

Section One: Priorities, achievements, challenges and setbacks

1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

In answering this question, please explain why your country considers these important, how it has addressed them, the challenges encountered and the factors that have enabled progress or led to set-backs in each case (3-5 pages).

The legal framework:

The Law no. 202/2002 on equal opportunities and treatment between women and men, republished, includes distinct chapters in which the measures regarding the compliance with the equality of opportunities and treatment for women and men in the labor market, participation in decision-making, education, culture and information, the elimination of gender roles and stereotypes, sanctions are presented.

In 2015, the Law 202/2002 on equal opportunities and treatment between women and men, republished, underwent additional amendments and supplements, such as:

- Introduction of other definitions and terms such as: sex, gender, psychological harassment, gender stereotypes, gender budgeting;
- The National Agency for Equal Opportunities between Women and Men and reinterring into force the NAEOWM has been re-established.

The institutional mechanism in the field of gender equality:

In November 2015, the Romanian Parliament adopted the Law no. 229/2015, for amending of Law no. 202/2002 and *the present National Agency for Equal Opportunities between Women and Men (NAEO)*, subordinated to the Ministry of Labour and Social Justice (MLSJ) was established.

Public policies in the field of gender equality:

The main objectives of *the National Strategy in the field of equal opportunities between women and men for the period 2014-2017* and the General Plan of Action were:

- Promoting a gender perspective in the educational process, combating gender stereotypes in the educational system;
- Promoting a gender perspective in the employment policies, raising awareness among the labor inspectors regarding the legal provisions in the field of equal opportunities for women and men, raising awareness regarding the wage gap between women and men;
- Encouraging labor market inclusion of women vulnerable to discrimination;
- Raising awareness regarding the importance of the conciliation between working life and family life and regarding the gender balance in the family, by informing and raising awareness among men on the importance of their active involvement in the family care;
- Combating the acts of harassment and sexual harassment at the workplace, combating gender violence;
- Monitoring the balanced participation of women and men in decision-making, conducting surveys/analyses regarding the balanced participation of women and men in the economic, political, social and cultural decision-making process.

Projects and programs developed in the field of gender equality:

- ✓ In March 2015, Romania declared the 8th of May the "Equal opportunities between women and men Day". According to the law, the local authorities and the Romanian Television and Radio Broadcasting

should organize public events, actions and dedicated programs on this Day. Both at central and local levels, conferences, roundtables, public debates etc. on the values of gender equality and the benefits arising from their compliance are organized.

✓ Launching of the "HeForShe" campaign in Romania, was the first celebration of the "Equal opportunities between women and men Day".

- In this context, it was launched, on the official website of the MLSJ the online petition of the campaign at the initiative of NAEO with the support of the Romanian Presidency and the Ministry of Foreign Affairs. By signing the online petition by as many men and boys, Romania sent a clear message for support equal opportunities between women and men as well as women's rights.

- Both the President of Romania and the Prime Minister signed the petition and they were very supportive of the campaign. Romania is actively involved in the "HeForShe" campaign launched by UN Women. The President of Romania is one of the 10x10x10 Impact Champions.

- The planned activities include the establishment of a new integrated system to track, report and prevent all forms of gender violence, training of specialists in a new profession - gender equality expert - and developing and implementing programs to engage girls and boys (100,000 youth) in political, social and economic life.

✓ Starting with 2016, "Gender Equality Week" for celebrating the "Equal opportunities between women and men Day", an annual event by NAEO. All the activities organized in this period were connected to the Romanian engagements in the HeForShe campaign.

- Therefore, between the 4th and 11th of May, 2016, the events that took place in Bucharest managed to attract and gather up over 1.200 students.

✓ In 2017, the "Gender Equality Week" and the annual celebration of "Equal opportunities between women and men Day" took place between 8th and 12th of May.

✓ Presently, NAEO together with the National Authority for Disabled Persons and the organization ActiveWatch, implements the project „Justice has no gender”.

On 13 July 2018, Law no. 174/2018 regarding the amendment and supplement of Law no. 217/2003 on the prevention and fighting domestic violence, introduced a new institution – the provisional protection order – as well as other measures for their protection was published:

- regulating the interim protection order as a specific form of protection for victims of domestic violence, as well as measures to monitor the observance of the protection order that may be ordered by the police;
- regulating the fact that under any form and under any circumstances, habit, culture, religion, tradition or so-called "honor" cannot be considered as justification for any type of violence against women and men;
- regulating central authorities' obligation to develop and disseminate documentary material on the prevention of domestic violence and violence against women;
- inclusion in the teaching materials of issues such as gender equality, non-stereotyped gender roles, mutual respect, non-violent conflict resolution in interpersonal relationships, adapted to the evolving ability of students in the formal curriculum and at all levels of education;
- regulation and extension of the sphere of social services for victims and domestic violence aggressors and violence against women, services such as emergency hotlines for victims of domestic violence, centers for victims of sexual violence, shelters protected for victims of domestic violence;
- an obligation to ensure the creation and operation of social services in a geographical distribution appropriate to the identified needs, ensuring access to social services and assistance to all victims subject to the forms of violence provided by Law 217/2003 on the Prevention and Combating Domestic Violence;
- regulation of the measures necessary to prohibit the out-of-court settlement of disputes concerning violence against women, including mediation.

Reduced employment level of women compared with that of men represents one of the main challenges in terms of labour market participation, along with other structural challenges like: the high share of population employed in agriculture; the high risk of in-work poverty and the high level of youth unemployment.

Given the constant decline of the working age population, increasing the employment rate of women is essential in achieving the national target in terms of employment set in the context of the Europe 2020 Strategy.

Registering an employment rate of 16 pp. lower than the rate of men in 2017, women remain in a vulnerable position in the Romanian labour market, this is generated by factors such as: the educational level; career break periods (child birth, maternity leave) in which they lose training opportunities for adapting to the needs of the labour market, mismatch between the demand and supply of facilities for child care or for other dependent persons.

Over the past 5 years, the Ministry of National Defense has developed - ***The Plan of implementing within the Ministry of National Defense (MoND) the UNSCR 1325 Women Peace and Security and its associated resolutions, as well as the complementary documents approved by various international organizations whose membership Romania is part 2014-2024*** ("The 2014th Plan").

2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)

- X Equality and non-discrimination under the law and access to justice
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- X Eliminating violence against women and girls
- Access to health care, including sexual and reproductive health and reproductive rights
- X Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- X Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, energy, transport etc.)
- Strengthening women's participation in ensuring environmental sustainability
- Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk reduction and resilience building
- X Changing negative social norms and gender stereotypes
- X Other

Please provide brief reflections on how your country has addressed these priorities (3 – 5 pages).

By Law 30/2016, Romania has ratified the Istanbul Convention and at the moment the harmonization of internal legislation with the provisions of the Istanbul Convention was achieved by the adoption of Law no. 174/2018 regarding the amendment and completion of the Law no. 217/2003 on preventing and

combating domestic violence, republished and Law 178/2018 regarding the amendment and completion of the Law no. 202/2002 on equal opportunities and treatment for women and men. The last one mentioned regulated gender based violence term.

Through the new legal provisions, Romanian Government aims to support domestic violence victims through an immediate and coherent intervention by all responsible actors and, at the same time, to increase the level of trust of victims in the authorities' ability to intervene.

From the perspective of the implementation of the Istanbul Convention, the new legislative regulations (Law no. 174/2018) shows interest in preventing and combating domestic violence as follows:

A Provisional Protection Order (OPP), a tool in administrative matters, which will allow the policeman to intervene quickly to protect the victim and to remove the perpetrator immediately (Article 52 of the Convention), it is regulated as a central pillar.

Other important provisions in the field of domestic violence prevention and victim protection:

- the law provides that under no circumstances habit, culture, religion, tradition or so-called "honour" can be considered justification for any type of violence against women and men (Article 42 , art. 121, paragraph (5) of the Convention).

The field of social services for victims and domestic violence aggressors has been expanded by regulating: services such as emergency hotlines, integrated emergency services for victims of sexual violence and protected sheltered that can provide victims of domestic violence the transition to an independent living. In the coming years, according to the Governance Program 2017-2020, the implementation of the measures foreseen in section 8 Respect and dignity for women will be achieved through two specific projects funded under European Funds and the Norwegian Financial Mechanism, and in this respect, there two project sheets are in different stages of development through which the following social services will be set up:

A national innovative protected shelters network for domestic violence victims (42), support groups (42), vocational counselling (42) - as an integral part of a National Program for the Protection of Domestic Violence Victims that will be approved by the Government of Romania, 8 assistance centers for aggressors, at the local level, 10 crisis centers for rape situations in Emergency Hospitals.

At national level, there is a Free Telephone Line for Victims of Domestic Violence, a social service set up in accordance with the provisions of Art. 24 of the Istanbul Convention, with continuous program, 24 h / 24h, 7 days / 7 days.

