the following actions have been initiated with the horizon of implementation in the following years:

- a Working Group was established to strengthen the legal framework in the field of preventing and combating domestic violence in order to update the internal legal framework, based on the recommendations made in the GREVIO Report and the new Directive on violence against women and domestic violence.
- development of the social services for the victims and new services for the aggressors
- Partnerships with WHO, UNFPA, UNCHR, UNWOMEN and the organization of trainings for professionals regarding the management of sexual violence situations and case management for victims.
- Initiative 75 on human rights - Commitment regarding the creation and piloting of the mechanism - Victim Support Assistant
- The National Action Plan within the Partnership for an Open Government - Commitment regarding the development of a unified Methodology of legal assistance for victims of domestic violence/legal support program.
- preventive measures by running awareness campaigns and public education to promote zero tolerance towards domestic violence and to encourage victims and witnesses to report cases of abuse.

Also regarding the Political participation and representation efforts will continue in order to approve the legislative initiatives regarding the gender quotas. At this moment, at the level of committees in the Senate and the Chamber of Deputies is under analysis the Draft law amending and supplementing Law no. 208/2015 regarding the election of the Senate and the Chamber of Deputies, as well as for the organization and operation of the Permanent Electoral Authority. The draft normative act provides that the lists of candidates for the Senate, except for those containing one or two candidates, and the lists of candidates for the Chamber of Deputies, except for those containing less than three candidates, must be drawn up in such a way as to respect the minimum representation quota of 33% for both women and men, from the total number of proposed candidates.

The promotion of women in politics remains a very important and current topic for the National Agency for Equal Opportunities between women and men. In an institutional context, this promotion can be approached through several key points, thus, at the ANES level, concerted efforts are made to identify solutions aimed at:

1. Improving legislation by promoting gender quotas.
2. Development of Training and Mentorship Programs - through externally funded projects, we set out to develop training and mentorship programs to support women who aspire to careers in politics. These programs may include training in leadership, communication, campaign management, and other skills necessary for success in the political arena.
3. Awareness and Advocacy Campaigns - Awareness efforts are essential to change cultural perceptions and combat gender stereotypes that can limit women's participation in politics. Advocacy campaigns can be aimed at removing legislative or social barriers and promoting a positive image of women in leadership roles.
4. The creation of Support Networks - they can provide an encouraging environment, exchange of good practices and the strengthening of mutual support within the political community. These networks can help increase the visibility and influence of women in politics.



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5. Monitoring and Evaluation - developing an integrated data collection system to track progress on women's political participation. The data collected can help adjust policies and programs to optimize the effectiveness of women's promotion measures.

At the same time, the Ministry of Family, Youth and Equal Opportunities, thru ANES continues to undertake efforts in order to generate a structural change concerning gender equality by implementing “Gender Mainstreaming in Public Policy and Budgeting” project aimed at approaching gender mainstreaming, gender budgeting and women's access to leadership and decision-making.

The development of the National Action Plan for the Political and Economic Empowerment of Romanian Women (PNA) was launched in 2024 and started from the existing legal framework and from Romania's international commitments, as well as being aligned with EU objectives and commitments assumed by the Romanian state within the framework of the Sustainable Development Goals (SDGs). This plan has a dual objective: to strengthen and support the implementation of existing legislation and policies/measures, and to introduce or at least prepare the ground for the introduction of new legislation and policies/measures that reflect national and international commitments and which can address gender differences in the economic and political fields and the existing discriminatory practices in these fields.

Therefore, and in accordance with the main pillars of the National Strategy, the strategic objectives proposed for a National Action Plan for the economic and political empowerment of women in Romania are the following:

1. Introducing the gender perspective in labor market policies, including those financed by EU structural funds.
2. Improving the balance between professional and private life and identifying and strengthening the elements of the care economy in Romania.
3. Increasing women's participation in decision-making in the economic and political sphere, with the objective of parity.
4. Reducing gender violence in the world of work and in the public space by improving the legislative framework and by increasing the awareness of actors in the mass media, religious institutions, and the public.

Also, Romania is in the process of harmonizing the national legislation with the provisions of Directive (EU) 2022/2381 of the EP and of the CONS of November 23, 2022, regarding the consolidation of gender balance among administrators of listed companies and related measures.



Section Three: Progress across the 12 critical areas of concern

6. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?

Being an EU member state, Romania transposed the principle of equal opportunities between women and men at the legislative, institutional and public policy levels. At the legislative level, Romania has fully transposed the *acquis communautaire* in the field of anti-discrimination on the basis of sex. Thus, the Romanian experience in the field of equal opportunities between women and men already includes a well-structured legislation, institutional mechanisms that implement this principle, a continuously developing civil society and an important academic segment.

At the same time, in 2022, the Government of Romania adopted GD. no. 1547/2022 for the approval of the National Strategy regarding equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027, this representing a favorable condition for accessing European funds, ensuring the continuity of the integrated vision of the EU strategy and offering a solid framework for concrete actions, which contribute to the advancement and consolidation of Romania's commitment to promoting gender equality, preventing and combating domestic and gender violence, discrimination based on sex. Moral harassment at the workplace has been regulated since 2020 by law no. 167/2020 for the amendment and completion of Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination, republished, with subsequent amendments and additions, as well as to complete art. 6 of Law no. 202/2002 on equal opportunities and treatment between women and men. Law 167/2020 has clear provisions regarding employers' obligations for the effective implementation of legislation in the field. In order to support institutions and private companies in the implementation of legislation and public policies in the field, MFTES through ANES promoted a normative act, respectively H.G. 970/2023. It provides the methodological framework and is a working tool for equal opportunities experts/technicians and for employees with responsibilities in the field of equal opportunities and treatment between women and men. This normative act was made in full accordance with the specific problems faced by employees, situations that require a specific intervention. Thus, the methodology addresses concrete intervention measures to prevent and combat moral harassment at work, bringing innovations in terms of how the principle of gender equality is transposed into public policies.

Regarding the sanctioning of acts of discrimination on the basis of sex, we mention the fact that the framework law in the field, respectively Law no. 202/2002 regulates the detection and sanctioning of contraventions in situations of violations of the rules established by law and which are implemented by the Labor Inspectorate, respectively labor inspectors from the territorial labor inspectorates, for the field of employment and by the National Council for Combating Discrimination, for other domains.

Also, for the process of harmonizing national legislation with the provisions of the ILO Convention no. 190 was a comprehensive set of measures and initiatives aimed at preventing and combating this phenomenon. These include:

- Reviewing and updating the regulatory framework



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- Training and awareness programs. The development of regular training sessions for all employees, including management, to raise awareness of bullying, its impact and individual responsibilities in preventing this behavior is being considered.

- Strengthening collaboration with trade unions, employers and relevant organizations in the field to develop and implement effective strategies to prevent moral harassment.

Also, as mentioned above Romania is in the process of harmonizing the national legislation with the provisions of Directive (EU) 2022/2381 of the EP and of the CONS of November 23, 2022, regarding the consolidation of gender balance among administrators of listed companies and related measures. At the beginning of March this year, ANES agreed to be mentioned in the Draft Law for the amendment and completion of Law no. 24/2017 on issuers of financial instruments and market operations, promoted by ASF through the Ministry of Finance which will transpose the Directive.

Directive (EU) 2023/970 of the EP and of the CONS of May 10, 2023, to strengthen the application of the principle of equal remuneration for the same work or for work of the same value between men and women through salary transparency and mechanisms to ensure compliance laws.

- the transposition deadline is June 2026;
- competence is shared between MFTES and the Ministry of Labor and Social Solidarity;
- the procedures for setting up a working group were started in order to analyze the legislation in force in order to make the necessary changes and/or additions.

7. In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?

The Work-Life Balance Directive was fully transposed into Romanian legislation by the Ministry of Labor and Social Protection and partially by the Ministry of Family Youth and Equal Opportunities as early as 2022, through a series of acts already in force and through changes made in 2022 such as:

▫ Emergency Ordinance no. 2/2022 of January 19, 2022 regarding the establishment of social protection measures for employees and other professional categories in the context of the prohibition, suspension or limitation of economic activities, determined by the epidemiological situation generated by the spread of the SARS-CoV-2 coronavirus, as well as for the modification and the completion of some normative acts, published in the Official Gazette no. 61 of January 20, 2022;

▫ Law No. 73/2022 of March 30, 2022 for the amendment and completion of the Government Emergency Ordinance no. 158/2005 regarding holidays and social health insurance allowances;

▫ Emergency Ordinance no. 57/2022 of April 28, 2022 for the amendment and completion of Law no. 202/2002 regarding equal opportunities and treatment between women and men and for the amendment of art. 3 paragraph (2¹) of the Government's Emergency Ordinance no. 121/2021 regarding the establishment of measures at the level of the central public administration and for the modification and completion of some normative acts, published in the Official Gazette no. 431 of May 3, 2022;

▫ Law No. 283/2022 of October 17, 2022 for the amendment and completion of Law no. 53/2003 - Labor Code, as well as Government Emergency Ordinance no. 57/2019 on the Administrative Code;



- Emergency Ordinance No. 164/2022 of November 29, 2022 for the amendment and completion of Government Emergency Ordinance no. 111/2010 regarding leave and monthly allowance for raising children;
- Emergency Government Ordinance no. 117/2022 to amend Law no. 210/1999 regarding paternity leave.

8. In the past five years, what actions has your country taken to reduce the gender digital divide?

At the national level, in the field of digitalization, efforts are being made to create suitable conditions, a fair competitive environment for the development of digital networks and innovative services that support an inclusive digital society, in which citizens, both men and women, have the right skills to take advantage of the opportunities created by the internet, increasing their chances of finding a job.

Improving digital skills represents an important opportunity for increasing the degree of inclusion of girls and women. Increasing the number of women in the ICT sector (considered one of the highest paying sectors) can contribute to income growth and achieving a high level of independence, thus generating positive outcomes for the purpose of reducing the gender pay gap.

Another element worth highlighting refers to the opportunities for flexible employment contracts and remote work brought by digitalization, which can be an important tool for achieving a balance between professional and family life for both women and men, contributing at the same time to the labour market inclusion of disadvantaged women groups.

It is also necessary to pay attention to increasing investments in enterprises, research and innovation, in reforming data protection, as well as facilitating the development of a new generation of technologies, providing citizens with the necessary means to develop specific skills in this direction.

It is very important to mention that the media and cultural sectors have a definitive word in shaping the beliefs and values of citizens and how they perceive reality, thus being important complementary and vital channels for changing attitudes and combating stereotypes.

In this context, it is essential for women to actively participate in the development of artificial intelligence, as researchers, programmers, and users. Although artificial intelligence can provide solutions for many of the current challenges of society, potential risks of intensifying gender inequalities must be constantly and carefully analysed.

For this reason, if algorithms are not sufficiently transparent and robust, they can contribute to the propagation or amplification of gender biases, of which programmers may not be aware.

From this perspective, at the level of the Ministry of Family, Youth and Equal Opportunities, through the National Agency for Equal Opportunities between Women and Men, a project sheet "Promoting Gender Equality through Empowerment and Mainstreaming" (funded through the Smart Growth, Digitalization and Financial Instruments Program) is in the process of being finalized, aiming to improve the process of drafting, implementing, and monitoring primary legislation and public policies in the field of equal opportunities and treatment between women and men through digitalization.

The strategy regarding the digitization of education in Romania 2021-2027 stipulates the following priorities:



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- Accessibility - ensuring digital infrastructure and emerging technologies for access to inclusive and quality education;
- Connectivity - developing digital skills for the digital transition towards a competitive society, centered on sustainable development, social equity and resilience; digital literacy and combating disinformation; use of open educational resources;
- Community - stakeholder consultation and involvement;
- Digital educational ecosystem - creating a high-performance digital educational environment respecting digital ethics, personal data protection, cyber security, data analysis, etc.;
- Innovation - use of all resources and digital/emerging technologies, stimulation of creativity and entrepreneurial spirit;
- Sustainability - ensuring predictability in the medium and long term, through cross-sectoral cooperation, for quality education and a green and digital economy.

The promotion of the priorities and the subsequent directions of action is based on the observance of the following principles, which put the main beneficiaries - children and young people - at the center of the action: equal access, gender equality, inclusion, personalization of learning and the acquisition of digital skills, sustainable development, quality, resilience, economy green.

Also, lifelong digital education targets all citizens and is indispensable in a world that is in full process of rapid transformation. Thus, the European action plans aim expanding digital skills towards advanced ones among as many citizens as possible, with especially those involved in education and training. As a reaction to the new challenges of 2020, but also as part of the operating cycles of European policies, the institutions of the European Union submitted considerable efforts to update the common vision on vocational education and training throughout life and especially the digital component. Understanding technology requires and critical reporting on it from the perspective of potential issues related to ethics, sustainability environment, data protection and privacy, children's rights, discrimination, including gender and disability bias and ethnic and racial discrimination. In this endeavor, education formal education must be complemented by non-formal education in a partnership system with libraries, industry and research institutions.

Action plan for digital education, aims at the following (common) directions of action: basic skills training (including those digital) and transversal, inclusion and gender equality, ecological and digital transitions, training, teachers, higher education, strengthening international cooperation in education and training, including by unlocking the potential for cooperation in the education sector professional and technical.

9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?

Romanian legislation guarantees the equal rights of citizens to participate in economic and social life, to train and prepare for a particular profession, to seek employment, to advance and participate in the distribution of benefits, and to enjoy social protection in certain situations.

The Ministry of Economy, Entrepreneurship, and Tourism (MEAT) supports equal opportunities in the field of tourism, an industry where women are predominantly present in roles such as housekeepers, waitstaff, and receptionists.



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MEAT implements various measures and initiatives that ensure equitable access to opportunities and resources for all employees in the sector, regardless of gender.

Romanian legislation in the field of tourism is designed to ensure a non-discriminatory legal framework, allowing all economic operators, regardless of size or ownership structure, to actively participate in programs and events promoted by the ministry. This means that both women and men have equal access to funds and development programs intended for this sector.

MEAT supports the professional development and continuous training of employees in tourism. In this regard, MEAT has a close collaboration with the Bucharest University of Economic Studies, an educational institution that offers undergraduate and postgraduate courses aimed at improving competencies and knowledge in essential fields such as hotel management, tourism marketing, hospitality services, and others. Thus, women working in tourism or aspiring to work in this field have equal opportunities to advance in their careers and access leadership positions, contributing to gender balance in management roles within this sector.

Furthermore, MEAT collaborates closely with economic operators, who participate alongside our institution in the most important international events in the tourism sector. Economic operators in Romania are invited to attend these events without discrimination, benefiting from the logistical and financial support of the ministry. This ensures the visibility and fair representation of all entities in the tourism sector, contributing to promoting an inclusive and diverse image of Romanian tourism internationally.

"The National Strategy for Non-Energy Mineral Resources, Horizon 2035," currently under revision, addresses important aspects found in the Beijing Declaration and Platform for Action, as well as in the 2030 Agenda for Sustainable Development.

An important element for shaping public policy instruments in the field of non-energy mineral resources states: women have equal access to the benefits offered by the mining industry as men; they are protected, along with their families, from the negative effects of mining.

Contributions of the international mining industry to achieving sustainable development goals:

- **Sustainability and Well-being:** The health risks associated with mining activities pose a significant challenge to achieving the objective, including the risk of cardio-respiratory diseases due to pollution, such as tuberculosis caused by exposure to silica dust, HIV/AIDS, mental illnesses, alcohol and drug abuse, domestic violence, and exploitation of women and children. Mining companies have made substantial commitments and established health and safety policies to prevent these risk factors.

- **Gender Equality:** Mining companies contribute to achieving SDG 5 through fair treatment of employees and equal pay for the same level of work regardless of gender.

