



Asociația Română de Balneologie

București, Sector 2, Str. Aleea Dobrina, nr. 7, Bloc D10, sc.A, ap.4

E-mail: office@bioclima.ro, <http://bioclima.ro>, Tel. 0723138339

Cod Unic de Înregistrare **27579487**, înscrisă în registrul special cu nr. 133 din 13.10.2010
Contul Asociației Române de Balneologie, IBAN RO92RNCB0067118770120001, deschis la
BCR - Sucursala Dr. Felix,

GENDER EQUALITY PLAN (GEP)

Adopted by: The Executive Board of the Romanian Association of Balneology

Date of adoption: 01.10.2025

Approved by: Conf. univ. dr. Constantin Munteanu, President of the Romanian Association of Balneology

Period covered: 2025–2028

Introduction and Institutional Commitment

The Romanian Association of Balneology (RAB), as a scientific and professional body dedicated to the advancement of balneology, medical rehabilitation, and health tourism, fully acknowledges the fundamental importance of gender equality as a core value of the European Union, a driver of scientific excellence, and an essential component of social justice.

This Gender Equality Plan (GEP) reflects RAB's institutional commitment to fostering a work environment that ensures equal opportunities for women and men, promotes inclusiveness and diversity in all activities, and actively eliminates any form of discrimination or gender-based bias. The plan aligns with:

- European Commission's Horizon Europe Gender Equality Plan requirements (2021);
- Romanian national legislation on equality between women and men (Law No. 202/2002, as subsequently amended);
- Relevant EU Directives, including Directive 2006/54/EC on equal opportunities and equal treatment of men and women in employment and occupation.

The GEP is a publicly available, officially endorsed, and systematically monitored document that sets forth RAB's vision, objectives, and concrete measures to advance gender equality across all institutional dimensions.

Publication and Formal Endorsement

This Gender Equality Plan is formally approved and signed by the President and Executive Board of the Romanian Association of Balneology.

The plan is:

- Published on the official website of the Association (www.balneology.ro) under the section *Institutional Policies* → *Gender Equality Plan*;
- Communicated to all members, affiliates, and partners through internal circulars and newsletters;
- Referenced in official institutional documents, including strategic and research policies.

This publication ensures transparency, accessibility, and institutional accountability.

Dedicated Resources

The Romanian Association of Balneology commits dedicated human and institutional resources to ensure the implementation, monitoring, and continuous improvement of the GEP.

Gender Equality Officer (GEO). A Gender Equality Officer shall be appointed within RAB's Secretariat, responsible for:

- Overseeing the implementation of the GEP;
- Coordinating data collection and analysis;
- Reporting annually to the Executive Board;
- Advising management on gender mainstreaming in all activities.

Gender Equality Committee (GEC)

RAB establishes a Gender Equality Committee, composed of at least five members representing diverse genders and professional categories (researchers, clinicians, administrative staff, and board members). The GEC will:

- Develop and supervise implementation strategies;
- Evaluate progress toward defined targets;
- Propose adjustments and improvements.

Financial and Technical Resources

The Association allocates specific budgetary resources to support GEP-related activities, including training, data collection, awareness campaigns, and dissemination.

Data Collection, Monitoring, and Reporting

The implementation of evidence-based gender policies requires systematic and transparent data management.

Data Collection

RAB will collect sex- and gender-disaggregated data annually on:

- Membership composition (scientists, clinicians, students, administrative staff);
- Leadership positions (Board, committees, project leads);
- Participation in events, publications, and grants;
- Recruitment and promotion processes.

Monitoring Indicators

Key performance indicators (KPIs) will include:

- Percentage of women and men in management and decision-making positions;
- Gender distribution across career stages;
- Gender balance in conference speakers and panels;
- Instances of reported discrimination or harassment and their resolution;
- Participation rates in gender equality trainings.

Annual Reporting

An Annual Gender Equality Report will be prepared by the GEO and validated by the GEC, to be presented to the Executive Board and published on RAB's website.

Training and Awareness Raising

Promoting gender equality requires institutional cultural change. The Association will organize regular training sessions and awareness-raising events for all members.