The free telephone line for victims of domestic violence, namely the unique number 0800 500 333, is served by a number of 5 operators from ANES.

National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the Period 2018-2021

The general and specific objectives of this strategy are:

- developing the capacity of local public administration authorities to intervene in the preventing and combating of domestic violence cases;
- The implementation at national level of the integrated Information System for registration, reporting and management of domestic violence cases;
- increasing efficiency in combating domestic violence crimes;
- Stimulating the institutions with attributions in the field of preventing and combating domestic violence in order to develop, in partnership actions of prevention of the domestic violence phenomenon;
- Continuous professional training of specialists working in the field of domestic violence (social worker, police officer, doctor / forensic doctor, psychologist, prosecutor, judge);
- rehabilitation of the victim and / or the domestic aggressor who has been subjected to criminal proceedings in criminal matters and against whom non-custodial measures or punishments have been pronounced through integrated and complementary activities, information, counselling,

psychotherapy and other therapies in order to increase the autonomy and awareness of the social value of the individual, the development of responsibility and the regaining of social skills;

- Continuing the funding process for the establishment of new units for preventing and combating domestic violence.

From the perspective of the provisions of art. 5 lit. b) of the CEDAW and Article 25 of the Istanbul Convention, sexual violence remains a constant of ANES priorities.

In this regard, ANES has considered an integrated approach by providing medical and forensic examination, post-traumatic assistance and counselling for the victims of sexual violence by setting up at UPU at least 10 integrated emergency centers with medical staff specialized in dealing with Victims of Sexual Violence under the current Governance Program.

This regulation creates the possibility for ER doctors (emergency physicians, gynaecologists) to take samples according to a standard procedure using the standard kit and to manage from the perspective of forensic harvesting the cases of rape.

A big step was taken in this regard, on 26 November, 2018, when the National Agency for Equal Opportunities for Women and Men in partnership with the Bucharest University Emergency Hospital and the Ministry of Health launched the Pilot Crisis Center for Rape Situations.

Through this approach, it was intended to send a substantive message at the start of the Campaign "16 Days of Activism Against Gender-Based Violence", the Pilot Project being the starting point for replicating this type of integrated support service at national level by creating 10 crisis centers for rape in the 8 development regions.

Presently, NAEQ together with the National Authority for Disabled Persons and the organization ActiveWatch, implements the project „*Justice has no gender*” within the call launched by DG Justice "Action grants to support national information, awareness-raising and education activities aimed at preventing and combating violence against women", in amount of € 179,692.80, focused on gender violence (including sexual violence and violence against girls and women with disabilities) and gender equality through the development of educational activities.

Starting with 2016, "Gender Equality Week" for celebrating the "Equal opportunities between women and men Day", an annual event by NAEQ. All the activities organised in this period were connected to the Romanian engagements in the HeForShe campaign.

- Therefore, between the 4th and 11th of May, 2016, the events that took place in Bucharest managed to attract and gather up over 1.200 students.
- Successful business women, entrepreneurs, award winning actresses and women in key positions within the central public administration went to high-schools and discussed with teenagers about what it is like to be a powerful woman in today's society.
- During this week, an essay competition for college and high school students was also organized, covering the gender equality theme and the authors of the best three essays from each category were rewarded with a prize.
- On the 18th of June, several hundreds of people, between 8 and 69 years old, attended the „Equal opportunities cross-country race" in the „Alexandru Ioan Cuza" Park, Bucharest.

In 2017, the "Gender Equality Week" and the annual celebration of "Equal opportunities between women and men Day" took place between 8th and 12th of May.

- During this week, NAEQ in collaboration with the Friends for Friends Foundation, the Save the Children Foundation and the Civil Society Development Foundation organized meetings with pupils from 5 high schools in Bucharest about physical violence and language violence, couples violence and adolescent relationships, discrimination and bullying, and sexist language in the online environment. Debates targeted 300 high school students.
- In parallel, in other 5 high schools in Bucharest, ANES organized debates, within the framework of "Woman in Science" concept, dedicated to attracting young girls to the scientific environment and

encouraging teenagers to a career in scientific fields. 200 high school students were part of the experiences and challenges encountered in the career of five senior Romanian scientist (chemistry repeater, nuclear physicist, astrophysicist and researcher in the field of development of modern technologies and IT).

- During the entire celebratory week, on the official Facebook page of ANES there was posted a campaign for promoting women in science by presenting those women who have marked the Romanian scientific history.
- Also, on 9th of May, 50 high school visited the Astronomical Observatory in Bucharest.
- Between 11th and 14th of May took place the International Fighting Championship for cadets and juniors, during which ANES in partnership with the Romanian Fighting Federation promoted the principal of equal opportunities between women and men among the spectators and participants.

Thus, the access to justice is a fundamental right guaranteed to all citizens, without being limited to the citizen's belonging to a particular category, and being provided in art.21 "*Free access to justice*¹" of the Romanian Constitution, republished of the Romanian Constitution, republished.

As regards the guarantees which are enshrined in the Romanian Constitution, the provisions of Article 21 of the aforementioned act are closely related to other articles, such as: art.1 para. (4) – **the separation of powers**; art. 24 – **the right to defense** and art. 52 - **the right of a person injured by a public authority**².

Additionally, **free access to justice** implies **the possibility for any person to address, without any discrimination based on various grounds** (e.g. race, nationality, ethnic origin, language, religion, **sex** or belonging to other disadvantaged groups, etc.), **directly and indirectly, to a court of law**, to defend his / her legitimate rights and interests, whenever his/her rights are violated.

The **access to justice** is regulated in:

a. civil matters:

Law no. 134/2010 on the Civil Procedure Code, republished³, art.30 "Claims", in compliance with:

"Anyone who has a claim against another person or seeks legal redress in a legal situation shall have the right to make an application before the competent court (...)", on an equal footing, the latter being governed by:

- art. 4 paragraph 2 "*Unity of the People and Equality between Citizens*" and Article 16 "*Equality in Rights*" of Romanian Constitution;
- art.30 "*Equality before civil law*" of Law no.287/2009 on the Civil Code, republished⁴;
- Article 8 "*Equality*" of Law no.134/2010 on the Civil Procedure Code, republished.

b. criminal matters:

Law no. 135/2010 on the Code of Criminal Procedure⁵, regulates the possibility of filing criminal complaints by **any person** under the terms of **article 288 Avenues for referral**.

Similar provisions on **access to justice** granted to all parties **without any discrimination based on various grounds** (e.g. race, nationality, ethnic origin, language, religion, **sex** or belonging to other disadvantaged groups, etc.), are also contained in art.6 and 7 of **Law no.304/2004 on judicial organization**⁶, republished,

¹ "(1) **Any person** is entitled to bring cases before the courts for the defence of his legitimate rights, liberties and interests (...)"

² Prof. univ. Aspazia Cojocaru, Judge at the Constitutional Court of Romania, Dr Marieta Safta, First - magistrate, "Free access to justice - constitutional principle and fundamental right of the person defended by the jurisprudence of the Constitutional Court of Romania", page 3. <https://www.ccr.ro/uploads/RelatiiExterne/2012/conferinta/cojocaru.pdf>.

³ Official Gazette no. 247/2015.

⁴ Official Gazette no.505 / 2011.

⁵ Published in the Official Gazette no.486 / 2010.

⁶ Published in the Official Gazette no.576/2004.

as amended and supplemented, according to which persons may "address justice to defend their rights, freedoms and legitimate interests in the exercise of their right to a fair trial (on an equal basis as provided in Article 7 of Law no. 304/2004).

"The 2014th Plan" represents the instrument used to establish internal implementation indicators, priorities, directions and action measures taken for UNSCR 1325 and related resolutions as well as other NATO specific complementary documents implementation.

In accordance with the plan's provisions, dual hatted personnel from every military structure were assigned as commanders' focal points on gender issues at all hierarchic levels.

Nevertheless, a gender adviser (GENAD) permanent position - chief of Management Office at the Ministry of National Defense level - was established in 2018.

3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

- X Women living in remote and rural areas
- Indigenous women
- X Racial, ethnic or religious minority women
- X Women living with disabilities
- Women living with HIV/AIDS
- X Women with diverse sexual orientations and gender identities
- X Younger women
- X Older women
- Migrant women
- Refugee and internally displaced women
- Women in humanitarian settings
- X Other

Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Where relevant and possible, please provide data to support your responses (2 pages max.).

- Law no.122/2006 on the asylum in Romania, with subsequent amendments and completions
- Government Ordinance no.44/2004 on the social integration of foreigners which have acquired international protection or the right to stay in Romania, as well as citizens of the EU member states and of the European Economic Area, with subsequent amendments and completions
- Detailed rules for applying the provisions of Law no.122/2006 on the asylum in Romania, with subsequent amendments and completions
- Detailed rules for applying the provisions of Government Ordinance no.44/2004 on the social integration of foreigners which have acquired international protection or the right to stay in Romania, as well as citizens of the EU member states and of the European Economic Area, with subsequent amendments and completions, approved by GD no.1483/2004, with subsequent amendments and completions
- National strategy on immigration for 2015-2018 and the Action Plan for 2015 for the implementation of the National strategy on immigration for 2015-2018, approved by GD no.780/2015

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

YES/NO

If YES, please give concrete examples of the effects of humanitarian crises on progress for women and girls in your country and of measures taken to prevent and respond to humanitarian crises in a gender-responsive manner (1 page max.).