Companies can proactively contribute to achieving this objective by recruiting female employees and creating safe working conditions for women;

Companies must ensure the recognition of women's rights to resources and property, the right to acquire land, and the right to consultation in the resettlement process. They should also ensure women's rights to obtain employment and access to economic opportunities;

Adaptation, where possible, of the work schedule of women with children so that they can exercise their right to childcare;

Providing educational scholarships for women;

Vigilant monitoring of violence against women;



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Providing women's health monitoring programs.

MEAT promotes women's rights within specialized departments. For instance, within the Mineral Resources Directorate (DRM), 39% of the human resources are represented by women who have been and/or are involved in various types of activities.

- Leadership: The "Strategies, Programs, and Sustainable Development" Department within DRM is coordinated by a woman.
- Inter-ministerial/inter-institutional committees and national working groups: The female workforce within DRM has been and is involved in various inter-ministerial/inter-institutional committees and national working groups (e.g., environmental assessments, reporting, information dissemination, consultations, etc.).
- Inter-governmental committees/working groups and European/international working groups: The female workforce within DRM has been and is involved in various inter-governmental committees/working groups and European/international working groups for:

Preparation of the national position related to the Proposal for a Regulation on establishing a framework for ensuring safe and sustainable supply of critical raw materials (Critical Raw Materials Act) and implementing EU Regulation 2024/11252;

Regional consultations regarding UN Environment Assembly Resolution 5/12 of the United Nations Environment Programme on environmental aspects of mineral and metal management;

Ad-hoc Working Group of the Organization of the Black Sea Economic Cooperation (BSEC); Participation in Romania's reporting process based on the OECD "Policy Instruments for the Environment" (PINE) database;

- Training, professional development, and/or specialization: The female workforce within DRM participates in training sessions, professional development courses, and/or specialization programs.

The policies and strategies of the Government of Romania are directed towards supporting female entrepreneurship through mobilizing financing to support initiatives and businesses led by women is essential. By creating a conducive environment for female entrepreneurship, we stimulate innovation and increase women's contributions to the global economy.

In 2023 MEAT elaborated a new Program for women entrepreneurs that was launched in 2024. The program guarantees of a maximum value of 200,000 lei will be granted for each eligible Romanian woman. The money can be used for: the purchase of technological equipment, being assimilated, in this case, also physical assets for playgrounds, gyms, fitness and others, as well as equipment for energy saving and the use of renewable resources. Investments can also be made in workspaces, means of transport, furniture and equipment, websites and promotion, including investments for entrepreneurial development courses.

Poverty eradication, social protection and social services

10. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?

For the current Government of Romania, promoting a gender perspective and protecting women and girls represent fundamental values of social democracy, indispensable for the evolution and



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progress of any society, a principle applicable in all spheres of social life: education, health, the labor market, decision-making participation, economic empowerment of women and girls.

Actions were undertaken at the level of Romanian Government, in order to eliminate occupational segregation also to ensure decent work and wage equality. Also, the public policies promote the implementation of care policies, systems and services that ensure gender co-responsibility.

In this context, the policies and strategies of the Government of Romania are directed towards three current action directions:

- Investments in education and professional training: Education is the cornerstone of empowerment. By ensuring equal access to quality education for women and girls, we open the door to economic opportunities and provide them with the tools to overcome their state of vulnerability.
- Supporting female entrepreneurship: Mobilizing financing to support initiatives and businesses led by women is essential. By creating a conducive environment for female entrepreneurship, we stimulate innovation and increase women's contributions to the global economy.
- Ensuring access to health services: Investments in health, including reproductive and sexual health, are vital for empowering women and girls. Access to these services not only improves their quality of life but also their ability to actively participate in society and the economy.

In this context, at the level of the Ministry of Family, Youth, and Equal Opportunities, through the National Agency for Equal Opportunities between Women and Men, a series of projects with external financing aimed at achieving these objectives are in the process of being developed.

However, despite efforts to combat poverty, disparities persist, highlighting the need to assess what can be done better or differently. There is strong evidence that taking into account the intersectional and gendered dimensions of poverty is essential for designing equitable and effective policies and legislation that truly address the diverse needs of all persons, notably those in situations of vulnerability.

The Government approved the National Strategy for social inclusion and poverty reduction and the Action Plan for the period 2022-2027(GD 440/2022), with the aim of reducing the number of people exposed to the risk of poverty or social exclusion by at least 7% by 2027 compared to 2020. By adopting this strategy, one of the favorable conditions necessary for accessing the European funds related to the multiannual financial framework 2021-2027 is fulfilled. The strategy has four strategic objectives:

- ensuring a decent living for all and combating transitory situations of poverty of resources, so that they do not turn into structural problems of poverty and social exclusion;
- social investments, direct interventions on the main causes of poverty transmission over several generations;
- modernization of the social protection system;
- improving the administrative capacity to coordinate these measures.

The financing of the objectives and measures provided for in the action plan are supported, mainly, from European funds, but also from the budget of each institution or public authority responsible or involved.



In 2021 was adopted social protection measures of a financial nature through the Law no.226/2021. Thus the Law provides the necessary conditions for heating aid, that is granted depending on the average net monthly income per family member or single person, as the case may be, and the related amount for the percentage compensation is supported from the state budget.

At the level of social services for the victims of domestic violence was design and implemented the Project "VENUS - Together for a safe quality life!" with a total value of 11 milion euro, through which 4021 people received integrated services in order to ensure the transfer to an independent life and socio-professional reintegration, being created and developed the integrated innovative national network of 42 protected housing for victims of domestic violence (one protected housing in each county), together with 84 complementary services (42 Support Groups that will provide specific psychological assistance and personal development programs and 42 vocational counseling offices that provide vocational counseling services, professional guidance and support for identifying a new job in order to overcome crisis situations related to VD and professional reintegration).

11. In the past five years, what actions has your country taken to improve access to social protection for women and girls?

By the GEO no. 30/2020 the Romanian Government adopted social protection measures for the period of the state of emergency determined by the COVID-19 pandemy, that envisaged mainly:

- the conditions for the entry into technical unemployment of employees and even freelancers, from the fields affected by interruptions or reductions in activity as a result of the effects of the pandemic;
- the method of granting and paying for days off for the supervision of children in the event of the temporary closure of educational institutions;
- online submission of documents to obtain social benefits;
- ensuring the continuation of the insertion incentive and child support allowance for parents affected by the state of emergency, as well as leave and social health insurance allowances for people in quarantine

The National Agency for Payments and Social Inspection carry out the evaluation and monitoring activities of social services, as well as the control of social protection measures regarding the prevention, limitation or removal of the temporary or permanent effects of situations that can generate the marginalization or social exclusion of the person , the family, groups or communities, carried out by the central and local public administration authorities and by other natural and legal persons, as well as the carrying out of control and social investigation activities regarding the way of fulfilling the legal provisions regarding the classification in degree and type of disability, in degree of disability or dependency.

The National Agency for Payments and Social Inspection and subordinate structures at the county level ensure control in the field of social assistance through the social inspection component. This is the main verification and intervention tool through which the State ensures the respect of the social rights of the citizens, as well as the correct functioning of the mechanisms specific to the assistance process in relation to the provisions of the legislative framework in the field of social assistance.

The prevention and combating of family violence is a component of family protection and assistance policies , social services intended for victims of family violence being provided in an integrated system with other measures of legal protection, health insurance, prevention, identification and sanctioning of acts of family violence, provided by the special legislation in



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the field. According to the law, local public administration authorities are responsible for establishing, organizing, administering and providing social services aimed at preventing and combating family violence, in collaboration with other institutions and authorities with competences in this field, such as the police, the county gendarmerie headquarters, the decentralized services of Ministry of Health, educational institutions, legal medicine services, etc. It is important to mention the fact that in order to diminish and reduce the phenomenon of domestic violence, specific social services address with priority the victims, but also their aggressors. In the electronic register of social services The electronic register, on December 11, 2023, at the national level in Romania, a number of 121 social services (95 public, 25 private and 1 social service developed by a university unit) operate under the law. Of these, there are 99 residential type centers, 22 services being day services. In addition, there are 6 residential care and assistance centers for victims of human trafficking (2 private and 4 public).

In 2023, 52 evaluation, monitoring and unexpected control missions were carried out by the social inspectors' teams at the level of social services aimed at preventing and combating domestic violence and the support given to victims of human trafficking, as follows: assessment for licensing: 23 social services (22 residential services and 1 day center service). 15 measures were ordered to remedy the identified non-conformities; annual monitoring of compliance with quality standards: 18 residential social services (17 intended to prevent and combat domestic violence, one intended for child victims of human trafficking) and a day center for victims of human trafficking, with 5 remedial measures in place of the non-conformities identified; evaluation of services for relicensing: 4 social services (2 residential services and 2 day center services); unannounced controls: 8 social services of a residential type, with 2 measures ordered to remedy the non-conformities ordered.

By Government Decision (GD) no. 731/2021 the social inclusion indicators were approved; they are used in substantiating the development of public policy proposals in the field of social inclusion, in the National Social Inclusion Strategy, in the sectoral strategies that provide for social inclusion measures, in the substantiation of local strategies, as well as in their monitoring and evaluation.

The indicators of social inclusion are used to substantiate the elaboration public policy proposals in the field of social inclusion, in the strategy national social inclusion, in the sectoral strategies that provide for measures of social inclusion, in the foundation of local, county development strategies economic and development of social services, as well as in monitoring and their assessment.

The Government approved the National Strategy for social inclusion and poverty reduction and the Action Plan for the period 2022-2027 (GD 440/2022), with the aim of reducing the number of people exposed to the risk of poverty or social exclusion by at least 7% by 2027 compared to 2020. The strategic objective no. 3 envisages social protection throughout a person's life, comprising specific measures regarding: health and medical services, safe, adequate housing and basic services in a healthy environment and at affordable prices, integrated social services, oriented to promoting independent living in the community

The financing of the objectives and measures provided for in the action plan are supported, mainly, from European funds, but also from the budget of each institution or public authority responsible or involved.



12. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?

Government Decision no.1547/2022 regarding equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022 - 2027, public policy document developed by ANES proposes concrete measures in the Health chapter, regarding the increase in the degree of access of health services for women and men, Increasing the level of quality pre- and postnatal care, including for vulnerable groups, Facilitating the use of medical services on sexual and reproductive health, as well as family planning, in a free, universal and appropriate way, Increasing the use of prevention and screening services, including for vulnerable groups. With regard to the measures promoted at the level of ANES, we reiterate the actions proposed in the national strategy which corroborate with the measures proposed by our institution in another public policy document, namely Decision no. 592/2021 regarding the approval of the National Strategy for the prevention and combating of sexual violence "SINERGIE" 2020-2030, draft normative act that is in the circuit of inter-institutional approval. This innovative strategy includes measures aimed at diminishing the negative evolution/increase in cases of sexual violence and preventing relapse, generally through counseling actions for children, girls/women, but also through other support measures and improving the intervention of professionals.

Also ANES initiated starting 2022 discussions with NGOs and relevant institution from the health sector in order to improve the women acces to health services and care.

As result, under the ANES coordination recently(mai 2024) was created a Working Group regarding the improving of the health system's response to gender-based and sexual violence.

As part of Romania's National Recovery and Resilience Plan, 119 family planning offices are equipped and/or rehabilitated with diagnostic points for sexually transmitted diseases, ultrasound scanners with ultraportable gynecological probes, microscopes, IT equipment. The investment also covers the costs of training medical personnel working in family planning offices (2022-2024). The total value of the investment is €10,000,000.

The purpose of the Working Group is to contribute to the work of the health system's response to gender-based and sexual violence, according to the legal provisions that stipulate domestic violence, in all its forms, in accordance with national legislation, an important public health problem (art. 1 paragraph (2) of Law no.217/2003.

Through its actions, the Group contributes to achieving the Sustainable Development Goals of the 2030 Agenda, as well as the goals assumed in the National Strategy regarding the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022 - 2027 (HG no.1547/2022) and in the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2020 - 2030 (HG no. 592/2021) by:

- Identifying and planning the necessary actions and measures to promote the health of women and girls;
- Increasing access to preventive and curative health services under conditions of equal treatment of safety and quality;
- Promoting equal opportunities between women and men in the field of health;
- Prevention of domestic violence, gender-based violence and sexual violence;



- Identification of funding opportunities for the measures and actions included in the specific strategies, through the Health Operational Program or national programs/subprograms. The Romanian Government adopted the National Strategy Of Health 2023-2030 "For health, together".

With these premises, Romania declares through SNS 2022 - 2030 its intention to implement reforms structural support of the health system, in particular, regarding:

- modernization, flexibility and development of public health services;
- the active involvement and responsibility of the citizen in the decisions regarding his own health;
- strengthening the capacity of local public authorities for concrete and supported actions improving the health of the communities they represent;
- timely access to diversified, efficient and quality healthcare services provided by teams of primary care professionals;
- continuous improvement in the coordination and delivery of emergency services delivered in a timely manner, as well as continuing their integration within the other health care services provided;
- comprehensive investments in primary prevention, including dental, with the aim of reducing the burden that preventable diseases represent for the health system;
- comprehensive investments in infrastructure, human resources and quality improvement tools health care services provided in all fields of medical assistance;
- diversification of health care services offered as ambulatory services (pre- and post-hospital), streamlining, increasing the performance and quality of health care services provided in assistance secondary and tertiary medical;

13. In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?

Government Decision no. 1547/2022 regarding equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022 - 2027 has concrete measure in the field of Education - Objective: Preventing and combating gender stereotypes and prejudices in the education system:

- a) Inclusion of related notions of stereotypes, prejudices, equal rights, equal opportunities and of treatment between women and men, discrimination, discrimination multiple, within the programs school, according to the calendar curriculum developments for high school and secondary school.
- b) Inclusion in the program national "Other school" from the units of pre-university education of some activities that promote equality of chance and treatment.
- c) Hiring/appointing a equal opportunity expert at the level school inspectorates and/or a school units, which in fulfilment his attributions, to organize periodic information sessions and interactive exercises with students, parents and teaching staff, with the aim of a promote equality of opportunity and of treatment between women and men.
- d) Initial and continuous training a equal opportunities experts from School inspectorates and units school as well as staff didactic, including principals and school counsellors, from education pre-university to have a pedagogical approach that promote equality of opportunity and treatment between women and men.



e) Campaign at national level regarding stereotypes, addressed the general public, in particular parents, legal representatives and carers.

f) Campaign at national level regarding the observance of the right to equal treatment for subject persons multiple discriminations (gender, disability, ethnicity, status socioeconomic, migration, religion, etc.), addressed to pupils and students.

Also ANES ran a National Conference "Education - the premise of equal opportunities for girls and women", realized within the project "Support for the implementation of the Istanbul Convention in Romania", financed through the Norwegian Financial Mechanism 2014-2021 and implemented by ANES).

14. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?

Romania's National Recovery and Resilience Network (PNRR) is designed to ensure Romania's development, by supporting the level of adaptation to crisis situations, in the context of recovery after the COVID-19 crisis, as well as capitalizing on the potential for economic development, through major reforms and key investments.

The gender perspective was integrated in the Recovery and Resilience Program and in the Horizon Europe programme. The perspective of equal opportunities is integrated, in particular, in Pillar 2 - "Global Challenges and European Industrial Competitiveness" and in Pillar 3 - "Innovation" and is reflected in the way funding priorities and project selection criteria are established.

Within Pillar 3, which is dedicated to innovation, actions are promoted to support diversity, inclusion and equal opportunities in the field of research and innovation. This may include, for example, promoting equitable access to funding and resources for researchers, creating up to 100,000 jobs, and developing and implementing policies and practices that facilitate the equitable participation of all categories of people in research activities and innovation.