Target Groups

- Executive Board and decision-makers;
- Research and academic collaborators;
- Administrative and technical staff;
- Early-career researchers and students.

Training Modules

- Gender Equality in Scientific Environments: legal and ethical frameworks;
- Unconscious Gender Bias: understanding and mitigating bias in recruitment and evaluation;
- Work-Life Balance: promoting flexible work arrangements and mental health awareness;
- Preventing Gender-Based Violence and Harassment: institutional procedures and zero-tolerance policies.

Frequency

At least two formal training sessions per year and one awareness campaign (e.g., during International Women's Day or European Researchers' Night).

Strategic Areas and Objectives

Work-Life Balance and Organisational Culture

Objective: Promote a supportive and inclusive environment that accommodates the diverse personal and professional needs of staff and members.

Measures:

- Encourage flexible work schedules and remote participation in meetings;
- Support maternity/paternity leave without professional disadvantage;
- Establish mentoring programs for returning parents;
- Integrate gender-sensitive language and imagery in all communications;
- Promote gender equality days and thematic events.

Gender Balance in Leadership and Decision-Making

Objective: Ensure equitable gender representation in all leadership, governance, and decision-making structures.

Measures:

- Introduce a minimum target of 40% representation of each gender in boards and committees;
- Implement transparent nomination and election procedures;
- Encourage women's participation in leadership training and mentoring programs;
- Report gender composition of decision-making bodies annually.

Gender Equality in Recruitment and Career Progression

Objective: Guarantee fairness, transparency, and gender neutrality in recruitment, evaluation, and promotion processes.

Measures:

- Ensure gender-balanced recruitment panels;
- Apply standardized and objective evaluation criteria;
- Use gender-neutral language in calls and job descriptions;
- Monitor recruitment outcomes and adjust policies accordingly;
- Support women's participation in professional development opportunities.

Integration of the Gender Dimension into Research and Teaching

Objective: Strengthen the integration of sex and gender analysis in research design, methodology, and dissemination.

Measures:

- Include gender dimension as an evaluation criterion in research proposals;
- Offer methodological workshops on sex/gender analysis in balneological and clinical research;
- Encourage publications and conferences addressing gender-specific health outcomes;
- Collaborate with universities and EU networks to develop gender-sensitive teaching materials.

Measures Against Gender-Based Violence and Sexual Harassment

Objective: Establish a safe, respectful, and inclusive institutional environment.

Measures:

- Adopt a zero-tolerance policy for gender-based violence and harassment;
- Develop and publish confidential reporting and complaint mechanisms;
- Appoint trained ombudspersons for impartial mediation;
- Organize regular training on prevention and response procedures;
- Provide psychological and legal support for affected individuals.

Implementation Timeline (2025–2028)

Year	Key Activities	Responsible Body	Deliverables
2025	Appointment of GEO and GEC; Initial data baseline; Publication of GEP	Executive Board	GEP online; Baseline report
2026	First training cycle; Work-life balance policy draft; Monitoring indicators established	GEC, GEO	Annual Report 2026
2027	Leadership parity targets reviewed; Gender integration in research projects	GEC	Annual Report 2027
2028	External evaluation of GEP implementation; Strategic plan renewal	External Expert + Board	Final Report & Updated GEP

Governance, Evaluation, and Continuous Improvement

The Gender Equality Committee will conduct annual self-assessments of progress and adjust measures where necessary. Every four years, RAB will commission an external evaluation to ensure objectivity and alignment with EU best practices.

Feedback from staff, members, and partners will be integrated through anonymous surveys and consultation workshops.

Accountability and Transparency

All reports, statistics, and policy updates derived from this GEP will be made publicly accessible on the RAB website. The Association commits to a culture of transparency, evidence-based action, and shared responsibility for gender equality.

Approved and signed by:

[Name], President of the Romanian Association of Balneology

Date: 01.10.2025

Asociația Română de Balneologie

Conf. Univ. Dr. Biol. Constantin Munteanu
Presedinte al Asociației Române de Balneologie