5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

- X Equality and non-discrimination under the law and access to justice⁷
- Quality education, training and life-long learning for women and girls
- Poverty eradication, agricultural productivity and food security
- X Eliminating violence against women and girls
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- X Political participation and representation
- Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)
- Women's entrepreneurship and women's enterprises
- Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Strengthening women's participation in ensuring environmental sustainability
- X Gender-responsive budgeting
- Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
- X Changing negative social norms and gender stereotypes
- Other

Please provide brief reflections on how you plan to address these priorities (3 – 5 pages).

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⁷ Please, also see the information provided in page 8.

Through the new legal provisions, Romanian Government aims to support domestic violence victims through an immediate and coherent intervention by all responsible actors and, at the same time, to increase the level of trust of victims in the authorities' ability to intervene.

From the perspective of the implementation of the Istanbul Convention, the new legislative regulations (**Law no. 174/2018**) shows interest in preventing and combating domestic violence as follows:

- A Provisional Protection Order (OPP), a tool in administrative matters, which will allow the policeman to intervene quickly to protect the victim and to remove the perpetrator immediately (Article 52 of the Convention), it is regulated as a central pillar.

Other important provisions in the field of domestic violence prevention and victim protection:

- the law provides that under no circumstances habit, culture, religion, tradition or so-called "honour" can be considered justification for any type of violence against women and men (Article 42 , art. 121, paragraph (5) of the Convention),
- The field of social services for victims and domestic violence aggressors has been expanded by regulating: services such as emergency hotlines, integrated emergency services for victims of sexual violence and protected sheltered that can provide victims of domestic violence the transition to an independent living.

In the coming years, according to the Governance Program 2017-2020, the implementation of the measures foreseen in section 8 Respect and dignity for women will be achieved through two specific projects funded under European Funds and the Norwegian Financial Mechanism, and in this respect, there two project sheets are in different stages of development through which the following social services will be set up:

- A national innovative protected housing network for domestic violence victims (42), support groups (42), vocational counselling (42) - as an integral part of a National Program for the Protection of Domestic Violence Victims that will be approved by the Government of Romania,
- 8 assistance centers for aggressors, at the local level,
- 10 crisis centers for rape situations in Emergency Hospitals.

At national level, there is a Free Telephone Line for Victims of Domestic Violence, a social service set up in accordance with the provisions of Art. 24 of the Istanbul Convention, with continuous program, 24 h / 24h, 7 days / 7 days.

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National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the Period 2018-2021

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- increasing efficiency in combating domestic violence crimes;
- Stimulating the institutions with attributions in the field of preventing and combating domestic violence in order to develop, in partnership actions of prevention of the domestic violence phenomenon;
- Continuous professional training of specialists working in the field of domestic violence (social worker, police officer, doctor / forensic doctor, psychologist, prosecutor, judge);
- rehabilitation of the victim and / or the domestic aggressor who has been subjected to criminal proceedings in criminal matters and against whom non-custodial measures or punishments have been pronounced through integrated and complementary activities, information, counselling,

psychotherapy and other therapies in order to increase the autonomy and awareness of the social value of the individual, the development of responsibility and the regaining of social skills;

- continuing the funding process for the establishment of new units for preventing and combating domestic violence.

Regarding the gender budgeting, we can mark a premiere for Romania through the project entitled "Gender budgeting in public policies" which was submitted through the partnership between ANES, the „Corona” Iasi Foundation and the „Center for Community Mediation and Security” Foundation.

Section Two: Progress across the 12 critical areas of concern

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

Inclusive development, shared prosperity and decent work

Critical areas of concern:

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

- X Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- X Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- X Taken measures to prevent sexual harassment, including in the workplace
- Strengthened land rights and tenure security
- Improved financial inclusion and access to credit, including for self-employed women
- X Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment
- X Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions)
- X Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Under the Romanian Labor Code – Law no. 53/2003, the cumulative fulfillment of the standard retirement age and the minimum contribution period to pension fund represented mandatory reason for the rightfully termination of the individual labor contract. This legal provision applied equally to women and men, but at different ages, since the retirement age for women is different from that of men, according to art. 53 par. (1) of the Law no. 263/2010.

The legal provision entailed by Law no. 263/2010 is deemed to have a social reparatory effect for women, does not amount to discrimination on grounds of sex and constitutes a social protection measure taken by the State in relation to women who have the option and not the obligation to claim a pension earlier than men.

A uniform legal treatment as regards the retirement age is not yet adapted to Romania's social context and equalizing the retirement age of men and women would amount to a rigid application of the principle of equality of rights between men and women, but in line with the case law of the Court of Justice of the European Union which states that a general dismissal policy involving the dismissal of a woman on the sole ground that she has attained or exceeded the age at which she is entitled to a State pension and which is different for men and women under national law constitutes discrimination on sex criteria, the Constitutional Court of Romania considered that the termination of women's employment at a lower age than men can and should remain her option in the current national context.

Following the Constitutional Court Decision no. 387/2018 the Labor Code was consequently amended so as the employment contract ceases at the time of cumulative fulfillment of the standard retirement age and the minimum contribution period or, exceptionally, at the age of 65 for the female employee who opts in writing to continue the performance of the labor contract within 60 calendar days prior to the fulfillment of the standard age and the minimum contribution period.

Romanian Gendarmerie has strengthen/enforced the policies and practices that prohibit discrimination in the recruitment, retention, and promotion of women in the public and private sectors and equal pay legislation.

There are no difference criteria for men and women to be recruited in Romanian Gendarmerie (the 2 Gendarmerie schools for noncommissioned officers and Police Academy have same criteria for men and women that are being recruited). As a result, for the reporting period, we have 648 noncommissioned female officers graduating from the Romanian Gendarmerie schools for noncommissioned officers and 25 female officers graduating the Police Academy with the Gendarmerie specialization. Moreover, there is only one procedure and one set of criteria for getting promoted both for men and women (the career guide for Police officers and military personnel from the Ministry of Internal Affairs). As for different training programs organized by Romanian Gendarmerie training centers, women gendarmes can apply in exactly the same conditions and terms as men gendarmes can apply (it worth giving the example of international missions where, following the UN and other international organizations policy on gender balance, Romanian women gendarmes are encouraged and they may apply for positions in international missions – for the reporting period there are 7 women deployed under UN, NATO or EU missions). It is also important to mention that for the same position in Romanian gendarmerie, same payment is in place disregarded the sex of the person occupying the position. Also, in agreement with Law no.202/2002 on equal opportunities and treatment between women and men, republished, with subsequent amendments and completion, the Collective Labour Agreement for public workers with special status has provisions for equal treatment for all paid workers.

In the field of employment, the adoption of the National Employment Strategy 2014-2020 envisaged strengthening measures to promote gender equality and increase women's participation in the labour market.

Under the Objective 2 of the Strategy, Improving the occupational structure and labour market participation of women and vulnerable groups, the Direction of Action 2.2. aims at Increasing women's participation in the labour market, including through measures to reconcile work and family life.

The actions proposed in this context are focused on supporting women to return in the labour market and increasing their professional reintegration, including by promoting entrepreneurship and “second chance” programs to acquire skills and qualifications relevant in the labour market.

Also, we promoted actions that aim at development of childcare facilities and of the support services for the care of the dependent family members, awareness activities on the working time flexibility, on the wage gap between women and men, and those related to combating gender stereotypes.

In Romania, any discrimination in terms of employment, based on political, race, nationality, ethnic origin, language, religion, social category, beliefs, sex and age criteria, is explicitly excluded, according to the provisions of Law no. 76/2002 on the unemployment insurance system and employment stimulation. Special measures and rights granted to certain categories of disadvantaged persons do not constitute discrimination within the meaning of the aforementioned law. Therefore, on the labour market and within the unemployment insurance system in Romania, women enjoy, without discrimination, the same rights as men.

The National Employment Agency - NAE (ANOFM) of Romania has the role to implement the employment and vocational training policies and strategies dedicated to the jobseekers, developed by the Ministry of Labour and Social Justice (MLSJ). According to the provisions of art.3, paragraph (1) of the Law no.202/2006 on the organization and functioning of the National Agency for Employment, ANOFM applies policies and strategies in this field, respecting, among others, the principle of non-discriminatory access to services in the field of employment and vocational training and the provision regarding equal opportunities on the internal labour market.