- Within the National Recovery and Resilience Plan of Romania, more precisely, in Pillar V: Health and institutional resilience, 119 family planning clinics are equipped and/or rehabilitated with diagnostic points for sexually transmitted diseases, ultrasound scanners with ultraportable gynecological probes, microscope, IT equipment. The investment also covers the costs of training medical staff working in family planning offices. (2022-2024). The total value of the investment: 49,342,0002 lei without VAT, the equivalent of €10,000,000 without VAT. At the same time, through the call for projects under Component 13 - Social Reforms (PNRR), a network of 150 day care centers for children at risk of being separated from their families will be created, which will benefit at least 1,920 children. The maximum eligible value of a project is 330,000 Euros without VAT.

Other relevant measures envisaged:

- Modernization and creation of social infrastructure for people with disabilities:
- Operationalization of 150 community services: protected houses in the community, day centers and care centers neuro-motory rehabilitation for people with disabilities, for 1,600 people with

disability, per year

- Introduction of the Minimum Inclusion Income (adopted in 2024): the direct beneficiaries will be at least 30% of the current beneficiaries of the minimum income guaranteed (VMG) and family support allowance (ASF)



- At least 30,000 beneficiaries (who will employ domestic workers) through work vouchers; At least 60,000 domestic workers/providers who will provide services through work tickets
- At least 350 newly established social economy structures (of which 875 jobs greens, 875 young NEETS employees) and supporting expansion for at least 50 businesses of social economy with at least 350 newly created jobs

Freedom from violence, stigma and stereotypes

15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?

In the reference period, one of the priorities was directed towards the prevention and combating of domestic violence and sexual violence. These concerns focused on the implementation of the provisions of the Istanbul Convention, the adoption of specific policies and the implementation of national projects to develop specialized support services for victims.

Sexual violence is one of the most serious human rights violations and paradoxically, one of the least reported and convicted crimes in Romania. Through the "Support for the implementation of the Istanbul Convention in Romania" project, 10 regional intervention centers for victims of sexual violence were established, in accordance with the provisions of the Istanbul Convention (art.25), equipped and are operational, through which specialized care and counseling services are provided to victims of sexual violence, including the provision of sampling kits for collecting biological samples.

The centres were created within the emergency hospitals representing a paradigm change in the way the authorities intervene and support victims of aggression, in the sense of an integrated approach to cases, by ensuring services appropriate to the immediate needs of victims, namely: medical examinations, post-traumatic care, guidance and counseling, provided in the same place and as close as possible to the crisis situation, through a multidisciplinary team consisting of doctor / nurse, forensic doctor, psychologist, social worker, police officer.

The new mode of integrated intervention is a signal that the authorities are giving to victims of violence and sexual abuse to encourage them to seek the help of specialized personnel and to file a complaint for the act to be punished.

Integrated intervention aims at involving professionals with a decisive role, in a multidisciplinary approach in addressing cases of sexual violence: doctors, psychologists, social workers in hospitals and / or social services, specialists in the outpatient department and the Emergency Department, forensic doctors and police officers.

Intervention Center for Victims of Sexual Violence it is dedicated to all victims, without discrimination, the services offered being free.

Access to services is done through a circuit that begins in the Emergency Unit, where the specific medical protocol is initiated for victims who need assistance. The staff of the Emergency Reception Unit is the first to intervene to provide medical care to the victim and then she is taken to the office where the Intervention Center operates.

Intervention Center for Victims of Sexual Violence it is a specially arranged space, where the victim can benefit both from the restoration of the feeling of security, protection and primary counseling, in order to identify the immediate needs and start the next stage of the intervention, depending on the case.



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Through the integrated intervention provided in the framework Center intervention for victims of sexual violence, the victims are supported and encouraged to take all necessary steps for the aggressor to be held accountable.

The coordinator of the center initiates the integrated intervention procedure requesting the support of the other professionals involved, from the police and social assistance services. In this way, the police officer called on the spot records the victim's complaint and can issue a temporary protection order and through the intervention of the social worker, the victim can benefit free of charge from the support services provided by the General Directorate of Social Assistance, respectively psychological counseling, for a period of time specific to the needs of the victim, legal advice, accommodation in a sheltered housing or inclusion in support programs. In the Intervention Center for Victims of Sexual Violence primary counseling is initiated on the course of intervention required.

The victim can benefit free of charge from medical services and the taking of biological samples with the help of the specific kit provided by the office. Psychological counseling for victims of sexual violence is provided by clinical psychologists employed by medical facilities. The psychologist carries out an initial assessment, identifies the immediate and specific needs of the victim and establishes clear and realistic objectives together with this, the decision to continue psychological counseling belongs to the victim. An important goal in psychological counseling is the development of a safety plan that satisfies the victim's need for real protection and supporting her to return to daily activities that give her confidence and autonomy. The goal is to help the victim overcome the trauma and develop effective support mechanisms.

For additional information on how to intervene in situations of domestic violence and implicitly sexual violence, interested persons can call the toll-free national line 0800 500 333, with permanent program, call-center administered by the National Agency for Equal Opportunities between Women and Men (ANES)

The center intervention for victims of sexual violence is part of a national network of 10 such units opened in 10 Emergency Hospitals in Bucharest and in the country:

Bucharest University Emergency Hospital
Bacău County Emergency Hospital
Târgu- Mureș County Emergency Hospital
Craiova County Emergency Hospital
Constanța County Emergency Hospital
Piatra-Neamț County Emergency Hospital
Satu Mare County Emergency Hospital
Slobozia County Emergency Hospital
Sibiu County Emergency Hospital
Timisoara County Emergency Hospital

For the emergency intervention of the Police and in order to benefit from emergency medical assistance, on the spot, following a sexual assault, the victims are advised to call the unique emergency number 112.

In cases of sexual violence, victims are instructed to ask the intervention teams to travel to a hospital where there is an operation. Intervention center for victims of sexual violence in order to benefit from the integrated services provided within them. In these cases, the primary intervention is done in the Emergency Reception Units, where the medical staff provides the



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necessary assistance to the victim and ensures that the patient's condition is stable and then the victim is taken over by the coordinator of the intervention center.

The center is equipped with adequate equipment, instruments and medical supplies, as well as kits for biological sampling, in the format approved by the Superior Council of Legal Medicine by Decision no.6/2017 on "Standard order for the sampling of biological samples in sexual assaults". The predefined project "Support for the implementation of the Istanbul Convention in Romania" has a total value of 2.5 million euros and is financed by the Norwegian Financial Mechanism 2014-2021, within the "Justice" program, managed by the Ministry of Justice, as Program Operator.

For the victims of domestic violence was design and implemented the Project "VENUS - Together for a safe quality life!" with a total value of 11 million euro, through which 4021 people received integrated services in order to ensure the transfer to an independent life and socio-professional reintegration, being created and developed the integrated innovative national network of 42 protected housing for victims of domestic violence (one protected housing in each county), together with 84 complementary services (42 Support Groups that will provide specific psychological assistance and personal development programs and 42 vocational counseling offices that provide vocational counseling services, professional guidance and support for identifying a new job in order to overcome crisis situations related to VD and professional reintegration).

The general objective of the project envisaged improving and developing measures and social services to prevent and combat domestic violence at the national level by creating and developing an innovative integrated national network of protected housing for victims of domestic violence, support groups and vocational counseling in order to implement a national program for the protection of victims of domestic violence and running campaigns on preventing and combating family violence.

The project was implemented in partnership with 42 local partners (42 Local Public Administrations - County Councils, through the General Directorates of Social Assistance and Child Protection and Local Councils, through Public Social Assistance Services).

Protected housing ensures social needs, increases the quality of life and promotes the principles of social cohesion and inclusion, by providing specialized assistance for victims of domestic violence: accommodation with reduced capacity of up to 6 places, for a period of 12 months, depending on the complexity of the case .

Within the support groups, the victims of domestic violence benefited from specific programs of psychological assistance and personal development in order to overcome the crisis situation in which they find themselves. Within these support groups, a number of 1680 victims of domestic violence will benefit from specific programs of psychological assistance and personal development in order to overcome the crisis situation in which they find themselves.

The vocational counseling offices provided vocational counseling and professional guidance services, in order to overcome crisis situations related to VD. The services provided within the vocational counseling offices aim at accompanying measures that can contribute to overcoming the vulnerability of victims of domestic violence and will be offered by vocational counselors.



16. In the past five years, what actions has your country prioritized to address gender-based violence?

As mentioned above, Romania has made significant efforts in terms of gender-based violence in the ratification and harmonization of the Istanbul Convention, to which a series of other steps are added to complement these actions. The main national actions prioritized to address gender-based violence were as follow:

- the implementation of the National Strategy regarding the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027 and the related Operational Plan (favoring condition for accessing European funds)
- the elaboration/approval of normative acts package to ensure the effective implementation of the provisions of the Istanbul Convention as 5 Common Orders regarding: unitary data collection procedure, intervention methodology for Intervention Centers in situations of sexual violence, measures to prevent domestic violence, management case for the victim, management case for the aggressor.
- Approval of an Order regarding the selection of experts who can provide the courts with expertise in the matter of non-discrimination of women and the avoidance of their victimization/re-victimization and the methodology regarding the organization and conduct of the contest for the selection of experts(in order to pilote this mechanism regarding women's rights observance, at the level courts, within the framework of the VioGen RoJust project).
- Approval of an Order regarding the selection of Support Assistants for Victims - as a necessary step for piloting this mechanism regarding women's rights observance, at the level of police stations, within the framework of the VioGen RoJust project.
- Revision of GD no. 49/2011 for the approval of the Framework Methodology regarding the prevention and intervention in multidisciplinary teams and in the network in situations of violence against children and family violence and the Methodology of multidisciplinary and inter-institutional intervention regarding exploited children and in situations of risk of exploitation through work, children victims of human trafficking, as well as Romanian migrant children victims of other forms of violence on the territory of other states (under approval)
- the development and implementation of a unitary Methodology, at the national level, in order to facilitate the access of victims of domestic violence to justice through free legal advice and orientation according to needs: divorce, custody of children, legal aid, sharing, financial compensation, legal proceedings, etc.) including the realization of a Methodology regarding the settlement of the counter value of medico-legal certificates through the predefined project "VERA - Positive change through integrated action in turbulent times!", financed by the Norwegian Financial Mechanism in the period 2014-2021.
- Revision of Law no. 217/2003 on the prevention and combating of domestic violence, taking into account the recommendations made in the US State Department Report on Human Rights and in the GREVIO (Council of Europe) Report on the implementation of the Istanbul Convention in Romania (amendments regarding the introduction : gender perspectives in the provision of social services and specialized services, the diversification of services intended for aggressors (accommodation and counseling during OPP and OP), measures intended to provide for child victims/witnesses of femicide, the possibility of financing measures in accordance with the support needs of the material. personalized support package which could include, as appropriate: the provision of vouchers for securing a living space, covering various expenses



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such as: replacing/repairing locks, installing doors/windows/glazing, medical and/or dental assistance, development staff, training courses, training and support for employment, clothing, food, sanitary materials, medicines, transport, access to social shops (clothing and footwear). + providing support and compensation measures for children left without parental protection following the death of their mother caused by domestic violence, etc. In May 2023 was organized a Working Group under the ANES coordination (15 meetings till present).

▫ Supporting the implementation of the ILO Convention on the Elimination of Violence and Harassment in the World of Work no. 190/2019(ratified in April 2024)

- carrying out information actions at community levels that address the legal provisions, all social services and the forms of violence provided for by Law no. 217/2003 on the prevention and combating of domestic violence - 8 regional seminars within the VENUS project, during December - 2022/700 participants .

▫ Realization of virtual caravans regarding specialized information from the field of justice regarding the execution of ECHR Decisions, the application of Law 217/203 and other incidental normative acts- 15 caravans with 750 participants.

▫ conducting continuous professional training sessions for all relevant categories of professionals in the field of preventing and combating domestic violence: members of mobile teams, social workers, police officers, prosecutors, judges, lawyers, nurses, medics, forensic medics etc./more than 8000 professionals.

- conducting continuous campaigns regarding information and awareness of public opinion regarding domestic violence and violence against women (approx. 10 campaigns/ aprox. 30.000 persons).

- development and implementation of appropriate public policies (3 public policies/national strategies)

- regulating the need for the electronic surveillance system and verification of compliance with the aggressor's obligation in the case of the protection order- applying in 24 counties starting 2024/ 468 devices applied in 2023 in 3 counties and Bucharest/

- improving the activity of the national emergency telephone line for victims of domestic violence 0800 500 333 (art. 24 of the Convention) - over 27.000 calls in the period 2019-2023),

- establishment of 8 assistance centers for aggressors (over 175 aggressors counseled).

During April 2023, the People's Advocate completed the Special Report on harassment and violence at the workplace, a report that presents an analysis of the legal regulations and practical situations related to harassment and violence at the workplace and, at the same time, formulates a series of proposals aimed at contributing to the creation of a coherent legislative and administrative framework, likely to ensure the respect of workers' rights in terms of carrying out the activity in an appropriate work climate. The report took into account, in addition to the case file of the People's Advocate institution, the responses of the public authorities with powers in the sphere of labor relations, the practice of the courts in the field of workplace harassment, the ECHR jurisprudence on the matter, as well as the provisions of Convention no. 190/2019 on the elimination of violence and harassment in the world of work, adopted at the 108th session of the International Labor Conference of the International Labor Organization, in Geneva on 21 June 2019. To view the entire Special Report on harassment and violence at work, you can access the website of the People's Advocate institution, in the section People's Advocate Activity/Special Reports 2023. The Draft Law for Romania's accession to Convention no.



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190/2019 is currently in the legislative procedure at the Chamber of Deputies (PL-x no. 735/2023).

In order to eliminate gender biases within the police and the judicial system and ensure the application of a gender-sensitive approach in investigating and prosecuting cases of violence against women, we note that among the principles guiding the protection and promotion of the rights of domestic violence victims are the principles of equality of opportunities and treatment between women and men, the principle of respect for human dignity, as well as the principle of respect for human rights and fundamental freedoms. Furthermore, the Code of Ethics for Judges and Prosecutors, approved by Decision no. 328/2005 of the Superior Council of Magistracy, stipulates that judges must exercise their function with objectivity and impartiality. Thus, the conditions are created for the elimination of gender biases regarding judges responsible for adjudicating cases involving protection orders, within which the victims are women, considering that judges' personal perceptions of women's status represent a subjective matter. Furthermore, continuous professional training in the area of combating domestic violence represents another aspect that can contribute to the elimination of gender biases and to sensitizing judges regarding the situation and status of the victim in adjudicating cases involving domestic violence.

Access to justice is guaranteed for every individual, regardless of their social status or economic position. This fundamental right is considered one of the main pillars of the rule of law and the dignity of every person. In order to facilitate free access to justice, a series of legislative instruments were adopted at the national level, namely Government Emergency Ordinance no. 51/2008 regarding public legal aid in civil matters and Government Emergency Ordinance no. 80/2013 regarding court stamp duties, which detail the procedures for state-provided assistance aimed at ensuring the right to a fair trial and guaranteeing equal access to justice, for the realization of legitimate rights or interests through judicial means, as well as facilities for the payment of court stamp duties. These legislative acts have an objective nature, therefore they do not differentiate based on ethnicity, gender, social status, or the particular situation of the petitioner, constituting instruments that can be accessed by Roma women, as well as other women and girls in vulnerable situations.