In implementing these policies and strategies, ANOFM aims at achieving the following objectives on the labour market:

- a) preventing unemployment and combating its social effects;
- b) recruitment or re-employment of jobseekers;
- c) supporting the employment of persons belonging to disadvantaged categories of the population;
- d) ensuring equal opportunities on the labour market;
- e) stimulating the unemployed to take up employment;
- f) stimulating employers to employ people in search of a job;
- g) improving the employment structure by economic sectors and geographical areas;
- h) increasing the labour mobility in the conditions of the structural changes that occur in the national economy;
- i) protection of persons covered by the unemployment insurance system.

Active measures implemented by ANOFM, according to the provisions of Law no. 76/2002, with a view to integrating the disadvantaged categories into the labour market, are included in the vocational training and employment programs and comprise: free job mediation services, free information and professional counselling services for jobseekers, stimulating labour mobility by awarding employment or installation bonuses, organizing vocational training courses, assessing competencies, granting subsidies to employers for recruiting people from disadvantaged categories or having difficulties in accessing the labour market.

All the measures are equally and non-discriminatory accessible to both men and women. In addition, there is a particular attention at the level of ANOFM to promote the participation of women in the measure on providing vocational training courses. Vocational training services are provided free of charge to the unemployed, as well as to employed persons, at their request, with the employer's agreement or at the employer's request. From this provision are also benefiting people who have been on parental leave until their child reaches the age of 2, respectively 3 or 7 years, in the case of a disabled child. Persons attending vocational training programs funded by the unemployment insurance budget may withdraw from these programs without incurring costs for training services, in order to have parental leave until their child reaches the age of 2, respectively 3 or 7 years, in the case of a disabled child. Also, when an interruption in the participation to the activities of a training program occurs, reasoned by giving

birth to a child, this reason is not considered as being imputable to the woman and does not lead to the obligation of reimbursing the expenses for the training services.

According to the provisions of Law no.202/2006 and Law no.76/2002, ANOFM annually concludes with MMJS, a managerial performance contract. Under this contract, a number of indicators (typically between 10 and 13) are established for each year, with a quarterly assessment, according to the employment policy priorities for that period. The effective implementation of active measure programs is reflected in the level of achieving the indicators for each year.

Starting with 2014, one of the performance indicators included in the annual performance management contract was: *"Share of women's participation in vocational training courses in total unemployed participating in courses"*. Expected value for this indicator, established by contract, was more than 50% each year, and the accomplished value exceeded the expected value, increasing from year to year, as shown in the table below:

Share of women's participation in vocational training courses in total unemployed participating in courses	Expected Value %	Reached Value %
2014	53	56,88
2015	53	58,52
2016	53	58,74
2017	55	59,25

In addition to active employment measures implementation, ANOFM manages the unemployment insurance budget and ensures calculation and payment of unemployment benefits in a non-discriminatory way to all legal beneficiaries of this type of benefit.

Regarding the unemployment registered by sex, in the period 2013-2017, it can be seen that the female unemployment rate was, in the analysed period, below the registered male unemployment rate, as follows:

Indicator	2013	2014	2015	2016	2017
Registered unemployment rate % *	5,25	5,26	5,12	4,77	4,29
Registered female unemployment rate %*	4,71	4,74	4,66	4,33	3,95
Registered male unemployment rate %*	5,74	5,72	5,50	5,14	4,57

* Average data

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)
- Expanded childcare services or made existing services more affordable
- Expanded support for frail elderly persons and others needing intense forms of care
- Introduced or strengthened maternity/paternity/parental leave or other types of family leave

- Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women
- Promoted decent work for paid care workers, including migrant workers
- Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work
- Introduced legal changes regarding the division of marital assets or pension entitlements after divorce that acknowledge women's unpaid contribution to the family during marriage
- X Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In 3 November 2016, NAEO conducted an informational campaign for raising awareness regarding the Equal Pay Day, by sending information materials to the members of the National Commission in the field of Equal Opportunities for Women and Men, the 42 presidents of the County Commissions in the field of Equal Opportunities for Women and Men, the leadership of the Bucharest Stock Exchange (BSE) and to all the 72 CEO's of the main companies listed to BSE.

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

YES/**NO**

If YES, have assessments on their impact on women and men, respectively, been conducted?

- Yes, their impact on women/men was estimated before measures were put in place.
- Yes, the impact was assessed after measures were put in place.
- No, the impact on women/men has not been assessed.

If YES, please describe the findings (1-2 pages).

Poverty eradication, social protection and social services

Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- X Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
 - Broadened access to land, housing, finance, technology and/or agricultural extension services
- X Supported women's entrepreneurship and business development activities
- X Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)
 - Introduced/strengthened low-cost legal services for women living in poverty
 - Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Active measures implemented by ANOFM, according to the provisions of Law no. 76/2002, with a view to integrating the disadvantaged categories into the labour market, are included in the vocational training and employment programs and comprise: free job mediation services, free information and professional counselling services for jobseekers, stimulating labour mobility by awarding employment or installation bonuses, organizing vocational training courses, assessing competencies, granting subsidies to employers for recruiting people from disadvantaged categories or having difficulties in accessing the labour market. All the measures are equally and non-discriminatory accessible to both men and women. In addition, there is a particular attention at the level of ANOFM to promote the participation of women in the measure on providing vocational training courses. Vocational training services are provided free of charge to the unemployed, as well as to employed persons, at their request, with the employer's agreement or at the employer's request. From this provision are also benefiting people who have been on parental leave until their child reaches the age of 2, respectively 3 or 7 years, in the case of a disabled child. Persons attending vocational training programs funded by the unemployment insurance budget may withdraw from these programs without incurring costs for training services, in order to have parental leave until their child reaches the age of 2, respectively 3 or 7 years, in the case of a disabled child. Also, when an interruption in the participation to the activities of a training program occurs, reasoned by giving birth to a child, this reason is not considered as being imputable to the woman and does not lead to the obligation of reimbursing the expenses for the training services.

According to the provisions of Law no.202/2006 and Law no.76/2002, ANOFM annually concludes with MMJS, a managerial performance contract. Under this contract, a number of indicators (typically between 10 and 13) are established for each year, with a quarterly assessment, according to the employment policy priorities for that period. The effective implementation of active measure programs is reflected in the level of achieving the indicators for each year.

Starting with 2014, one of the performance indicators included in the annual performance management contract was: "*Share of women's participation in vocational training courses in total unemployed participating in courses*". Expected value for this indicator, established by contract, was more than 50% each year, and the accomplished value exceeded the expected value, increasing from year to year, as shown in the table below:

Share of women's participation in vocational training courses in total unemployed participating in courses	Expected Value %	Reached Value %
2014	53	56,88
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2017	55	59,25

To enhance poverty protection and income maintenance, Romania used the leverage of indexation to improve the real value of pensions and focused on reinforcing the minimum guarantees to low-income pensioners.

In order to improve the protection of low-income pensioners, the social indemnity for pensioners was increased repeatedly during the reference period (from RON 350 in 2014 to RON 400 starting January 2015 and RON 520 in March 2017). Its current value is RON 640 (c. EUR 139) and expected to increase in September 2019 to RON 704. The beneficiaries (mostly women) are the pensioners of the public pension system who reside in Romania, regardless of their date of retirement, whose quantum of pension is below the social indemnity for pensioners.

As regards the pension indexation, the increase of the pension point has been systematically higher (in 2015 and 2016 the increase was 5% instead of 4.5%, and 4.31%, respectively) than the expected increase based on the algorithm specified by the law (100% with the inflation and an additional 50% of the average wage growth). In July 2017, the pension point was set to RON 1000, a 9 percent increase compared to January 2017, when it increased by 5.25 percent compared to December 2016. A supplementary 10 percent increase was applied upon the pension point in July 2018, followed by another 15% increase starting September 2019, when the pension point value reaches RON 1265.

Also, starting from February 2017, the health insurance contribution on pensions is paid by the state budget, while the threshold for tax-deduction has been doubled to RON 2000 (c. EUR 435); income in excess of that is taxed at 10 percent, as is any other income, as the taxation level decreased from 16 to 10 percent starting from January 2018.

In line with the principle of equal treatment, all persons in the same legal situation benefit by these measures.

State allowance for children is a universal right, granted by the State for all children up to age 18, without discrimination. Young people, after age 18, attending high school or professional school, are entitled to state allowance for children up to the completion of these studies. Also children of residing foreign citizens and stateless persons enjoy this right under the law in Romania. State allowance is given in different amounts, as follows (amounts for 2018):

- **84 lei** for children with the age between 2 years and 18 years old, and also for young people after the age of 18 until they finish the educational courses or vocational educational courses.
- **200 lei** for children with the age up to 2 years old or up to 18 years old, in the case of children with disability.

Type of benefit	Age of the children	2014 (lei)	2015 (lei)	2016 -2017 (lei)	2018 (lei)
State allowance for children (amounts increased starting from June 2015)	children > 2 years	42	42/84 (June 2015)	84	84
	Child with disability > 3 years	42	84/200 (June 2015)	200	200

	children < 2 years	200	200	200	200
	Child with disability < 3 years				

Parental leave and child raising indemnity (GEO no. 111/2010) is a categorical program, and was changed by Law no. 66/2016 which established new eligibility criteria for parental leave and child raising indemnity and for monthly insertion incentive. Starting from July 2016 the child raising indemnity and the insertion incentive are granted to the persons **who, during the last two years prior to childbirth, earned for 12 months incomes** subject to taxation according to the Fiscal Code (incomes from wages, self-employed activities and agriculture activities, including from similar periods, according to the law). The child raising indemnity is a compensation, paid from the state budget, for the parents who interrupt their professional careers and take parental leave to raise children under the age of 2 years or, if a disabled child, up to 3 years.

The amount of the child raising indemnity has been established to 85% of the average professional net income earned by the parent during the last 12 months from the last two years prior to the childbirth. During the period (2016-2018), the minimum amount of child raising indemnity has been increased from 1.063 lei to 1.250 lei starting from January 2018. The maximum amount of the indemnity has been established to 8.500 lei starting from September 2017.

People who are entitled to receive child raising indemnity, but still work, earning professional incomes subject to income taxation, will receive a monthly incentive insertion. The **monthly insertion incentive** is granted until the age of 3 years old in a monthly amount of 650 lei (starting from 1st of April 2017), if the parent decides to come back to work 60 days before the child fulfils the age of 2 years old. This incentive is in fact a measure of stimulating the parents returning to work before the child reaches the age of 2 or 3 years, if disabled child.

Has the right to the child raise indemnity and to the insertion incentive, optionally, any of the parents and also one of the persons who adopted the child, who has a child entrusted for adoption, who has a child in placement or in emergency placement, excepting the foster care person, and also the guardian person. The two benefits are granted for each birth or, as the case may be, for any of the situations aforementioned.

According to Romanian Labor Code (Law no. 53/2003) the employee has the right to ask for the suspension of individual labor contract in order to benefit from the parental leave. According to GEO no. 111/2010 the parental leave is approved by the employer at the request of the person who is entitled with and the employer has the obligation to establish the length of the leave in agreement with the employee.

The legislation regarding parental leave stipulates also other measures of job protection for persons who are entitled to this leave. These measures consist on the following:

- it is forbidden for the employers to dismiss the persons who are requesting the parental leave or who are already in parental leave or receive the payment of the insertion incentive. This interdiction is extended with 6 months after the persons returns to work.
- at the end of the parental leave the employee has the right to return to the last job with equivalent working conditions and also to benefit from any improvement in working conditions that would have been entitled during their absence.

During the period when the person benefits from the child raising indemnity the payment of the individual contribution to social health insurance is ensured.

The period when a person is entitled to parental leave and child raising indemnity is considered assimilated period to the contribution stage in order to establish the rights to social health insurance indemnities, to public pension benefits and also to unemployment insurances and employment incentives.

Also, the period of child raising indemnity is considered as length in work and service and also in specialty and is taken into account when determining the rights granted in relation to them.

Benefits and aids for raising the children with disability (articles 31 and 32 from Government Emergency Ordinance no.111/2010 on parental leave and child raising benefits, with subsequent amendments). Granted to persons with children with disabilities, up to the age of 7 years old or granted to the persons with disability who became a parent. During the period 2016-2018, the amount of the child raising indemnity, for parents who take care of a child with disability, aged between 3 and 7 years old, who are entitled to parental leave, has been increased from 450 lei to **1.250 lei, starting from January 2018**. Also, the amounts of benefits and aids granted to persons/parents who take care of children with disabilities and also those granted to persons with disabilities who take care of children, have been increased. Amounts between **188 lei** and **563 lei**.

The new legal provision has been also setting up a new type of benefit for parents who take care of a child with disability and who are active on the labour market, having a part time contract. The new benefit will be 50% from the minimum child raising indemnity (625 lei) and can be cumulated with the salary.

Type of benefit	2014-2015 (lei)	2016 (lei)	2017 (lei)	2018 (lei)
Child raising benefit	85% from the average of the professional net incomes earned in the last 12 months before the child birth date, which cannot be less than 600 lei and more than 1.200 lei or 3.400 lei .	85% from the average of the net incomes earned in the last 12 months from the the last two years prior to child birth date, which cannot be less than 85% of the minimum gross wage(1.063 lei until 30 January 2017)	85% from the average of the net incomes earned in the last 12 months from the the last two years prior to child birth date, which cannot be less than 85% of the minimum gross wage (minimum amount 1.233 lei from 1st February 2017) maximum amount 8.500 lei from September 2017)	85% from the average of the net incomes earned in the last 12 months from the the last two years prior to child birth date, which cannot be less than 1.250 lei minimum amount from January 2018) maximum amount 8.500 lei from September 2017)
Benefits and aids for raising the children with disabilities (granted to persons who take care of children with disabilities or for persons with disabilities who take care of children)	150/300/ 450	159/372/478	185/432/555	188/438/563
Insertion incentive	500	532	616/650 from 1st April 2017)	650

FAMILY BENEFITS	Monthly average number of	Monthly average number of	Monthly average	Monthly average	
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	beneficiaries 2014	beneficiaries 2015	number of beneficiaries 2016	number of beneficiaries 2017	Monthly average number of beneficiaries 2018
State allowance for children	3.727.859	3.691.195	3.662.793 ⁸	3.635.792	3.611.723
Child raising indemnity	139.572	138.350	141.151	159.369	174.655*
Insertion incentive	33.659	37.384	41.334	74.593	91.003

- In 2018, from the total number of beneficiaries of child raising indemnity, about 15% were men.

	Payments -lei-				
	2014	2015	2016	2017	2018
Family benefits					
State allowance for children	2.684.862.102	3.541.590.789	4.415.501.616	4.396.915.235	4.367.710.317
Child raise indemnity	1.552.480.562	1.578.924.746	2.060.258.501	3.409.448.738	4.011.614.398
Insertion incentive	207.880.985	230.358.988	263.932.900	575.599.491	704.767.558

The main aim of the Romanian Government is to ensure a sustainable development for Romania, a significant improvement of the standard of living for all Romanian citizens, including for the individuals in a vulnerable situation, and that all Romanian citizens have equal opportunities in society, to be appreciated and valued, to live with decency, dignity and wellbeing, and their basic needs to be fulfilled. Thus, in the last 5 years, Romania has implemented measures for all vulnerable people, following the principle of non-discrimination regarding social, ethnical background, gender etc. in accordance with the provisions of the Law on Social Assistance no.292/2011 and the ones of the National Strategy for Social Inclusion and Poverty Reduction for the period 2015-2020 and the Strategic Action Plan for the period 2015-2020, approved by GD no.383/2015, which is in accordance with the objectives of the European Social Pillar.

The main aim of the strategy is the social inclusion of vulnerable groups and reducing the number of people at risk of poverty and social exclusion with 580.000 people by 2020 compared to 2008, irrespective of their gender, according to the target set by Romania in the Europe 2020 Strategy.

The Action Plan of the National Strategy for Social Inclusion and Poverty Reduction for the period 2015-2020 sets up the following key directions in the field of social services:

- improving the functionality and financing of the social services – investing in basic services and social infrastructure, assessing the real needs of the people and prioritising them,
- integrating social assistance benefits, social services, employment services and other services,
- strengthening the capacity of social assistance structures at local level, through: developing and consolidating the services network, setting up public social assistance services in all the localities where there aren't such services already set up, especially in small rural localities; the existence of at least one full time employed social assistant in each locality;
- developing and setting up the integrated community intervention teams, through the development of an integrated approach in the provision of services, setting up local multi-disciplinary teams made of experts in various fields (health, education, social services) and inter-sectorial cooperation,

investing in the employment of a larger share of experts in the social field, well trained and improving the coordination in the field of social services.