The fight against trafficking in persons remains a top priority on the agenda of the Romanian Government. Substantial efforts to combat trafficking in persons have been undertaken by the Romanian authorities, together with civil society and private sector partners. These efforts have ensured the continuation of initiatives from previous years and improved the coherence of the Romanian anti-trafficking system. The long-term strategic vision is to ensure that this system maintains continuity and room for expansion as it develops in line with European and international approaches in this field. A number of important steps have been taken to further strengthen these efforts, on various levels, such as Coordination, following a decision of the Prime Minister, the Prime Minister's Chancellery ensures the coordination of the Inter-ministerial Inter-sectoral strategic Coordination Committee for the fight against trafficking in persons, thus ensuring continuity of approach and cooperation between the responsible state institutions and other actors involved in these efforts; - An Integrated Plan: The first Integrated Plan of Measures to respond to international recommendations on trafficking in persons has been developed and approved; - the National Identification and Referral Mechanism: An extensive process to update the National Identification and Referral Mechanism (MNIR) was completed through a collaborative process with all actors involved and approved by GD 88/2023. The new MNIR aims to generate a more effective response so that victims can receive integrated support based on their specific needs and situation;



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- Early identification: The first government partnership to train frontline emergency physicians to improve the identification of victims of human trafficking has been completed;
- Ukraine Action Plan: The Action Plan on Prevention of Sexual Exploitation, Abuse and Risk of Trafficking for Refugees in Ukraine has been approved and is being implemented.
- Online registration system for minors in Ukraine: A computer application for the registration of all children from Ukraine, called PRIMERO, was launched by the National Authority for the Protection of Children's Rights and Adoption, with technical and financial support from UNICEF, as part of the coordination mechanism in the Ukrainian refugee crisis. It includes a child trafficking assessment (screening) in the initial stage and, if there are reasonable indications, the minor will be referred as a potential victim of trafficking;
- Legislative changes: the Constitutional Court and the High Court of Cassation and Justice have strengthened the special statute of limitations for criminal liability for the crimes of slavery, trafficking in persons, child trafficking and procuring. It also increased the average sentence for a convicted trafficker to more than 5 years in 2022, compared to an average sentence of 3 years for the same offence in 2021;
- Support for the hearing of victims: 42 hearing rooms for victims of child trafficking have been set up across the country, where multidisciplinary teams provide support services to victims;
- Creation of the Emergency Fund for Victims of Human Trafficking and the possibility of funding non-governmental organizations providing services to victims from funds derived from the recovery of assets seized by ANABI, Surveillance: An online forensic system has been implemented to improve online detection of child sex abusers and pedophiles, New Anti-trafficking strategy: A dynamic evaluation process of the National Strategy against Trafficking in Persons for the period 2018-2022 has been carried out by a team of independent experts and the process of developing the new anti-trafficking strategy for the period 2024-2028 has already started, which will have priorities based on opportunities and needs, clear targets and indicators, and a realistic action plan, owned by all partners, including civil society;
- Political-diplomatic efforts: the leadership of the Romanian Government has been directly involved in the fight against trafficking in persons, together with national, European and international actors in the field, disseminating the key elements of the new anti-trafficking vision which refers to leadership and coordination, the strategic vision being that Romania should become a country hostile to trafficking in persons and at the same time a safe place for victims of trafficking in persons and harmonizing the anti-trafficking measures in the supply and demand mechanism on which trafficking in persons is based between countries of origin and destination.

17. In the past five years, what strategies has your country used to prevent gender-based violence?

At the national level were adopted 2 relevant public policies:

1. Government Decision no.592/2021 regarding the approval of the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2021-2030 - Innovative and integrated strategy - Multidisciplinary intervention - Non-stereotypes - Equal opportunities between women and men - Responsibility. Work guides and tools - Information and training - Education at all levels (the first strategy in this field)

The strategic directions of action are the following:

- Informing and training community members and social partners in order to achieve primary prevention



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by supporting education at all levels, information events, specific ongoing training/training, the development of European Union initiatives, the facilitation of information through innovative means, including electronic means and the use of mass media resources.

- The preparation and training of representatives of the central and local public administration, of all professionals with attributions in the field in order to strengthen the institutional capacity and the capacity to intervene to achieve secondary and tertiary prevention and support and protection measures for victims of sexual violence. The inclusion of this topic in regional, county and local development strategies and programs
- Strengthening collaboration and strengthening inter-institutional partnerships for the purpose of an integrated approach and formulating an adequate response to the issue of sexual violence through various means, including the development and implementation in partnership of specific actions and/or programs/projects
- Promoting the gender perspective at all levels and in all types of interventions in addressing sexual violence as a form of gender violence, including concrete measures in county and local strategies
- Real knowledge and quantification of the phenomenon of sexual violence (relevant and up-to-date statistical data, analyses, studies, sociological research, psychological studies, criminology/criminological studies and works), identifying and taking over examples of good practice from other states and developing bilateral cooperation /multilateral in order to achieve the transfer of know-how
- Improving the monitoring/evaluation/reporting capacity of the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2021-2030

2. Government Decision no. 1547/2022 for the approval of the National Strategy on the promotion of equal opportunities and treatment between women and men 2022-2027 (enabling condition for the actual European programming funds 2021-2027)

The national strategy aims at:

- Continuation of the public policies of the Government of Romania to promote the principle of equal opportunities and treatment between women and men at the national level and to prevent and combat domestic violence and violence against women;
- Correlation with the policies of the European Union, the Council of Europe and the United Nations Organization for Gender Equality and the Empowerment of Women (UN Women), the Multiannual Action Plan on the Promotion of Gender Equality within the Organization for Security and Cooperation in Europe (OSCE) - The Dimension Human (HDIM), UN Security Council Resolution 1325 (2000) "Women, peace and security" (WPS), Recommendation of the Council of the Organization for Economic Co-operation and Development (OECD) on gender equality in public life (no. C(2015)164), in the fields of equal opportunities between women and men and the prevention and combating of domestic violence and violence against women;
- Ensuring the implementation of the provisions of the Istanbul Convention and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). In this context, the National Strategy regarding equal opportunities and treatment between women and men 2022-2027 was developed on the structure of the two pillars of the Strategy in force (2018-2021), in order to ensure the continuity of the



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integrated vision of content and to guarantee the coherence of the institutional mechanisms for the implementation and monitoring of the measures provided for in the programmatic document. The two pillars are defined as follows: Pillar I: Equal opportunities and treatment between women and men and Pillar II: Domestic violence and violence against women. In order to elaborate and substantiate the new strategic framework, the "Diagnostic analysis in the field of gender equality in Romania in the period 2014-2019" was carried out beforehand.

Thus, in the field of equal opportunities and treatment between women and men, for the period 2022-2027, actions are identified in priority areas such as: education, health, the labor market, the balance between professional life and private life, participation in decision-making and the integrative approach gender.

Regarding the field of preventing and combating domestic violence, for the period 2022-2027, the strategy identifies actions in priority areas such as:

- Development of a unitary system of services aimed at the effective protection of victims of domestic violence and violence against women, as well as their rights;
- Strengthening the intervention capacity of the police in the field of domestic violence, in the sense of ensuring modern technical solutions for the effective proof of acts of domestic violence;
- Ensuring the prevention of domestic violence and violence against women, taking into account the specific needs of vulnerable groups, through a sensitive approach to cultural, age and gender differences;
- Combating violence against women in the public and private spheres, in all areas of social life, including in educational institutions and at the workplace, at the central and local level;
- Specific and adequate training/training of all categories of professionals with specific skills in the field of domestic violence and violence against women, in order to effectively prevent and combat this phenomenon;
- Real knowledge and quantification of the phenomenon of domestic violence;
- Continuation of the process of strengthening the national legislation in the field of preventing and combating domestic violence.

A transversal strategic priority used to prevent gender-based violence was oriented on the campaigns in order to raise awareness and information.

In 2022 ANES ran a Campaign to raise awareness among pupils, students and teachers about the negative effects of gender stereotypes, with an emphasis on gender-based violence, the campaign to be carried out at the level of schools and universities in the 8 administrative-territorial regions, Together we build a world without violence!, which included:

- Organization of information sessions with pupils, students and teachers in schools and universities, the target group being 10,000 pupils/students/teachers;
- Organization of 4 national debates;
- Creation and distribution of 10,000 sets of promotional materials, consisting of: leaflets, pens, pens, usb sticks, folders for pupils, students and teachers;
- Elaboration of press releases for the promotion website.



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Another important campaigns were launched within the Predefined Project, mentioned in the previous section and we can name - „ Same dreams, same chances!” - The component aimed at providing information on gender stereotypes and raising awareness of the Romanian society's perspective on Roma women's problems.

The main activities of the campaign:

- Making and broadcasting at least one video clip at national level;
- Making and broadcasting at least one radio spot at national level;
- Holding at least 21 seminars in local communities, for a total of 1,050 participants;
- Holding at least 4 debates with 200 participants;
- 25 Communiqués for the dedicated website - respectively one communiqué per event organized within the campaign

Also, ANES, in partnership with the Romanian Television Society and CNA, organized the national media campaign (TV spot), which aimed to present a TV spot to promote the free national telephone line intended for victims of domestic violence, discrimination based on sex and human trafficking, with unique emergency number 0800 500 333, which operates at the ANES level with a continuous program, 24 hours a day, 7 days a week. This TV spot began to be broadcast on national television stations on June 18, 2020, being recorded in the first month of broadcasting an increase, on average, of more than 65% in the calls received, compared to the same period of the previous year. Since the end of July 2020, following the issuance by CNA of a Recommendation, the TVA spot has been taken over by some of the national, regional and local television stations.

Also, in partnership with the Sibiu County Police Inspectorate and the National Police Corps, ANES runs a campaign to raise awareness and combat the phenomenon of domestic violence, called "In the World of John!"

This campaign proposed a different approach to the phenomenon of domestic violence, this time placing the family, the sinequanon nucleus of society, in the center of attention. Ioana is, in fact, the woman of our days, often subjected to forms of aggression and who, as a rule, fails to escape from a degrading environment both for herself and for the children. Throughout the duration of the campaign, at the level of Sibiu County, activities will be carried out to raise awareness of the devastating effects that this scourge generates, as well as information activities regarding the legal instruments for the protection of victims, as well as regarding the negative consequences on the behavior of the aggressors.

With regard to the creating of a safe environment at workplace, a major achievement is the adoption, by the Government of Romania, of Government Decision no. 970/2023, which, through a methodology regarding the prevention and combating of harassment based on gender and moral harassment at work, contributes essentially to the protection of women's rights, in the framework of employment relations, ensuring a safe and non-discriminatory environment for all employees and was developed in accordance with the specific problems encountered in the work environment.

Street harassment was also regulated in national legislation. At the same time, every year in May, on Gender Equality Week, ANES carries out a series of information and awareness actions.

Other awareness-raising campaigns:

National conference to launch the campaign to promote assistance services for victims of domestic violence and violence against girls and women (in the margins of the events dedicated to the International Day of the Girl - October 11, 2023), carried out within the project "Support



for the implementation of the Istanbul Convention in Romania", financed through the Norwegian Financial Mechanism 2014-2021 and implemented by ANES). - Deva

National conference - within the campaign to promote assistance services for victims of domestic violence and violence against girls and women, carried out within the project "Support for the implementation of the Istanbul Convention in Romania", financed through the Norwegian Financial Mechanism 2014-2021 and implemented by ANES). - Targoviste

National conference - within the campaign to promote assistance services for victims of domestic violence and violence against girls and women, carried out within the project "Support for the implementation of the Istanbul Convention in Romania", financed through the Norwegian Financial Mechanism 2014-2021 and implemented by ANES). Iasi

National conference - within the campaign to promote assistance services for victims of domestic violence and violence against girls and women, carried out within the project "Support for the implementation of the Istanbul Convention in Romania", financed through the Norwegian Financial Mechanism 2014-2021 and implemented by ANES).

National Conference "Education - the premise of equal opportunities for girls and women", realized within the project "Support for the implementation of the Istanbul Convention in Romania", financed through the Norwegian Financial Mechanism 2014-2021 and implemented by ANES).

The national information and awareness campaign of public opinion and professionals in the judicial field and in the field of preventing and combating domestic violence and gender-based violence regarding respect for victims' rights, avoiding re-victimization and non-discrimination - Let's stop gender-based violence!; <https://centrulfilia.ro/cine-e-responsabile-pentru-violenta-de-gen/>

18. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

Starting 2020 the cyber violence was encompassed within the Law no. 217/2003 for the prevention and combating of domestic violence, republished, with subsequent amendments and additions

According to art. 4 lit. h) "cyber violence is a form of domestic violence that includes: online harassment, online hate messages, online stalking, online threats , the non-consensual publication of information and intimate graphic content, illegal access to the interception of communications and private data and any other forms of abuse related to information and communication technology through computers, smartphones or other similar devices that use telecommunications or can be connected to the Internet and transmits and uses social or email platforms to shame, humiliate, frighten, threaten, silence the victim."

Also, under Law 217/2003, psychological violence includes in the definition not only the scope of art. 33 of the Istanbul Convention, but also online harassment, as defined by Article 34 of the convention.

In January 2021, the European Parliament - General Directorate of Parliamentary Research Services launched the study "Evaluation of European added value regarding combating gender-based violence: cyber violence".



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The study was published in March 2023 and concerned 12 EU member states: Belgium, the Czech Republic, Germany, Spain, France, Lithuania, the Netherlands, Poland, Romania, Sweden, Finland, Italy.

The study carried out a baseline assessment of existing international, EU and national legislation and policies, as well as the social and economic effects of gender-based cyber-violence. As for the gap analysis, it focused on identifying deficiencies in existing European and national legislation and policy that could be addressed by a new EU legislative initiative.

The results of the study revealed that, at the level of the Member States, there are many differences in the approach, legislation and policies aimed at gender-based cyber-violence, and that there is no common accepted definition of gender-based cyber-violence.

In relation to how to define the problem, it was noted that in Romania there is a legislative regulation of a general nature within the legislation, while in most states there are general definitions without a legislative nature or unclear definitions

On 14.06.2023 the President of Romania promulgated Law no. 171/2023 for the amendment and completion of art. 226 of Law no. 286/2009 regarding the Criminal Code.

Through this legislative intervention, the intention was to criminalize the so-called "revenge porn", a dangerous phenomenon which, unfortunately, has gained increasing traction, in rhythm with the evolution of digitization and the influence that social networks currently play in everyone's life.

Thus, art. 226 of the Criminal Code will be amended as follows:

"The disclosure, broadcasting, presentation or transmission, in any way, of an intimate image of a person identified or identifiable according to the information provided, without the consent of the depicted person, likely to cause him/her mental suffering or to affect the image is punishable by imprisonment from 6 months to 3 years or a fine.

By intimate image is meant any reproduction, regardless of the medium, of the image of a naked person, who fully or partially exposes their genitals, anus or pubic area or, in the case of women, their breasts, or who is involved in a intercourse or sexual act."

ANES supported the implementation of the project TECH-WISE, RISK-FREE, implemented by Sensiblu Foundation, financed by the Voices against Violence: the GBV Global Initiative program of Vital Voices Global Partnership USA (between November 2020 and October 2021) and developed by a team of social workers and psychotherapists with experience for over 15 years in domestic violence intervention, with the support of a digital security consultant from the USA. The project facilitated the access of professionals from specialized services for survivors of domestic violence to the information and tools necessary to address cyber violence and the challenges of using technology, in order to carry out an appropriate intervention in such cases. Accessing e-mail and social media accounts without permission, reading messages, posting and sending

The following activities were implemented within the project: • carrying out a quantitative and qualitative research regarding the level of awareness of digital risks and the knowledge of protection measures, both among professionals and affected people; • two round tables with representatives of social services and authorities involved in preventing and combating domestic violence and, specifically, cyber violence; • eight training sessions for specialists from



Bucharest, Iasi, Timisoara, Cluj, Satu Mare, Bacau, Constanta, Craiova, on the topic of digital security and intervention in cases of cyber violence; • mentoring and coaching for five organizations from Romania in order to streamline the procedures regarding the storage and operation of the sensitive data of the beneficiaries and strategies to increase the resilience of their own employees in the face of online threats and harassment; • publication of a best practices guide, which will include information on cyber violence, ways to increase online safety, best practices from organizations in Romania, but also specific intervention in cases of violence through technology. More than 200 professionals from the public social assistance services were trained on the topic of digital security and intervention in cases of cyber violence.