- This Strategy was elaborated based on a diagnosis with concrete, accurate data, respectively the Analysis Document for Elaborating a Project of National Strategy and Action Plan on Social Inclusion and Poverty Reduction (2014-2020) drafted by the World Bank's experts in close cooperation with MLSJ's experts and the consultation of social partners and relevant civil society organisations.
- Moreover, MLSJ plans to elaborate a National Strategic Framework for Social Inclusion and Poverty Reduction post-2020, according to the requirements of the European Commission.
- Developing integrated community services (education, health, employment, social services) represents one of the main priorities of MLSJ, as the best potential solution to breaking the intergenerational poverty circle and tailor-made integrated assessment and approach of the vulnerability of each individual and family in difficulty. Through the implementation, by MLSJ in partnership with Ministry of National Education and Ministry of Health, of the pilot Creating and implementing community integrated services (SCI) for reducing poverty and social exclusion, financed through ESF, the following results are envisaged:
 - Elaborating a package of procedures, methodologies and instruments for the provision of integrated community services, setting up the cross-sectorial working mechanism,
 - Setting up 139 integrated intervention teams (made of social assistant, medical assistant, school counsellor/ school mediator) trained and piloted in marginalised communities (including by employing specialists where there are none),
 - Specialists' training (in case management and integrated intervention, in counselling for certain vulnerable people categories, using the software developed for the IT administration of the cases, interpreting and applying specific legislation in social assistance, diagnosing social problems, evaluating and intervening in social cases etc.).
- Another priority of MLSJ is represented by supporting local authorities in ensuring the necessary and mandatory social services at community level, especially those targeting vulnerable persons/groups. For that purpose, the GD no. 427/2018 for approving the national interest program "Community services provided at home for the elderly dependant" and the national interest program "Strengthening the capacity of social assistance local public services in some administrative-territorial units" were drafted and approved by the Government. Their concrete benefits for the citizens are:
 - Developing homecare services for elderly dependant, whose dependency is increased by economic difficulties. The estimated number of elderly beneficiaries is 1000 people, homecare units benefiting is 20, and the SPAS employed care givers in home care units benefiting is 50 people,
 - Supporting communes who haven't yet set up a public social assistance service (SPAS) by paying the salary of a social assistant responsible for doing the assessment and initial intervention plans, from the State budget. At least 300.000 people in difficulty will benefit from social assistance services, respectively from the initial assessment, including counselling and information regarding the social risks and his/her rights to social protection, as well as, necessary counselling for overcoming difficult situations.
- Moreover, currently MLSJ implements actions aiming at analysing, simplifying and systematising the legislation regulating the national system of social inclusion indicators (GD no.488/2005) and the national mechanism for promoting social inclusion (GD no.1217/2006), as well as elaborating an operational system for monitoring and evaluating the progress in reaching the objectives of the National Strategy for Social Inclusion and Poverty Reduction for the period 2015-2020, within the project „Increasing the efficiency of the interventions at MLSJ's level, as well as its subordinated entities” - cod SIPOCA 390/ MySMIS 115657, co-financed by ESF.

10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- Introduced or strengthened conditional cash transfers
- Introduced or strengthened unconditional cash transfers
- Introduced or strengthened non-contributory social pensions
- Reformed contributory social protection schemes to strengthen women's access and benefit levels
- Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In Romania, any discrimination in terms of employment, based on political, race, nationality, ethnic origin, language, religion, social category, beliefs, sex and age criteria, is explicitly excluded, according to the provisions of Law no. 76/2002 on the unemployment insurance system and employment stimulation. Special measures and rights granted to certain categories of disadvantaged persons do not constitute discrimination within the meaning of the aforementioned law. Therefore, on the labour market and within the unemployment insurance system in Romania, women enjoy, without discrimination, the same rights as men.

The National Employment Agency - NAE (ANOFM) of Romania has the role to implement the employment and vocational training policies and strategies dedicated to the jobseekers, developed by the Ministry of Labour and Social Justice (MLSJ). According to the provisions of art.3, paragraph (1) of the Law no.202/2006 on the organization and functioning of the National Agency for Employment, ANOFM applies policies and strategies in this field, respecting, among others, the principle of non-discriminatory access to services in the field of employment and vocational training and the provision regarding equal opportunities on the internal labour market.

In implementing these policies and strategies, ANOFM aims at achieving the following objectives on the labour market:

- a) preventing unemployment and combating its social effects;
- b) recruitment or re-employment of jobseekers;
- c) supporting the employment of persons belonging to disadvantaged categories of the population;
- d) ensuring equal opportunities on the labour market;
- e) stimulating the unemployed to take up employment;
- f) stimulating employers to employ people in search of a job;
- g) improving the employment structure by economic sectors and geographical areas;
- h) increasing the labour mobility in the conditions of the structural changes that occur in the national economy;
- i) protection of persons covered by the unemployment insurance system.

Active measures implemented by ANOFM, according to the provisions of Law no. 76/2002, with a view to integrating the disadvantaged categories into the labour market, are included in the vocational training and employment programs and comprise: free job mediation services, free information and professional counselling services for jobseekers, stimulating labour mobility by awarding employment or installation bonuses, organizing vocational training courses, assessing competencies, granting subsidies to employers for recruiting people from disadvantaged categories or having difficulties in accessing the labour market. All the measures are equally and non-discriminatory accessible to both men and women. In addition, there is a particular attention at the level of ANOFM to promote the participation of women in the measure on providing vocational training courses. Vocational training services are provided free of charge to the unemployed, as well as to employed persons, at their request, with the employer's agreement or at the employer's request. From this provision are also benefiting people who have been on parental leave until their child reaches the age of 2, respectively 3 or 7 years, in the case of a disabled child. Persons attending vocational training programs funded by the unemployment insurance budget may withdraw from these programs without incurring costs for training services, in order to have parental leave until their child reaches the age of 2, respectively 3 or 7 years, in the case of a disabled child. Also, when an interruption in the participation to the activities of a training program occurs, reasoned by giving birth to a child, this reason is not considered as being imputable to the woman and does not lead to the obligation of reimbursing the expenses for the training services.

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2017	55	59,25

In addition to active employment measures implementation, ANOFM manages the unemployment insurance budget and ensures calculation and payment of unemployment benefits in a non-discriminatory way to all legal beneficiaries of this type of benefit.

Regarding the unemployment registered by sex, in the period 2013-2017, it can be seen that the female unemployment rate was, in the analysed period, below the registered male unemployment rate, as follows:

Indicator	2013	2014	2015	2016	2017
Registered unemployment rate % *	5,25	5,26	5,12	4,77	4,29

Registered female unemployment rate %*	4,71	4,74	4,66	4,33	3,95
Registered male unemployment rate %*	5,74	5,72	5,50	5,14	4,57

* Average data

In Romania, access to public pension schemes is equal for both men and women, and coverage gaps are negligible (3.3. p.p. gap in coverage rate in 2016).

However, steps have been taken towards addressing the issue of income adequacy: the value of social indemnity for pensioners was increased repeatedly during the reference period (from RON 350 in 2014 to RON 400 in January 2015 and to RON 520 in March 2017). Its current value is RON 640 (c. EUR 139) and expected to increase once more in 2019 (to RON 704 in September 2019). The beneficiaries are the pensioners of the public pension system who reside in Romania regardless of their retirement date and of whose pension is below the social indemnity for pensioners.

The social indemnity for pensioners is granted in addition to the pension entitlements and it is calculated as the difference between the amount of social indemnity for pensioners and the pension due or paid, combined with any other entitlements paid under special laws.

Although is linked by the status of former insured person within the pension system, the social indemnity for pensioners is not linked by the contribution paid to the public scheme, being granted from the general budget.

The Ministry of Labor and Social Justice received for the year 2018 a budget of about 13,9 billion lei for all the social assistance benefits and services.

The most important programs targeted to families and single persons who are in difficulty are the minimum income guaranteed, the allowance for family support and the house heating benefits.

Minimum Income Guaranteed (MIG) - Law no. 416/2001, granted to families or single persons with low or no income, in a state of social need, in order to overcome the situation he/she is in. It is established as the difference between the monthly net income of the eligible family, or single person and monthly GMI levels stipulated by law. The right to social aid is established by taking into account the incomes of the family and also the assets of the family.

The benefit is ensured by granting a social aid, differentiated according to the family income and the number of family members (the income includes also the state child allowance). The amount of social aid is increased with 15% for eligible persons who are employed.

According to the provisions of the Law no.416/2001 on the guaranteed minimum income single person receiving social assistance and those who are part of families receiving social assistance are entitled to social health insurance.

Recently adopted activation measures are strengthening the link with the employment policies - the Parliament approved the *Law no. 192/2018 for amending and completion of the Law no. 416/2001 regarding minimum income guaranteed*, with the aim to encourage the members of families receiving social aid to be active on the labour market. The most important provision of the law refers to the entitlement to social aid in the case of those beneficiaries who refuse a job offer or the participation in a vocational training course for employment, qualification/retraining courses etc. Also, the new provisions want to encourage the persons able to work who are entitled to social aid to be involved in seasonal activities. The incomes from occasional work/seasonal activities are not taken into account when establishing the right to social aid/can be cumulated to the social aid. These new measures were introduced in order to ensure the insertion on the labor market of the social aid beneficiaries and to

prevent and limit any form of dependence on the state or on the community support. **Amounts paid during the reference period 2014-2018:**

- Single person –142 lei
- Family with 2 persons–255 lei
- Family with 3 persons–357 lei
- Family with 4 persons–442 lei
- Family with 5 persons–527 lei
- For each other person over the number of 5 persons - 37 lei

The allowance for family support is given differently depending on family structure and revenues. The allowance is granted to families consisting of husband, wife and dependent children aged up to 18 years who live together. Also, this allowance is granted to single parents with children. Adopted children, children in foster care or custody or guardianship for which tutorship was established, are considered as part of the family.

Families who have dependent children of school age receive family support allowance, given that children are in organized education. Therefore, the program increases the children's education by introducing the school attendance conditionality for school children from beneficiary families; the amount of the allowance can be adjusted or diminished based on their school absences.