19. In the past five years, what measures has your country taken to resource women's organizations working to prevent and respond to GBV?

In the recent years, in Romania, the relation with the NGOs and other civil society actors has highly improved and we emphasize here the important role they have played in the elaboration of the legislation and strategies, being very active opinion vectors in the field. At the same time, within the projects that ANES has developed in the field of domestic and gender-based violence, NGOs have been co-opted as partners in their implementation.

Moreover, women's NGOs were involved in the design of the projects "Support for the implementation of the Istanbul Convention in Romania" and the VENUS project for combating violence against women and domestic violence. ANES has signed collaboration protocols with several of the active NGOs working in the field of violence against women and gender equality. They also participate in national institutional mechanisms of cooperation such as the Inter-Ministerial Committee for Preventing and Combating Domestic Violence and the National Commission for Gender Equality. Also, at the moment ANES implements a series of projects in partnership with relevant NGOs in the field:

- The project -VERA Positive change through integrated action in difficult times is implemented by ANES, as Promoter in partnership with a Consortium of NGOs the Center for Training and Evaluation in Social Assistance (CFCECAS), the Sensiblu Foundation, the Necuvinte Association, the Community Mediation and Security Center Foundation (CMSC), and with Association for Development and Socio-Economic Promotion CATALACTICA. The general objective of the project aims to improve and adapt the response capacity of central and local public authorities to provide better and adequate support to victims of domestic violence and gender-based violence, by: training coordinators of mobile teams for emergency intervention in cases of domestic violence, training specialists from the domestic violence departments within the DGASPC and providing legal advice to victims of domestic violence and gender-based violence, facilitating access to justice and to information of a legal nature (eg: issuing a protection order, divorce application, custody of children, help judicial, etc.), the development of a barometer in the field of domestic violence and gender violence focused on the evolution of the phenomenon, practices and trends, at county level, especially in relation to the COVID 19 pandemic.

- The VioGen RoJust project is carried out within the Open Call for projects „Human rights - Implementation at the national level”, Area 17 „Human rights - Implementation at the national level”, implemented by the National Agency for Equal Opportunities between Women and Men, as Project Promoter, in partnership with: TRANSCENA Association, ANAIS Association, FILIA Center and GRADO Association. EEA Grants The objective of the project is to strengthen the capacity of the Romanian authorities regarding implementing/executing the decisions of the



European Court of Human Rights in Strasbourg, as well as the country recommendations issued by the Council of Europe in the field of abuse, domestic violence and gender-based violence. During 2023-2024 were organised several workshops with NGO representatives in order to prioritize the main issues in the field and find adequate solution together. The social assistance law no. 292/2011 was amended in 2024 and stipulates the financing of social services as a measure of social assistance, granted by public providers and deprived of social services, under the law.

20. In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?

According to the regulatory principles of the Audiovisual Law n° 504/2002, with subsequent amendments and modifications, stipulated in art. 40, "it is prohibited to broadcast programmes containing any form of incitement to hatred based on race, religion, nationality, sex or sexual orientation". In accordance with art. 10 para. 4 of the above mentioned Law, the Council exercises its right to control the content of the programmes offered by the audiovisual media service providers only after the public communication of these programmes.

On the 24th of March 2019, the Romanian Parliament amended the Audiovisual Law n° 504/2002 by the Law n° 52/2019, introducing chapter III5, which refers to the protection of the victims of domestic violence .

The legislative measures adopted by the NAC, based on the Audiovisual Law, through the secondary legislation (the NAC Decision n° 220/2011 regarding the Regulation Code of the Audiovisual Content), have the role of strengthening the protection of human dignity and minors against audiovisual content with a potentially harmful effect on physical, mental or moral development. For this purpose, we mention the amendments made to the Audiovisual Code, by the NAC Decision n° 63/2017:

- Art. 1 "(1) For the purposes of this regulatory code of the audiovisual content, hereinafter referred to as the code, the terms and expressions below have the following meanings: [...]g) language violence - addressing through offensive, brutal language, such as the use of insults, threats, degrading or humiliating or discriminatory words and expressions; trivial, nonverbal behaviors are assimilated to this form of violence";
- Art. 6 "(3) In the case of a minor over 16 years old, who is a victim or witness to the commission of crimes or who has been physically, mentally or sexually abused, the following are required: a) his explicit written or recorded consent; b) the elimination of any elements that can lead to the identification of the minor, at his request, his parents or the legal representative";
- Art. 18 "(1) The productions that present: a) physical, mental or language violence, repeatedly or with a high degree of intensity or gravity, may not be broadcast in the time slot 6:00 - 23:00; [...]";
- Art. 29 "(2) Before the broadcasting of shocking images, scenes of violence or with negative emotional impact that may unpleasantly impress the viewers, they will be warned verbally: "Caution! Images that can affect you emotionally», a mention that will also be displayed statically and legibly; the broadcasters may not present scenes of violence repeatedly within the same audiovisual production";



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- Art. 44 "(2) The identity of the persons who are victims of crimes related to sexual life may not be revealed in any way; the situations in which the victims have given their written consent are excepted, under the condition of respecting the identification limits established by the agreement concluded before the broadcast; the prior agreement may not justify violations of the rights and freedoms of other people, public order or good morals, nor may remove the responsibility of the provider of the audiovisual media services for the content of the programmes, provided for in art. 3 of the Audiovisual Law";
- Art. 47 "(3) It is prohibited to broadcast in the audiovisual programmes defamatory statements against a defined gender, age, race, ethnicity, nationality, citizenship, religious beliefs, sexual orientation, level of education, social category or medical conditions; (4) It is prohibited to broadcast in the audiovisual programmes defamatory statements against a person based on their belonging to a group/community defined by gender, age, race, ethnicity, nationality, religious beliefs, sexual orientation, level of Education, social category, medical conditions or physical characteristics are forbidden".
- Art. 93 "(1) Audiovisual commercial communications must respect, regardless of form and duration, the principles of minor protection, correct public information, respect for human dignity, ensuring fair competition and not using unfair commercial practices, misleading or aggressive, as they are defined by Law n° 363/2007 on combating the unfair practices of traders in the relationship with consumers and harmonizing regulations with the European legislation on consumer protection, with subsequent amendments and modifications. (2) It is prohibited the advertising that prejudices respect for human dignity based on gender, affecting the image of a person in public and/or private life, as well as groups of people. (3) It is prohibited the usage in advertising of the situations in which people, regardless of their gender, are presented in degrading, humiliating and pornographic attitudes, including through the usage of gender stereotypes."

We also mention that regarding the online content, on 3rd of July, 2022, a series of provisions applicable to the video sharing platform services were introduced into the Audiovisual Law, of which relevant for the your report would be those related to the violence issues.

- Art. 427*) "Providers of the video sharing platforms are obliged to take appropriate measures to protect:
 - a) minors from programmes, user-generated videos and audiovisual commercial communications which may impair their physical, mental or moral development especially by programs that contain pornography or unjustified violence, according to the provisions of art. 39 para. (1);
 - b) the general public from programmes, user-generated videos and audiovisual commercial communications containing incitement to violence or hatred directed against a group of persons or a member of a group based on reasons such as sex, race, color, ethnic or social origin, genetic characteristics, language, religion or beliefs, political or other opinions, belonging to a national minority, wealth, birth, disabilities, age or sexual orientation or chronic contagious or non-contagious disease;
 - c) the general public from programmes, user-generated videos and audiovisual commercial communications containing content the dissemination of which constitutes public incitement to commit crimes under Law n° 535/2004, with further modifications and amendments, or to Law n° 196/2003 regarding the prevention and combating of pornography, republished, or crimes of a racist and xenophobic nature."

B) Sanctions



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The National Audiovisual Council applied in 2023 a number of 295 sanctions for the non-compliance of the legislation in the audiovisual field. Of these, 18 were public warnings for the non-compliance of the provisions regarding the obligation of the broadcasters to inform the public about the existence of the phone number "Tolverde intended for the victims of domestic violence".

We also inform you that our institution started an internal procedure for the amendment and modification of the secondary legislation, respectively the NAC Decision n° 220/2011 regarding the Regulatory Code of the Audiovisual Content, with subsequent amendments and modifications, that will be subject to a future public consultation.

The issue of the domestic violence in the audiovisual programmes is a priority in the activity of the National Audiovisual Council and represents a major interest in the audiovisual space, as well.

21. In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?

The measures promoted by the Romanian Government are intended for all women in vulnerability situation.

Among the regulations and measures particularly important for victims of domestic violence, we mention:

- Regulation of the provisional protection order (OPP, valid for 5 days) according to art. 52 of the Convention, as a specific form of protection for victims in situations of imminent danger, with application from December 2018. In the period 2019-2023, more than 50,000 OPPs were issued.
- extending the category of people who have the quality of being a family member, beyond the boundaries of marriage or shared housing.
- regulating and expanding the scope of social services for victims of domestic violence, such as: the national emergency telephone line for victims of domestic violence 0800 500 333 (art. 24 of the Convention) - over 27,000 callers in the period 2019-2023), 142 new services created : 42 sheltered homes and 84 complementary services (over 4000 victims, 10 intervention centers in cases of sexual violence (art. 25), establishment of 8 assistance centers for aggressors (over 175 aggressors counselled).
- creation of mobile teams, at the local level, for emergency interventions and orientation to appropriate social services (over 1477 mobile teams created and trained personnel)
- continuous training of all categories of professionals (approx.: 4000 police officers, 350 social workers, 200 judges, 200 prosecutors, etc.)
- conducting continuous campaigns regarding information and awareness of public opinion regarding domestic violence and violence against women (approx. 10 campaigns).
- the development and implementation of appropriate public policies (3 public policies/national strategies)
- regulating the need for the electronic surveillance system to allow verification of compliance with the aggressor's obligation in the case of the provisional protection order and the protection order.

In order to ensure all the means and work tools necessary for the exact application of the legislation, ANES has developed a series of projects currently being implemented, aimed at the development of social services, both for victims of domestic violence and for aggressors , the



application of specialized intervention programs for aggressors, as well as support measures for families facing situations of domestic violence. Those were mentioned in the previous sections together with other information regarding the efforts that the Romanian Government made on domestic and gender-based violence.

Within the Predefined Project, was implemented the campaign „Same dreams, same chances!” The campaign aimed at providing information on gender stereotypes and raising awareness of the Romanian society's perspective on Roma women's problems.

The main activities of the campaign:

- broadcasting a video spot on national TV channels
- broadcasting a radio spot on national radio channels
- Holding 21 seminars in local communities, for a total of 1,050 participants;
- Holding 4 debates with 200 participants;

Also in the project mentioned above and other 2 project implemented by ANES (VERA and VIOGEN) more than 8000 professionals received training sessions with a component on specific issues of domestic violence and gender-based violence against Roma women.

Participation, accountability and gender-responsive institutions

22. In the past five years, what actions and measures has your country to promote women's participation in public life and decision-making?

Within the National Strategy regarding the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022 - 2027, approved by Government Decision no. 1547/2022 there is an specific objective namely : Participation in decision-making: Balanced participation of women and men in the decision-making process in public and political life.

Principal actions:

- Carrying out analyses regarding balanced participation of women and men in decision-making positions at the level central public administration.
- Carrying out analyses regarding participation of women and men in positions of decision within the political parties, at the level of all structures.
- Identifying good practices that can improve balance regarding women's participation in decision-making in the environment public and private environment.
- Organizing leadership training sessions for women in political parties
- Increasing representation and significant participation of women in peace negotiations, mediation processes and in peacekeeping missions.

Moreover, during the past 2 years there were promoted a series of legislative initiatives regarding the gender quotas. At this moment, at the level of committees in the Senate and the Chamber of Deputies is under analysis the Draft law amending and supplementing Law no. 208/2015 regarding the election of the Senate and the Chamber of Deputies, as well as for the organization and operation of the Permanent Electoral Authority. The draft normative act provides that the lists of candidates for the Senate, except for those containing one or two candidates, and the lists of candidates for the Chamber of Deputies, except for those containing less than three candidates, must be drawn up in such a way as to respect the minimum representation quota of 33% for both women and men, from the total number of proposed candidates.



At the same time, the Ministry of Family, Youth and Equal Opportunities, through ANES continues to undertake efforts in order to generate a structural change concerning gender equality by implementing “Gender Mainstreaming in Public Policy and Budgeting” project aimed at approaching gender mainstreaming, gender budgeting and women's access to leadership and decision-making.

Within this project was developed the National Action Plan for the Political and Economic Empowerment of Romanian Women (PNA), launched in May 2024 and based on the existing legal framework and from Romania's international commitments, as well as being aligned with EU objectives and commitments assumed by the Romanian state within the framework of the Sustainable Development Goals (SDGs).

This plan has a dual objective: to strengthen and support the implementation of existing legislation and policies/measures, and to introduce or at least prepare the ground for the introduction of new legislation and policies/measures that reflect national and international commitments and which can address gender differences in the economic and political fields and the existing discriminatory practices in these fields.

Therefore, and in accordance with the main pillars of the National Strategy, the strategic objectives proposed for a National Action Plan for the economic and political empowerment of women in Romania are the following:

1. Introducing the gender perspective in labor market policies, including those financed by EU structural funds.
2. Improving the balance between professional and private life and identifying and strengthening the elements of the care economy in Romania.
3. Increasing women's participation in decision-making in the economic and political sphere, with the objective of parity.
4. Reducing gender violence in the world of work and in the public space by improving the legislative framework and by increasing the awareness of actors in the mass media, religious institutions, and the public.

23. In the past five years, what actions has your country taken to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

Improving digital skills represents an important opportunity for increasing the degree of inclusion of girls and women. Increasing the number of women in the ICT sector (considered one of the highest paying sectors) can contribute to income growth and achieving a high level of independence, thus generating positive outcomes for the purpose of reducing the gender pay gap.

From this perspective, at the level of the Ministry of Family, Youth and Equal Opportunities, through the National Agency for Equal Opportunities between Women and Men, a project sheet “Promoting Gender Equality through Empowerment and Mainstreaming” (funded through the Smart Growth, Digitalization and Financial Instruments Program) is in the process of being finalized, aiming to improve the process of drafting, implementing, and monitoring primary legislation and public policies in the field of equal opportunities and treatment between women and men through digitalization.

According to one recent Eurostat study(2022), Romania is leader in the number of women employed in the field of communications and information technology(ICT).



<https://ec.europa.eu/eurostat/documents/4187653/16179947/vis2-ICTage-161023.png/22d1d1cf-d4ec-5db2-56dd-e62f7be70617?t=169743>

Digitization courses are a condition for accessing the Start-up Nation, Woman Entrepreneur, IMM Digitization programs.

Woman Entrepreneur Program(annually), the main objective of the de minimis scheme is to stimulate and support the establishment and development of private economic structures established and managed by women, improving their economic performance, achieving intelligent, sustainable and inclusive economic growth, based on digitization, sustainable development, innovation and training entrepreneurial, in the context of problems related to maintaining the balance between family and professional obligations and prejudices still existing at the local level.

Eligible companies must comply with the criterion according to which at least one of the associates must be a woman and hold at least 50% of the company's shares/shares in the case of applying SMEs. For companies established under Law no. 1/2005 regarding the organization and operation of the cooperative, the condition is considered fulfilled if the majority of cooperative members in the Board of Directors are women.

Beneficiaries can obtain a maximum of 200,000 lei/company. The program takes place exclusively online, on the granturi.imm.gov.ro platform.

24. Please describe your country's current national women's machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.

The main institutional body in the field of equal opportunities and treatment between women and men has been represented, since 2014, by the National Agency for Equality of Opportunities between Women and Men (ANES), a specialized institution of the central public administration, with legal personality, under, currently under the Ministry of Family, Youth and Equal Opportunities (MFTES), which promotes the principle of equal opportunities and treatment between women and men, as well as measures to prevent and combat domestic violence.

The institutional capacity of ANES was strengthened in 2022 by allocating 5 more positions and by introducing the Interministerial Committee for the prevention and combating of domestic violence within the organizational chart of the institution.

The budget of the national women's machinery has remained stable.

From this perspective, the mission of ANES is to promote the principle of equal opportunities and treatment between women and men in order to eliminate all forms of discrimination on the basis of sex, in all national policies and programs, and the role of ANES is established as that of ensuring substantiating, developing and applying the Government's strategy and policies in the field of equal opportunities and treatment between women and men and in the field of preventing and combating family violence, as well as monitoring the application and compliance with legal provisions in the field.

Over time, ANES has largely implemented the actions and measures proposed within the 5 programmatic documents and developed new ways of expression through the activities carried out in order to integrate the gender perspective within public policies. In this sense, the National Strategy regarding the promotion of equal opportunities and treatment between women and



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men and the prevention and combating of domestic violence for the period 2022-2027, adopted by GD no. 1547/2022, proposes objectives and measures to increase the general level of equal opportunities and treatment of women and men in Romania, taking into account the fact that certain groups in Romania face specific problems that require targeted intervention. As an element of novelty, new areas or measures of concrete intervention to reduce disparities are addressed, bringing innovations in how the principle of equal opportunities between women and men is translated into public policies.

Regarding the other defining segment of the ANES mission, the role and main attributions in the field of preventing and combating domestic violence are regulated by the normative acts that govern the activity of the ANES, respectively Law no. 217/2003 for the prevention and combating of domestic violence, republished, with subsequent amendments and additions, Law no. 202/2002 regarding equal opportunities and treatment between women and men, republished, with subsequent amendments and additions, and GD no. 177/2016 regarding the organization and operation of the National Agency for Equal Opportunities between Women and Men, with subsequent amendments and additions.

Given that the prevention and combating of domestic violence are part of the integrated family protection and support policy and represent an important public health problem, MFTES through ANES is the body that ensures the coordination mechanism for the implementation of the Council of Europe Convention on the prevention and combating of violence against women and domestic violence, adopted in Istanbul on May 11, 2011, also known as the Istanbul Convention. From this perspective, ANES ensures the cohesion of all institutions with responsibilities in the field of preventing and combating domestic violence by coordinating the Interministerial Committee for the Prevention and Combating of Domestic Violence, an inter-institutional mechanism established in 2016, at the initiative of ANES, by Government Memorandum. From the perspective of the ratification of the Istanbul Convention, this approach aimed at creating a participatory and open inter-institutional dialogue platform that would contribute to facilitating communication and improving collaboration between all responsible factors in order to identify the best solutions in the field of preventing and combating domestic violence and domestic violence against women. The committee, whose chairman is the secretary of state of ANES, is made up of representatives of the Ministry of Labor and Social Solidarity, the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the Ministry of Education, the Ministry of Health, the Ministry of Development, Public Works and Administration, the Ministry of Justice and the Ministry of Public .

As part of the implementation of the provisions of the Istanbul Convention, ANES adopted measures and undertook specific actions in order to achieve the commitments assumed by the Romanian State through its ratification, in the sense of ensuring the best possible protection of victims of domestic violence by creating and operationalizing some mechanisms inter-institutional, as well as by drafting legislative regulations in the field, aimed at transposing into national legislation the provisions of the most complex international programmatic document in the field of preventing and combating domestic violence and violence against women and girls.

- From the perspective of its functions of strategy, regulation and state authority in the field, ANES ensures the development and implementation of the strategies and policies of the Romanian Government in the field of preventing and combating domestic violence, the development and implementation of specific national strategies, the review, adaptation and consolidation of primary legislation in order to harmonizing it with the provisions of the Istanbul



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Convention and improving secondary and tertiary legislation. In this sense, a working group is currently established at the level of ANES that elaborates regulations aimed at improving Law no. 217/2003 in accordance with the recommendations formulated by the Expert Group on action against violence against women and domestic violence - GREVIO, in the sense of the good implementation of the Istanbul Convention.

- ANES also has the mandate to regulate the minimum quality standards for social services in the field of preventing and combating domestic violence, the cost standards for social services and the case management standards for the victim of domestic violence and for the aggressor.
- ANES licenses all social services in the field.
- ANES coordinates and methodologically guides the activities of the general directorates of social assistance and child protection and of public social assistance services in relation to the application of the legal provisions incident to the prevention and combating of domestic violence.
- ANES ensures the operation of the national emergency telephone line for victims of domestic violence - 0800 500 333, a line with a continuous schedule, to which more than 30,000 calls have been registered in the last 5 years.
- ANES implements specific projects, financed from European funds, so that in the last 5 years a number of 144 new social services and specialized services aimed at preventing and combating domestic violence have been created through these projects.
- ANES ensures the efficiency of the intervention of mobile teams at the local level, for emergency interventions in situations of domestic violence and the orientation of victims to the appropriate social services, at the national level a number of 1477 mobile teams have been identified and over 4000 of their members have been identified were trained through specific trainings.
- ANES ensures the continuous training of all categories of professionals, respectively in the last 4 years being registered in the training sessions carried out through the projects implemented by ANES of approximately 4000 policemen, 350 social workers and people with social assistance duties, 200 judges and 200 prosecutors.
- ANES conducts campaigns regarding information and awareness of public opinion regarding domestic violence and violence against women, including campaigns aimed at the issue of Roma women, thus, approximately 10 national campaigns in the field of preventing and combating domestic violence have been conducted in recent years.

4 Projects were implemented by ANES in the last 5 years:

1. the Project "VENUS - Together for a safe quality life!"(ESF) - 11 million euro, envisaged the creation and developed of the integrated innovative national network of 42 protected housing for victims of domestic violence (one protected housing in each county), together with 84 complementary services (42 Support Groups that will provide specific psychological assistance and personal development programs and 42 vocational counseling offices that provide vocational counseling services, professional guidance and support for identifying a new job in order to overcome crisis situations related to VD and professional reintegration).
2. Also, through the "*Support for the implementation of the Istanbul Convention in Romania*"(financed through the Norwegian Financial Mechanism- 2,5 million euro) were developed 10 regional intervention centers for victims of sexual violence and 8 centres for the aggressors assistance



3. The *VERA* project - Positive change through integrated action in difficult times, financed by the reserve from the level of the Norwegian Financial Mechanism 2014-2021, within the "Justice" program, managed by the Ministry of Justice, in the amount of 823,530 Euros (March 2022-March 2024) is implemented by ANES, as Promoter in partnership with a Consortium of NGOs the Center for Training and Evaluation in Social Assistance (CFCECAS), the Sensiblu Foundation, the Necuvinte Association, the Center for Mediation and Community Security Foundation (CMSC), and with the Association for Development and Socio-Economic Promotion CATALACTICA.

4. The *VioGen RoJust* project is carried out within the Open Call for projects „Human rights - Implementation at the national level”, Area 17 „Human rights - Implementation at the national level”, implemented by the National Agency for Equal Opportunities between Women and Men, as Project Promoter, in partnership with: TRANSCENA Association, ANAIS Association, FILIA Center and GRADO Association.

25. In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women's organizations)

In terms of institutional strengthening, it is important to mention that in 2023, through a European project, the Triologue Mechanism was created. This aims to initiate and streamline communication and collaboration between the 3 important inter-institutional mechanisms, with attributions in the field of gender equality (the Interministerial Committee for Preventing and Combating Domestic Violence, the National Commission and the County Commissions in the field of gender equality), with an emphasis on accountability authorities in the process of implementing country decisions and recommendations in the matter of gender equality and women's empowerment.

The Interministerial Committee for the prevention and combating of domestic violence was introduced within the organizational chart of ANES.

The National Commission for Equal Opportunities between Women and Men (CONES) as well as the County Commissions for Equal Opportunities between Women and Men (COJES) increased their activity in the last years and participated in a series of training and information sessions provided by ANES and carried out information dissemination actions in the territory.

Under the ANES coordination was created a Working Group for the revision of legislation in the field of domestic violence taking into account the recommendations formulated in the US State Department Report on Human Rights and in the GREVIO Report (Council of Europe) on the implementation of the Istanbul Convention in Romania, including measures aimed at granting custody, protecting child victims/witnesses of femicide.

Other working groups:

- The working group for the standardization of action framework plans on equal opportunities and treatment between women and men in the public and private environment
- Working Group regarding the improving of the health system's response to gender-based and sexual violence.



26. If there is a national human rights institution in your country, what measures has it taken to address violations of women's rights and promote gender equality?

The Romanian Institute for Human Rights (RIHR) is one of the four human rights institutions in Romania. The Institute is also an associate member of the European Network of National Human Rights Institutions and of the European Network of National Institutions for Human Rights, the Association of Francophone Human Rights Commissions, the European Institute of Law in Brussels and the International Institute of French Expression and Inspiration Law.

Throughout its evolution, RIHR has strived to follow the observance of the Paris Principles formulated in 1991 at the Conference dedicated to national human rights institutions, principles that became an official document of the UN General Assembly in 1993, and which envisage a mandate "as wide as possible". The Romanian Institute for Human Rights has a strong promotional mandate and has been addressing a wide range of human rights in Romania.

The RIHR is a non-accredited associate member of ENNHRI. In 2024, both the Romanian Institute for Human Rights and the Romanian Ombudsman applied for accreditation, following the signing of a memorandum for cooperation. According to the Article 6.3 of the Sub-Committee for Accreditation Rules of Procedure if more than one institution applies for accreditation, they should have a) written consent from the Government and b) a concluded memorandum of agreement. The Romanian Institute for Human Rights has conducted a variety of activities and programmes in the field of research, education and training of trainers, of information and documentation, issuing publications and scientific works in the field of human rights. These activities together with those of awareness raising aim to deepen and disseminate knowledge on human rights in accordance with international norms and standards in the field; to promote existing international, regional and national human rights regulations and mechanisms as well as the harmonization of national legislation with EU and international standards; to develop educational strategies and actions in the field of human rights by establishing partnerships with public institutions and non-governmental organisations; to promote ways of approaching human rights issues in direct connection with the different real situations and challenges of social, economic, cultural and political nature. Now, the Institute is facing an acute lack of specialised personnel, thus its range of research activities is rather limited, therefore the following answers will be limited mostly to the activity of the Institution.

The role of the Romanian Institute for Human Rights (rihr) in supporting inclusive education, education for human rights, non-discrimination and equal opportunities

Through the activities carried out in the field of combating discrimination, RIHR promoted the importance of achieving at the national level the SDG 10- reduction of inequalities.

In recent years, RIHR has strengthened its relations of cooperation and partnership with representatives of civil society in the field of equal opportunities, combating any form of violence and discrimination and promoting national minority rights.

In accordance with its mandate, RIHR promotes education for a culture of human rights, undertakes research studies on aspects of discrimination and the rights of vulnerable categories (children and youth, victims of violence, minorities, migrants, refugees, persons with disabilities, persons belonging to the LGBT community). RIHR's anti-discrimination activities often overlap with those promoting children's and young people's rights or women's rights because their central objective is to combat any form of human rights violations, promote equal opportunities and non-discrimination. The institute develops and offers training courses in the field of promoting respect and protection of human rights and vulnerable categories both at the



level of secondary schools, national colleges, universities, and for some specialized personnel (members of the two chambers of the Parliament, lawyers, psychologists, and teachers). Through its working group for promoting the rights of women and combating violence the RIHR undertook research regarding the situation of Roma minority and promoted the rights of Roma children.

Peaceful and inclusive societies

27. In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

Regarding Women, Peace and Security Agenda, the implementation of the objectives contained in the National Strategy and the National Action Plan "Women, Peace and Security" represents an essential step for Romania in the process of achieving equal opportunities and treatment between women and men and a clear reaffirmation of Romania's commitment to respect human rights and fundamental freedoms. Achieving direct participation, non-discrimination, impartiality and effectiveness in accordance with human rights standards, as a prerogative of the rule of law, are directly related to the application of the gender perspective, actively, in any action carried out by the state authorities.

This year marks 4 years since the adoption of the National Action Plan on the implementation of Resolution 1325 (2000) of the United Nations Security Council - Women, Peace and Security for the period 2020-2023 and it is the moment when we are preparing, under the coordination of MAPN, the following National Action Plan. According to the Plan, the notion of "gender perspective" must not only be seen as an objective in itself, but also as a criterion that will support the achievement of effectiveness in military missions and operations and must be taken into account at all stages of planning, execution and evaluation of a mission.

The Ministry of National Defense is the national coordinator of the implementation of the Women, Peace and Security Agenda at the national level and ensures the connection with international organizations, managing the activities of national institutions with responsibilities in the field, through the National Implementation Group (GNI) of the National Strategy and the National Action Plan, made up of representatives of: the Ministry of National Defense, the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the National Agency for Equal Opportunities between Women and Men, the Romanian Intelligence Service, the Special Telecommunications Service, the Protection and Guard Service and the National Penitentiary Administration.

It is very important for our country to emphasize the fact that, in 2023, Romania, together with the United States of America, exercised the co-presidency of the National Focal Points Network in the field of Women, Peace and Security (WPS -FPN, Women, Peace and Security Focal Points Network). ANES, together with MAPN, provides support for the successful implementation of our country's mandate.

It is important to mention that, in the context of the war in Ukraine, Romania ranks 2nd in the ranking of states that received refugees, most of them women and children. As a humanitarian hub for supporting refugees from Ukraine, Romania's response to the refugee crisis was structured on two levels of intervention: the first response, emergency assistance, and the second response, protection. Thus, mechanisms were developed to ensure protection and inclusion in the medium and long term for Ukrainian refugees who choose to live in Romania.



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Likewise, the Romanian authorities have made constant efforts to ensure the implementation of all the necessary measures to address the crisis from a gender perspective, by respecting the civil and humanitarian nature of the refugee camps, taking into account the needs of women and girls (logistics, medical, physical protection, prevention acts of sexual and gender-based violence), in accordance with the provisions of the National Strategy and the National Action Plan on the implementation of United Nations Security Council Resolution 1325 (2000) - Women, Peace and Security for the period 2020 - 2023 (Pillar IV Help and Recovery).

Also, formalities have been submitted at the ANES level to identify Ukrainian-speaking volunteers to facilitate support for domestic violence victims of Ukrainian origin, located on the territory of the Romanian state, who request information from the free telephone line 0800 500 333, at the national level intended for victims of domestic violence.

28. In the past five years, what actions has your country taken to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

As part of the National Strategy and National Action Plan - Women, Peace and Security, periodical training sessions were carried out by gender advisors appointed within each military unit, according to the provisions of the Order of the Minister of National Defense no. M 203/2020 regarding the application at the level of the Ministry of National Defense of the provisions of the National Strategy and the National Action Plan regarding the implementation of Resolution 1325 (2000) a United Nations Security Council - Women, peace and security for the period 2020-2023, approved by Government Decision no. 561/2020.

A database of gender advisors at the level of the Ministry of National Defense was established, in accordance with the Order of the Minister of National Defense no. M203/2020.