These allowances are granted to families with children who have net monthly income per family member up to 530 RON. The amounts of these benefits varied by type of family and number of children as follows:

Type of benefit	Type of family, level of income and number of children	2013- September 2014 (lei)	November 2014 (lei)	2015 -2017 (lei)	2018 (lei)
The allowance for family support	Two parent families (incomes >200 lei)	starting from July 2013 increased with 30% compared to 2012	Starting from November 2014 Increased with 105% compared to 2013		
	- families with 1 child	40	82	82	82
	-families with 2 children	80	164	164	164
	-families with 3 children	120	246	246	246
	famillies with 4 and more children	160	328	328	328
	Two parent families (incomes between 201 - 370 lei) starting from July 2013 (incomes between 201 - 530 lei)	starting from July 2013 increased with 30% compared to 2012	Starting from November 2014 Increased with 127% compared to 2013	Increased with 127% compared to 2013	
	- families with 1 child	33	75	75	75
	-families with 2 children	66	150	150	150
	-families with 3 children	99	225	225	225
	-famillies with 4 and more children	132	300	300	300

Single parent families (incomes >200 lei)	starting from July 2013 increased with 30% compared to 2012	Starting from November 2014 Increased with 65% compared to 2013	Increased with 65% compared to 2013	
- families with 1 child	65	107	107	107
-families with 2 children	130	214	214	214
-families with 3 children	195	321	321	321
-famillies with 4 and more children	260	428	428	428
Single parent families (incomes between 201 - 370 lei) starting from July 2013 (incomes between 201 - 530 lei)	starting from July 2013 increased with 30% compared to 2012	Starting from November 2014 Increased with 70% compared to 2013	Increased with 70% compared to 2013	
- families with 1 child	60	102	102	102
-families with 2 children	120	204	204	204
-families with 3 children	180	306	306	306
-famillies with 4 and more children	240	408	408	408

Aid for house heating, regulated by GEO no. 70/2011 on social protection measures during the cold season, with subsequent amendments - the amount granted depends on the type of heating (centralized system, natural gas, electric energy, wood, coal and oil) and the income of the beneficiaries. The house heating aids are granted in order to compensate part of the costs with house heating during the cold season. These social protection measures are granted to single persons and families whose monthly net medium incomes per family member are up to a certain threshold established by law. The right to house heating aid is established by taking into account the incomes of the family and also the assets of the family. **Recently changes of this program, have been made, according to GEO no.114/2018 regarding the establishment of measures in the field of public investments and fiscal-budgetary measures, the modification and completion of some normative acts and the prorogation of some deadlines.** The level of the income up to which the entitlement of house heating aid is granted to beneficiaries has been increased. These measure was required in order to ensure adequate social protection for these families, especially for the elderly, due to the increase of the population incomes during 2018 (such as the amount of the old age pension and the social allowance for pensioners).

Aid for house heating in centralized system: Granted to families whose monthly net medium income per family member is up to 786 lei and to single persons whose monthly net medium income is up to 1.082 lei, who use centralized system for heating the house. Percentile compensation of the value of the invoice for house heating in centralized system.

Aid for house heating with natural gas: Granted to single persons and to families whose monthly net medium income per family member is up to 750 lei, who use natural gas for heating the house. Amounts between 19 lei and 262 lei.

Aid for house heating with electric energy: Granted to single persons and to families whose monthly net medium income per family member is up to 750 lei, who use electric energy for heating the house. Amounts between 48 lei and 240 lei.

Aid for house heating with wood, coal and oil: Granted to single persons and to families whose monthly net medium income per family member is up to 750 lei, who use wood, coal and oil for heating the house. Amounts between 16 lei and 54 lei, respectively 58 lei for social aid beneficiaries.

	Monthly average number of beneficiaries				
Means tested benefits	2014	2015	2016	2017	2018
Minimum income guaranteed	240.617	245.545	244.814	233.966	203.610
Allowance for family support	247.620	277.624	273.337	257.538	224.918
House heating aids	821.860	775.485	636.256	536.080	386.966

	Payments -lei-				
Means tested benefits	2014	2015	2016	2017	2018
Minimum income guaranteed	664.544.373	676.486.058	814.735.863	783.876.013	666.279.927
Allowance for family support	260.682.745	535.518.000	525.919.920	501.271.395	443.737.484
House heating aids	226.603.345	197.784.075	148.565.951	121.577.892	77.567.123

11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

- Promoted women's access to health services through expansion of universal health coverage or public health services
- Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- Undertaken gender-specific public awareness/health promotion campaigns
- Provided gender-responsiveness training for health service providers
- Strengthened comprehensive sexuality education in schools or through community programmes
- Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

During 2014 - 2018, new services for women were introduced into the basic medical package:

➤ As of 1 June 2014, the basic medical package in primary healthcare includes **the asymptomatic adult preventive care consultations** in the **preventive asymptomatic adult services**, in which **significant risks to reproductive health** are identified. The consultations have as objectives:

- avoiding unwanted pregnancies in women of childbearing age
- Planning the desired pregnancies in women of childbearing age
- avoiding the risk of sexually transmitted infections in high-risk populations.

In the consultations, a riskogram shall be filled in which the following shall be recorded:

- Women 18-39 years old: pregnancy status, use of a contraceptive method;
- Women 40-44 years old: pregnancy status, use of a contraceptive method
- Women and men of all ages: couple status (stable partner, new partner, multiple relationships).

Also in the preventive consultations there is an intervention on the risks:

- 18-39 year-olds: family counseling / family planning for women who do not want to become pregnant and do not use any contraceptive method; counseling for folic acid intake for women planning a pregnancy
- Counseling for responsible sexual behavior (protected sex)
- Women 40-44 years old - family counseling / family planning for women who do not want to become pregnant and do not use any contraceptive method; counseling for folic acid intake for women planning a pregnancy.

➤ From June 1, 2014, Medical Case (Medical Diagnostics) case physically resolved in day hospitalization (list B.1 of Annex 22 to the Order of the Minister of Health and the President of the National Health Insurance House No. 619/360/2014 regarding the approval of Methodological norms for the application in 2014 of the Government Decision No. 400/2014) includes gestational edema, mild pregnancy, bladder infections in pregnancy, maternal care for uterine scarring due to previous surgery, while the list of medical services under the regime (List B.3.2 of Annex 22 to the Methodological Norms for the Implementation of the Framework Contract) also includes pregnancy assessment for pregnancy-related infections (rubella, toxoplasmosis, CMV, hepatitis B and C), in addition to Amniocentesis and Biopsy of corial villities. In addition, discontinuation and curettage after abortion or discontinuation of pregnancy (List B.2 of Annex 22 to the Framework Methodological Implementing Rules) and Discontinuation of Medical Recommendation List B.3.2 of Annex 22 to the Methodological Norms for the Application of the Framework Contract).

✓ From 1 April 2018, Cordonocentesis was introduced into the List of Day Care Hospitals (List B.3.2 of Annex 22 to the Order of the Minister of Health and the President of the National Health Insurance House No. 397/836/2018). This service is settled for pregnant women in the second trimester of pregnancy, performed only by obstetricians and gynecologists with over-specialization in maternal-fetal medicine, diagnosed or therapeutic indications; **in their tariffs the genetic testing of samples taken is also included.**

✓ **In the specialized clinic ambulatory**, since 1 April 2018, the following medical services were introduced for diagnostic purposes - case. These services are day-care services that can be given in outpatient clinic specialty, namely:

1. Surveillance of a normal pregnancy (in the case of pregnant women who do not have medical records proving the existence in the pathological personal history of rubella, toxoplasmosis, CMV infection) * 1)

Obligatory services: Obstetrics and gynecology specialty consultations, Complete blood count, ABO blood test, Pregnancy determination of the blood group Rh, Serum uric acid, Serum uric acid, Serum creatinine, Glycemia, TGP, TGO, TSH urine (sumar + sediment), VDRL or RPR, HIV testing in pregnant women, Pregnant pregnancy assessment for pregnancy-related infections (for rubella, toxoplasmosis, CMV infection, hepatitis B and C), vaginal secretion, cervical smear test, cervical and vaginal cytology (S24-S28 + 6 days) or Fetal Biometry (S29-S33 + 6 days) or Group B Streptococcus Detection (S34 - S37) or Glucose tolerance test per os +/- Glycotic hemoglobin +6 days), confirmation ultrasound, viability and pregnancy dating.

2. Surveillance of a normal pregnancy (in the case of pregnant women who have medical documents proving the existence in the pathological personal history of rubella, toxoplasmosis, CMV infection)⁹

Obligatory services: Obstetrics and gynecology specialty consultation, Complete blood count, Determination in pregnancy of ABO blood group, Rh blood count, Serum uric acid, Serum uric acid, Serum creatinine, Glycemia, TGP, TGO, TSH urine (sumar + sediment), VDRL or RPR, HIV testing in pregnant women, Pregnant pregnancy assessment for pregnancy-related infections (hepatitis B and C), Vaginal secretion, Cervico-vaginal examination Papillonolaum (up to S23 + (S24 - S28 + 6 days) or Fetal Biometry (S29 - S33 + 6 days) or Group B Streptococcus Detection (S34 - S37 + 6 days), Confirmation Ultrasound , viability and dating of pregnancy.