Between December 9-10, 2021, the Summit took place online for Democracy. The organizers (USA) designed the Summit for Democracy as a platform for collective and individual international commitments to protect democratic principles and human rights, both within states and at the level international. Through the ANES contribution, sent in October 2021, the Romanian side presented a series of commitments under the theme of Strengthening the participation of women in public affairs and political, an extremely important element in supporting democratic reformers. Thus, in Romania, at the level of the Prime Minister, respectively the President, it was approved for the Romanian side to propose the creation of a Cohort to support the consolidation of participation women in public and political affairs, within the support pillar for reformers democratic. It was co-chaired by Romania, together with Sweden and other partners from civil society, the private sector and academia (USA, Romania, Sweden, International Institute for Democracy & Electoral Assistance (IDEA), Georgetown Institute for Women, Peace and Security (GIWPS)). Thus, during the year 2022, a series of dialogues took place in virtual format based on the themes of the 4 central pillars of the initiative "Cohort on Gender Equality as a Prerequisite for Democracy": Inclusion, Legislative and policy frameworks, Conflict prevention, peace and security.

Were organised several monitoring missions at different border points and refugee camps in order to assess the situation and verifying the measures taken to address the crisis from a gender



perspective, compliance the civil and humanitarian nature of refugee camps and consideration of the needs of girls and women, from the design phase of camps and facilities for refugees, in accordance with Pillar IV "Relief and Recovery" of the Security Council Resolution of the United Nations 1325 Women, peace and security.

To prevent any unwanted situation regarding the refugees and for the full implementation of those four pillars of UN Security Council Resolution 1325 (2000) Women, peace and security, the office management of the issue of gender (BMPG) elaborated a card of conduct (a set of rules), in Romanian and English and transmitted it to the staff of the state apparatus and volunteers, through Department for Emergency Situations of the Ministry for Internal Affairs.

29. In the last five years, what actions has your country taken to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

Having regard the consolidation of the refugees protection against torture and inhuman or degrading treatment and punishment and the exercise without discrimination of their fundamental rights and freedoms, at the level of the Romanian Ombudsman was set-up in 2022 a Working group to monitor the observance of rights refugees from Ukraine, made up of representatives of the 6 fields within institution:

- D1 - Human rights, equal opportunities between men and women, religious cults and minorities national;
- D2 - The rights of families, young people, pensioners, disabled people;
- D3 - Defense, protection and promotion of children's rights;
- D4 - Army, justice, police, prisons;
- D5 - Property, work, social protection, taxes and duties;
- D6 - National Prevention Mechanism

In 2022 Government of Romania adopted the Emergency Ordinance on the implementation of the National Plan of measures for the protection and inclusion of displaced persons from Ukraine and beneficiaries of temporary protection in Romania as an important step in the direction of improving protection and the inclusion of refugees from Ukraine who choose to stay in Romania.

UNHCR and other UN agencies, national and international NGOs worked closely with the Government of Romania to ensure complementarity and synergies between the National Plan and the Refugee Response Plan (RRP). RRP partners have expressed their support in implementing the measures of the National Plan in their areas of action.

The National Plan covers a wide range of essential interventions, focusing on key areas such as child protection, access to healthcare, education and housing, as well as inclusion in the national labor market. People with specific protection needs and the prevention of risks of abuse and exploitation are specifically addressed in the plan. The government measures reflected in the National Plan will help refugees regain a sense of stability through access to socio-economic rights during their stay in Romania and will increase social cohesion with the host communities.



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Sustained engagement of the international community and coordinated efforts of all relevant actors, including national and international NGOs, UN agencies, civil society organizations and local communities, in collaboration with central and local authorities, are relevant component for the effective implementation of the Plan National.

Protection against sexual exploitation and abuse (PSEA) represents a transversal priority emphasized by the Romanian Government within the PNM. The PSEA Network ensures continue capacity building interventions for all relevant stakeholders, including for national authorities, with a focus on intervention staff, as well as through training courses common between projects. Raising awareness of the rights of the refugee community individuals and to available reporting mechanisms, including through printed materials and social media, will remain a priority for partners. The PSEA Network will continue to represent RRP partners in relevant government working groups, advocating at national level the adoption and implementation of relevant safeguards and providing support technical when requested.

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30. In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?

National Authority for the Protection of Children's Rights and Adoption (ANPDCA) annually collects information on pregnant girls and minor mothers within the annual reports of the Intersectoral County Teams to prevent and combat violence against children. The information is available for the year 2022; for the year 2023, the reports are being centralized.

ANPDCA began to centralize information on pregnant girls and minor mothers systematically from 2020 with the aim of having an overall picture of the services that DGASPC and SPAS offer to these girls, to identify practices in the field and, if necessary, to approve procedures for the collaboration between SPAS and DGASPC, as well as with other relevant institutions in order to support these girls, including regarding intervention in case of sexual crime.

In 2022, the situation presented as follows:

- At the DGASPC and SPAS level, a total number of 4,441 pregnant girls and minor mothers were registered, out of which: 1,183 pregnant girls and 3,258 minor mothers
- The pregnant girl with the youngest age was registered in Mureș county (11 years old) and the minor mothers with the youngest age in Călărași and Galați (12 years old)
- Out of the total of 4,441, 4,128 pregnant girls and minor mothers remained in the family, respectively: 2,868 in the family of origin and 1,260 in another family (extended family, family of the spouse/ partner, with spouse/ partner)
- 242 pregnant girls and minor mothers were sheltered and protected in maternal centers of the DGASPC, out of which 79 were reintegrated into the family



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- For 1,515 pregnant girls and minor mothers, DGASPC and SPAS notified the police for the suspicion of sexual crime: 885 under the age of 16 and 660 over the age of 16; for 16, NUP was given

Besides the maternal centers, DGASPC also offered other services for pregnant girls and minor mothers, as follows:

- Information on their rights
- Social, psychological, legal, parental counseling
- Family planning services
- development of independent life skills
- Facilitating access to specialized medical services (pregnancy monitoring, periodic medical evaluations)

The services provided by SPAS for pregnant girls and minor mothers were the following:

- Information and advice on their rights and obligations as future parents, submission of documents for the issuance of the birth certificate, submission of documents for the granting of the state allowance/ allowance for child rearing, other social assistance benefits
- Elaboration of service plan
- Counseling regarding the prevention of child separation from the family; psychological, legal, parental counseling
- Facilitating access to specialized medical services (pregnancy monitoring, periodic medical evaluations)
- Support action in court to obtain age dispensation in order to conclude the marriage
- Health education, eg: national vaccination scheme; identification of pregnant girls not registered with the family doctor; informing pregnant girls about the consequences of exposure to different factors (alcohol, smoking, drugs, medication without a doctor's advice)
- Monitoring cases over a period of at least 6 months

ANPDCA adapted, with the support of UNICEF, the PRIMERO application for the registration of children from Ukraine, in which a section refers to the initial assessment covering aspects related to acts of violence against children, including child trafficking.

PRIMERO has the role of supporting, in Romania, the rapid identification and registration of all children from Ukraine, with an emphasis on unaccompanied and separated children (UASC). In the current context, UASC also refers to children who travel with their parents' consent with another family or with a caregiver. These children can be identified on the move, in transit, or located in the general population; they can be children who intend to stay in the place of registration or who want to move to Romania or beyond the borders.

The purpose of PRIMERO is to ensure that each child is registered and referred to child protection authorities for case management or other services relevant to the child's situation and to facilitate cross-location or cross-border tracking where necessary (to maximize support and minimize risk suspicions).

The registration form, implemented in PRIMERO, is filled out on tablets by social workers and psychologists from DGASPC.

The registration process comprises 6 main parts:

1. case registration and early identification,
2. the initial assessment, which involves the generation of suspicions of risk, as well as the association of a risk level for the case,



3. entering the data for the reference together with the details associated with the institution to which the reference is made,
4. obtaining feedback from the child/ caregiver regarding the registration process,
5. verification of the finality of the referral and
6. closing the registration

On December 31st, 2023, 33,936 children from Ukraine were identified and registered in PRIMERO, out of which:

- 17,036 boys and 16,900 girls
- 8,164 from the age group birth-5 years, 18,073 from the age group 6-13 years and 7,699 from the age group 14-17 years
- 33,817 children were in the community with parents or other adults and 119 were in the special child protection system in Romania

No case of violence against the child was recorded, including trafficking and other forms.

Environmental conservation, protection and rehabilitation

31. In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?

In January 2023, the Romanian Government approved the National Strategy on Education for the Environment and Climate Change 2023 - 2030. This strategy represents a moment of utmost importance for Romanian education, being the first time that Romania adopts a national strategy dedicated to education for the environment and for climate change.

The programmatic document establishes clear actions to increase the degree of education and awareness, among children and young people, regarding sustainable development and environmental responsibility. Education on climate change and the environment in sustainable schools responds to European priorities, the commitments assumed by Romania and the concerns of citizens in the field of climate change and environmental protection and aims at pre-university education by increasing students' exposure to information about the factors that lead to environmental degradation and climate change, ensuring the context for them to get involved, during schooling, in concrete environmental protection activities.

Therefore, the objective of education regarding the environment and climate change is to develop the knowledge, skills and attitudes necessary to adapt to climate change as well as to protect the environment. Environmental and climate change education aims at education for social change, through public awareness and concrete actions, in order to create a sustainable future.

The implementation of an Educational Program for climate and environment is a key objective that will be achieved by introducing in the national curriculum a week dedicated to the environment and climate change, Green Week, as well as by introducing, in the national curriculum offer at the decision of the school (CDS), of disciplines dedicated to education regarding adaptation to climate change and environmental protection.



The objectives of the strategy, in terms of solutions for educational resources, are both to create such a digital ecosystem for climate change and environmental education through various applications and platforms, and to provide varied options of extracurricular and extracurricular activities, which be developed with the help of teaching staff, environmental NGOs, as well as other relevant institutions in the field.

The strategy is corellated with the 2030 Agenda -SDG 4: Quality Education: Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all, in particular Target 4.7:"By 2030, all learners will have the knowledge and skills to pass sustainable development, including, inter alia, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promoting a culture of peace and nonviolence, global citizenship and appreciation of cultural diversity and the contribution of culture to sustainable development."

32. In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?

The National Strategy for Disaster Risks Reduction 2024-2035 stipulates under Priority 4. Improving disaster preparedness for effective response and implementation of the concept of Build Back Better (BBB) in rehabilitation and reconstruction :

- It is recommended to encourage women and people with disabilities in public promotion of the need to include aspects of gender equality and non-discrimination in the measures related to response, recovery, rehabilitation and reconstruction. Disasters have demonstrated that the phase of recovery, rehabilitation and reconstruction, which should be prepared before the disaster, is an opportunity

unique to ensure "Rebuilding More Resilient", especially by integrating aspects of mitigation of disaster risks in development measures/plans, contributing to increase disaster resilience communities and society.

In 2021 the Romanian Government concuded the financing agreement in the amount of 100 million euros for investments in safer, inclusive and sustainable schools, with the World Bank. The loan ensures in present fully finance for the consolidation and modernization of over 60 schools in areas with high seismic risk, as well as integrated investments in the school infrastructure for digitization and equipping some smart classrooms".

In order to implement this project, in 2022, the Ministry of Education in close cooperation of World Bank and ANES, designed a Gender Equality Guide.

Section Four: National institutions and processes

33. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

Over time, ANES has largely implemented the actions and measures proposed within the 5 programmatic documents and developed new ways of expression through the activities carried out in order to integrate the gender perspective within public policies. In this sense, the National Strategy regarding the promotion of equal opportunities and treatment between women and



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men and the prevention and combating of domestic violence for the period 2022-2027, adopted by GD no. 1547/2022, proposes objectives and measures to increase the general level of equal opportunities and treatment of women and men in Romania, taking into account the fact that certain groups in Romania face specific problems that require targeted intervention. As an element of novelty, new areas or measures of concrete intervention to reduce disparities are addressed, bringing innovations in how the principle of equal opportunities between women and men is translated into public policies.

This public policy document ensures the fulfillment of the favorable condition regarding gender equality from the perspective of the programming of European funds in the period 2021-2027 and preserves the integrated vision by approaching the issue on two basic pillars, one for each of the two fields of activity within the competence of ANES, respectively regulate, within the Prevention and combating of domestic violence Pillar, major directions of action in order to improve the situation of domestic violence victims and within the Pillar of Equality of opportunities and treatment between women and men, major directions of action in order to improve the situation of women on the labor market, such as and the punctual approach to distinct, sensitive areas, respectively those that prove to be more vulnerable or less responsive to gender issues.

ANES ensures the implementation of the GD no. 592/2021 on the approval of the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2020-2030. The national strategy is implemented under the coordination of the National Agency for Equal Opportunities between Women and Men and includes measures aimed at reducing the increase in sexual violence cases and preventing relapse, in general, through actions of counseling for children, girls and women, as well as through other measures to support and improve the intervention of professionals.

The strategy envisaged the following strategical areas:

1. Informing and training community members and social partners in order to achieve primary prevention by supporting education at all levels, information events, specific continuous training, development of community initiatives, facilitation of information through innovative instruments, including electronic means and the use of media resources.
2. The preparation and training of the central and local public administration representatives, of all professionals with attributions in the field, in order to strengthen the institutional capacity and the capacity for intervention to achieve secondary and tertiary prevention and support also protection measures for sexual violence victims. The inclusion of this topic in regional and local development strategies and programs, also at county level.
3. Strengthening collaboration and strengthening inter-institutional partnerships for the purpose of an integrated approach and formulating an adequate response to the issue of sexual violence through various means, including the development and implementation in partnership of specific actions and/or programs/projects.
4. Promoting the gender perspective at all levels and in all types of interventions in addressing sexual violence as a form of gender-based violence by including concrete measures at county level and in local strategies.
5. Real knowledge and quantification of the phenomenon of sexual violence through the collection of relevant and up-to-date statistical data, analyses, sociological studies and research, psychological studies, criminology/criminology studies and works, identifying and taking over examples of good practice from other states and developing cooperation bilateral/multilateral in order to achieve the transfer of know-how.



6. Improving the monitoring/evaluation/reporting capacity of the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2021-2030.

ANES ensures the coordination and involvement of all responsible factors and professionals for the implementation of the UN Agenda 2030 on sustainable development (Agenda 2030), especially ODD no. 5 with its specific objectives, transposed at the national level by HG no. 877/2018 regarding the adoption of the National Strategy for the sustainable development of Romania 2030.

All these strategies are developed and aligned in accordance with the provisions of the UN 2030 Agenda and the Beijing Action Platform.

34. Please describe your country's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.

Currently, gender budgeting has not been implemented in Romania, but efforts are being made in this direction. Thus, ANES continues to undertake efforts in order to generate a structural change concerning gender equality by implementing a multinational project financed by the EC/Technical Support Instrument 2022 and facilitated by France Expertise named "Gender Mainstreaming in Public Policy and Budgeting" <https://anes.gov.ro/wp-content/uploads/2024/05/8-Mai-Planul-National-de-Actiune-pentru-Imputernicirea-Economica-si-Politica-a-Femeilor.pdf>

One of the relevant component of the project envisages the development of the National Action Plan for the Political and Economic Empowerment of Romanian Women (PNA) that was launched in May 2024 starting from the existing legal framework and from Romania's international commitments, as well as being aligned with EU objectives and commitments assumed by the Romanian state within the framework of the Sustainable Development Goals (SDGs). This plan has a dual objective: to strengthen and support the implementation of existing legislation and policies/measures, and to introduce or at least prepare the ground for the introduction of new legislation and policies/measures that reflect national and international commitments and which can address gender differences in the economic and political fields and the existing discriminatory practices in these fields.

35. What formal mechanisms are in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

The formal inter-institutional mechanisms that are in place including different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development are the following:

- National Commission for equal opportunities between women and men (CONES) established according to the provisions of art. 24 of Law no. 202/2002 on equal opportunities and treatment between women and men, with subsequent amendments and additions. The state secretary of ANES is the president of CONES and ensures the Commission coordination.



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CONES is made up of representatives of the ministries and other specialized bodies of the central public administration subordinate to the Government or of the autonomous administrative authorities, of trade union organizations and employers' associations representative at the national level, as well as of representatives of non-governmental organizations with recognized activity in the field, designated by consensus by them.

- Interministerial Committee for the Prevention and Combating of Domestic Violence, as a body with an advisory role in the field of preventing and combating domestic violence, in order to ensure an indispensable cohesion of to all responsible factors, the substantiation and application of the complex measures resulting from the provisions of the Convention.

The committee established by Decision of the State Secretary ensures the cooperation between the institutions and organizations, in order to achieve the national public policy and the Government Plan in the field of preventing and combating domestic violence and monitors the application of national, community and international legislation in the field of preventing and combating domestic violence;

- The mechanism for monitoring and reporting the implementation of the Agenda for Sustainable Development 2030 is coordinated by the Sustainable Development Department (SDD) under the General Secretariat of Romanian Government. The mechanism comprises all the representatives of the cores of sustainable development created within central and local public authorities.

36. Please describe how stakeholders have contributed to the preparation of the present national report.

To prepare this report, ANES established a working group and integrated its own contribution and the contribution sent by the following institutions:

- Ministry of Labor and Social Solidarity,
- Ministry of Interior, Ministry of National Defense,
- Ministry of Education,
- Ministry of Economy, Entrepreneurship and Tourism,
- National Audiovisual Council,
- National Authority for the Protection of Children's Rights and Adoption,
- National Authority for the Protection of the Rights of Persons with Disabilities

37. Please describe your country's action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women.

In answering this question as part of the narrative report, please indicate the year of your last review under CEDAW or the UPR and outline any follow-up actions your country has taken to implement the resulting recommendations. (1 page max.)

The last report, combined 7 and 8, under CEDAW was sustained in 2017.



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In order to ensure the implementation of the recommendations of the Committee on the Elimination of Discrimination against Women, Romania adopted 2 national strategies/action plans:

1. Government Decision no. 365/2018 regarding the national strategy on equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2018 -

2021/ Government Decision no. 365/2018

2. Government Decision no. 1547/2022 regarding the national strategy on equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022 - 2027.

During 2024 Romania will elaborate the 9th Report under CEDAW.

Romania's human rights 4th report on Universal Periodic Review was sustained in April 2023. Romania's third UPR review took place in January 2018.

In order to ensure the implementation of the recommendations of the Universal Periodic Review Romania adopted 2 national strategies/action plans, mentioned above.

Section Five: Data and statistics

38. What are the most important areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

The adoption by public institutions in Romania of the principle of evidence-based policies and its inclusion in the process of Strategies elaboration, it aims to substantiate them on statistical data that reflect reality, allowing the identification of problems that must be addressed and solved through action plans that accompany the sectoral strategies.

The National Strategy on the Promotion of Equal Opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027 was elaborated based on an analysis that allowed the identification of the current situation in the field of equal opportunities and treatment between women and men in Romania, through the relevant statistical data to the identification of disparities between women and men.

The analysis also included statistical data obtained from the main national data sources disseminated by the National Institute of Statistics (INS).

The statistical data necessary to obtain gender disaggregated indicators are obtained from the statistical surveys carried out by the INS such as: the Quality of Life Survey (ACAVI) harmonized at the European level with the EU-SILC survey (EU Statistics on Income and Living Conditions), the survey on the family budgets (ABF), as well as harmonized at the European level surveys: Survey on population access to Information and Communications Technology (ICT/EU-ICTHh), Household Labour Force Survey (AMIGO/EU-LFS), Interview Health Survey (EHIS - European Health Interview Survey), Time Use Survey (TUS - Time Use Survey). The European surveys include, in addition to the modules specific to each survey, a set of standard variables (sex, age, citizenship, country of birth, occupational status of the persons, the economic activity of the unit where the persons have the main job, etc.) which subsequently allow complex data analysis, both at national and European level.

All these data allow the identification of the state of affairs in the field of equal opportunities and treatment between women and men in Romania, by means of statistical data relevant to the identification of disparities between women and men.



By Government Decision (GD) no. 731/2021 the social inclusion indicators were approved; they are used in substantiating the development of public policy proposals in the field of social inclusion, in the National Social Inclusion Strategy, in the sectoral strategies that provide for social inclusion measures, in the substantiation of local strategies, as well as in their monitoring and evaluation. INS is one of the institutions responsible for producing an important part of the set of social inclusion indicators that are transmitted annually according to the provisions of GD no. 731/2021 that the Ministry of Labor and Social Solidarity (MMSS), and the set of indicators is disseminated, both in the TEMPO Online database of the INS at the field of poverty and social exclusion, and on the MMSS website. All these indicators also present data disaggregated by sex. Taking into account the importance of monitoring the implementation of strategies, for the National Strategy for Sustainable Development of Romania 2030, as well as monitoring the achievement of the targets of the 2030 Agenda for Sustainable Development SNDDR, INS developed the set of national sustainable development indicators - Horizon 2030. The set of indicators is available to the general public on the INS website, in the TEMPO Online database, in section H; it was carried out within the project "Sustainable Romania - Development of the strategic and institutional framework for the implementation of the National Strategy for the Sustainable Development of Romania 2030", code SIPOCA 613 /MySMIS code 127545.

The set of national sustainable development indicators - Horizon 2030, presents data and information in the indicator quality profile for 242 unique indicators, of which 99 are main indicators, a set that was validated by the Advisory Council for Sustainable Development on 14 February 2022, during a technical workshop organized by the National Institute of Statistics.

We emphasize that all 104 targets in the strategy have associated indicators and, more than that, the 242 indicators were selected aiming at the balance between the three dimensions of sustainable development (economic, social and environmental).

At Objective 5 - Gender equality, data and information are presented for 14 relevant indicators for identifying disparities between women and men, through the 3 targets for Horizon 2030: continuing to reduce the wage disparity between the sexes; eliminating all forms of violence against women and girls, in the public and private domains, including human trafficking, sexual exploitation and other types of exploitation; as well as ensuring the full and effective participation of women and equal opportunities in leadership positions at all levels of decision-making in political, economic and public life. Some of the indicators in the INS database are also disaggregated at the territorial level, by development regions, by residential environments, by age groups, sexes, occupational status and economic activity.

Experts from the National Institute of Statistics participate in working groups organised by ANES on various topics.

39. Over the next five years, what are your country's priorities for strengthening national gender statistics?

At this moment, ANES submitted for approval the project file "Promoting Gender Equality through Empowerment and Mainstreaming". This project has as its general objective: Improving the process of drafting, implementing and monitoring primary legislation and public policies in the field of equal opportunities and treatment between women and men through digitization, identifying and implementing measures and good practices that promote equal opportunities and treatment, information on legal provisions in the field, sensitization and awareness.



The integrated national digital platform that will be developed through this project will include 5 extensions/sections, which will be developed through the official website of ANES and which will offer one application for each promoted service, as follows:

- A section for reporting, approving and monitoring plans regarding the implementation of the principle of equal opportunities and treatment between women and men.
- A section for the monitoring of HG 970/2023 for the approval of the Methodology regarding the prevention and combating of sexual harassment, as well as moral harassment at the workplace.
- A section dedicated to the national platform for information in the field of equal opportunities and treatment between women and men, to facilitate women's and men's access to information on training programs, entrepreneurship, leadership, interconnection with similar platforms in the field, information on legislation in the field, available places on the labor market, etc.
- A section for information sessions on the basics of gender equality with the accreditation of the United Nations - UN.
- An integrated database on central and local public authorities and institutions, civil and military as well as private companies regarding the implementation of the provisions of law 202/2002 on equal opportunities and treatment between women and men.

Also, the National Strategy regarding the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027, developed by ANES and approved by HG no. 1547/2022, provides in the content of Pillar II - Preventing and combating domestic violence and violence against women, specific objective V1 Development of a unitary system of services intended for the effective protection of victims of domestic violence and violence against women, as well as their rights, measure V1 a) regarding the creation of a national computer system for registering and reporting cases of domestic and gender violence, created and implemented by ANES, with a role in sharing existing information at the level of institutions that hold data on the issue of domestic violence.

In order to achieve this objective, a request for technical assistance from the European Commission was developed. Thus, ANES has the status of a partner in the project file titled Integrating the gender perspective in public policies and budget processes - Strengthening Gender Equality in Public Life in Romania: Mainstreaming, Governance and Leadership, submitted by SGG in the Support Instrument Program Technical (TSI) Regulation (EU) 2021/240 (TSI Regulation). Through this technical assistance program specifically adapted for the authorities of the EU member states, they have access to the best existing practices both at the EU level and throughout the world regarding the integration of the gender perspective in public policies and the identification of reform opportunities related to administrations respectively. Regarding the common indicators needed to collect data on the phenomenon of domestic violence, the project provides Component 6 which aims to strengthen governance and survivor-centred approaches to prevent and combat violence against women (VAW), starting from the national strategy of Romania in this field. The aim is to provide Romania with the tools to strengthen the resilience of future VIF programs to take into account shocks and unforeseen events similar to the COVID.

40. What gender-specific indicators has your country prioritized for monitoring progress on the SDGs?

- Proportion of time spent on unpaid domestic and care work, by sex, age and location



- Number of victims of human trafficking per 100.000 population, by sex, age and form of exploitation
- Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months
- Proportion of women in managerial positions
- Proportion of seats held by women in (a) national parliaments and (b) local governments

The main challenges for collecting and compiling data on these indicators are mainly connected with: the lack of the disaggregated data at the level of the specific institution, insufficient coherence in the government act and low professionalization of skills centered on strategic planning and sustainable development at the level of the central public administration in Romania. Thus in 2022 The National Institute for Statistics elaborated the Guide regarding the national set of sustainable development indicators for public authorities involved in the monitoring and reporting process of the National Strategy for the Sustainable Development of Romania 2030.

41. Which data disaggregations are routinely provided by major surveys in your country?

The adoption by public institutions in Romania of the principle of evidence-based policies and its inclusion in the process of Strategies elaboration, it aims to substantiate them on statistical data that reflect reality, allowing the identification of problems that must be addressed and solved through action plans that accompany the sectoral strategies.

The National Strategy on the Promotion of Equal Opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027 was elaborated based on an analysis that allowed the identification of the current situation in the field of equal opportunities and treatment between women and men in Romania, through the relevant statistical data to the identification of disparities between women and men.

The analysis also included statistical data obtained from the main national data sources disseminated by the National Institute of Statistics (INS).

The statistical data necessary to obtain gender disaggregated indicators are obtained from the statistical surveys carried out by the INS such as: the Quality of Life Survey (ACAVI) harmonized at the European level with the EU-SILC survey (EU Statistics on Income and Living Conditions), the survey on the family budgets (ABF), as well as harmonized at the European level surveys: Survey on population access to Information and Communications Technology (ICT/EU-ICTH), Household Labour Force Survey (AMIGO/EU-LFS), Interview Health Survey (EHIS - European Health Interview Survey), Time Use Survey (TUS - Time Use Survey). The European surveys include, in addition to the modules specific to each survey, a set of standard variables (sex, age, citizenship, country of birth, occupational status of the persons, the economic activity of the unit where the persons have the main job, etc.) which subsequently allow complex data analysis, both at national and European level.

All these data allow the identification of the state of affairs in the field of equal opportunities and treatment between women and men in Romania, by means of statistical data relevant to the identification of disparities between women and men.

By Government Decision (GD) no. 731/2021 the social inclusion indicators were approved; they are used in substantiating the development of public policy proposals in the field of social inclusion, in the National Social Inclusion Strategy, in the sectoral strategies that provide for



social inclusion measures, in the substantiation of local strategies, as well as in their monitoring and evaluation. INS is one of the institutions responsible for producing an important part of the set of social inclusion indicators that are transmitted annually according to the provisions of GD no. 731/2021 that the Ministry of Labor and Social Solidarity (MMSS), and the set of indicators is disseminated, both in the TEMPO Online database of the INS at the field of poverty and social exclusion, and on the MMSS website. All these indicators also present data disaggregated by sex. Taking into account the importance of monitoring the implementation of strategies, for the National Strategy for Sustainable Development of Romania 2030, as well as monitoring the achievement of the targets of the 2030 Agenda for Sustainable Development SNDDR, INS developed the set of national sustainable development indicators - Horizon 2030. The set of indicators is available to the general public on the INS website, in the TEMPO Online database, in section H; it was carried out within the project "Sustainable Romania - Development of the strategic and institutional framework for the implementation of the National Strategy for the Sustainable Development of Romania 2030", code SIPOCA 613 /MySMIS code 127545.

The set of national sustainable development indicators - Horizon 2030, presents data and information in the indicator quality profile for 242 unique indicators, of which 99 are main indicators, a set that was validated by the Advisory Council for Sustainable Development on 14 February 2022, during a technical workshop organized by the National Institute of Statistics.

We emphasize that all 104 targets in the strategy have associated indicators and, more than that, the 242 indicators were selected aiming at the balance between the three dimensions of sustainable development (economic, social and environmental).

The 5th Objective of the ODD - Gender equality, data and information are presented for 14 relevant indicators for identifying disparities between women and men, through the 3 targets for Horizon 2030: continuing to reduce the wage disparity between the sexes; eliminating all forms of violence against women and girls, in the public and private domains, including human trafficking, sexual exploitation and other types of exploitation; as well as ensuring the full and effective participation of women and equal opportunities in leadership positions at all levels of decision-making in political, economic and public life. Some of the indicators in the INS database are also disaggregated at the territorial level, by development regions, by residential environments, by age groups, sexes, occupational status and economic activity.

Experts from the National Institute of Statistics participate in working groups organised by ANES on various topics.

Section Six: Conclusion and next steps

In the narrative report, please provide 1-2 pages of key takeaways from the review, including reflections on:

- lessons your country has learned from the review process and how it will apply them in the continuing implementation ongoing and future challenges for the achievement of gender equality and the empowerment of all women and girls in your country
- priority actions to accelerate the implementation of the BPfA and the 2030 Agenda, notably as part of the Decade of Action for sustainable development

Lessons learned from the review process and their application in the continuing implementation ongoing and future challenges for the achievement of gender equality and the empowerment of all women and girls at the national level:



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- the need to increase the level of involvement of all institutions with specific responsibilities/ ANES will ensure better monitoring and coordination of the transmission of contributions from different fields by designating responsible persons and allocating specific fields.

- the need to develop national actions and promote them on a large scale to ensure the cohesion, visibility and understanding of the benefits of achievement of gender equality and the empowerment of all women and girls at the national level. Thus, ANES will implement national measures as National Action Plan for the Political and Economic Empowerment of Romanian Women (PNA).

Priority actions to accelerate the implementation of the BPfA and the 2030 Agenda

- Improving and strengthening the legal framework by the approval of a package of normative acts to ensure the effective implementation of the provisions of the Istanbul Convention, CEDAW, Directive regarding violence against women and domestic violence, ILO Convention 190, etc.
- Continuous training for all professionals with focus on understanding how the unequal power relations between women and men, defined in the sense of the provisions of the international treaties ratified by the Romanian state, constitute generating factors of gender equality progress
- Improving the monitoring and the approval of the action plans for the application of legal provisions regarding equal opportunities and treatment between women and men
- Implementing National Action Plan for the Political and Economic Empowerment of Romanian Women (PNA).