⁹ The services of positions 1 and 2 can be provided only in obstetrics-gynecology specialties hospitals and in other sanitary units with beds, which have hierarchical units or departments of obstetrics-gynecology and neonatology in level 3 or 2 according to OMH no. 1881/2006, as subsequently amended and supplemented, and which have a contract for provision of these types of services with the health insurance house.

The respective sanitary units have an obstetrics-gynecology cabinet, in which the expert consultation and confirmation ultrasound, viability and pregnancy dating are performed, as well as a medical analysis laboratory for carrying out all the medical analyzes provided within the package.

A single package of medical services per pregnant woman is settled by the obstetric-gynecology specialist.

The obstetrics-gynecology medical consultation includes:

- history;
- general clinical examination;
- complete gynecological and obstetrical examination;
- recommending paraclinical investigations and interpretive interpretation of their results;
- evaluation of medical and / or obstetrical risk factors and case hierarchy;
- recommendations on pregnancy monitoring;
- recommendations on hygienic-dietary and prophylactic measures and, where appropriate, therapeutics in case of identification of a pregnancy-related pathology.

The package of medical services corresponding to items 1 and 2 and its results shall be fully and up-to-date in the mandatory records of the service provider, as well as in the medical letter and the Pregnancy Carnet, documents which are handed to him under the signature of receipt.

Where medical services corresponding to headings 1 and 2 are granted during the period S11 - S19 + 6 days, they may be granted concurrently with the medical services corresponding to heading 3.

3. Prenatal screening (S11 - S19 + 6 days)¹⁰

Obligatory services: Obstetrics-gynecology specialization (integrative interpretation of results), Double test / triple test, Ultrasonography for the detection of fetal abnormalities (S11 - S19 + 6 days).

4. Supervision of other high-risk pregnancies (gestational edema)¹¹

Obligatory services: Obstetrics and gynecology specialty consultation, Complete blood count, Serum uric acid, TGP, TGO, Complete urinalysis (sumar + sediment), Urinary protein dosing, Total serum protein, Obstetrical and gynecological ultrasound.

5. Supervision of other high-risk pregnancies (mild pregnancy hystereasis)¹²

Obligatory services: Obstetrics and gynecology specialty consultation, Complete blood count, Serum sodium, Serum potassium, Complete urine test (summary and sediment), Serum uric acid, Serum uric acid, Serum creatinine, Obstetrical and gynecological ultrasound.

6. Supervision of other high-risk pregnancies (evaluation of pregnant uterus in 3rd trimester)¹³

Obligatory services: obstetrics-gynecology, Cardiotocography, obstetrical and gynecological ultrasound.

The six types of medical services for diagnosis - the case mentioned above in the specialized clinic ambulatory, are also found in the **basic package for hospital care** in the list B.4.2 - "List of standardized medical services provided under the day hospital stay also contacted in the clinical specialty ambulatory and is reimbursed only if all the mandatory services have been performed "(list dated April 1, 2018).

In List B.4.1 - "List of standardized medical services provided under day-stay care that is settled only if all mandatory services have been performed" (list introduced since 1 April 2018), there is the High-Risk pregnancy monitoring with hereditary / acquired thrombophlebitis and acquired thrombophlebitis, which includes:- Obstetrics and gynecology specialist counseling, Antithrombin III, Protein C, Protein S, Serum hemocysteine dosing, Serum hemocysteine control, Leyden Factor

¹⁰ Service is provided only at the 3-position in Obstetrics and Gynecology specialized hospitals and other sanitary units with beds having sections or compartments in the structure of obstetrics and gynecology hierarchical level 3 OMH no. 1881/2006, as subsequently amended and supplemented, and have a contract for the provision of this type of service with the health insurance house.

Package of medical services corresponding to the position 3 is provided solely by medical units that have the organizational structure cabinet Obstetrics - Gynecology in which is carried out ultrasound to detect fetal abnormalities S11 - S19 + 6 days, practice of medical genetics in which is given to consultation specialist and genetic counseling and medical analysis laboratory to perform the double / triple test, based on gestational age.

A single package of medical services per pregnancy is settled between S11 - S19 + 6 days of pregnancy.

¹¹ The services of item 4-6 are provided only in the obstetrics-gynecology specialist hospitals and in the other sanitary units with beds, which have in the structure of obstetrics-gynecology and neonatology sections hierarchical level 3 or 2 according to the OMH no. 1881/2006, as subsequently amended and supplemented, and which have a contract for provision of these types of services with the health insurance house.

¹² Idem

¹³ Idem

V, Anticoagulant lupus screening, Confirmation of lupus anticoagulant, Obstetrical and gynecological ultrasound. This service is provided only in the obstetrics-gynecology specialist hospitals and in the other sanitary units with beds, which have in the structure of obstetrics-gynecology sections and neonatology hierarchy at level 3 according to WHO no. 1881/2006, as subsequently amended and supplemented.

The service is given in the first or second trimester of pregnancy with at least one of the following vascular and obstetric risk factors:

- personal history of thromboembolic disease;
- family history (first degree relatives with thromboembolic disease or a history of hereditary positive thrombophilia);
- recurrent first trimester abortions, unknown cause;
- stalled tasks;
- premature birth;
- pregnancy-induced hypertension;
- normal insertion of placenta;
- placental insufficiency.

We would like to point out that the medical services provided to day carers can also be provided under continuous hospitalization if the patient presents complications or co-morbidities at risk for the patient, major bleeding that causes the problem of volumetric replenishment, anesthetic risk difficult to manage in day hospitalization, and post-procedural pain difficult to control, major associated invasive procedures.

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

- X Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- X Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- X Provided gender equality and human rights training for teachers and other education professionals
- X Promoted safe, harassment-free and inclusive educational environments for women and girls
- X Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood
- X Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women

and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In Romania, the right to education is guaranteed by the Constitution and ensured through compulsory general education, through high school and vocational education, higher education, and other forms of instruction and training. State education is free.

The Romanian education system is not built on gender policies, one of the principles governing pre-university and higher education, as well as lifelong learning in Romania being the principle of equity, on the basis of which access to learning is carried out without discrimination. Therefore, access to education for both girls / women and boys / men is equally ensured.

Under these circumstances, the major priorities of the Ministry of National Education in Romania are to increase the quality and relevance of the education system, promote excellence and innovation, support vulnerable or marginalized groups (rural children, children from poor families, of Roma ethnicity, children with disabilities or learning special needs etc.) and thus, ensure an inclusive education system centred on the needs and the potential of students.

In order to ensure equal opportunities for education for all children and young people, especially disadvantaged or vulnerable groups, the Ministry of National Education implements social programs that support access and retention in pre-university education, including preschool education, and which generally consist of financial incentives (such as vouchers for kindergarten, money for school supplies, computers, money to support students attend high school, defrayal of transport costs), as well as material incentives (food products, hot meal in certain schools). In addition to this support, the Romanian State grants all children the child allowance¹⁴, social assistance grants to pupils and students from disadvantaged backgrounds, which can be cumulated with scholarships for academic and university performance.

In view of providing educational support to pupils and preventing school dropout, the Ministry of National Education implements the School-after-School Programme, a complementary programme to the compulsory school which provides formal and non-formal learning opportunities for skills development, remedial learning and acceleration of learning, and addresses both students in primary and secondary school.

The Second Chance Programme is a programme aimed at adolescents, young people, adults, from different social backgrounds and ages, who have not attended or have not completed primary and/or secondary education. The programme offers the possibility to continue and complete compulsory education without interrupting possible professional or family life activities.

The School after School Programme and Second Chance Programme have been included in the Romanian Government's Integrated Package to Combat Poverty, which includes additional measures to support the education component, such as: focusing social services around the school in order to support the members of disadvantaged communities, grants for schools in disadvantaged areas, the development of a national programme on the lines of the Teach for Romania model, the provision of sufficient and adequate spaces for educational activities (the construction, repairs and fitting out of schools and kindergartens) and a pilot programme for attracting and retaining children in school through sport. The financing of these measures will be provided from EU Structural Instruments.

Another support programme is Romania Secondary Education Project (ROSE), which aims to help reduce dropout in secondary and tertiary education and to increase the pass rate of the National Baccalaureate Exam. The project has a budget of 200 million euros and is implemented over a period of 7 years (2015-2022).

¹⁴ Payment for children during the entire study period of pre-university education, except post-secondary non-tertiary education, which represents a form of protection granted by the State.

Other major projects implemented in Romania include: the Inclusive Early Childhood Education Project and the Rural Education Project.

In view of ensuring a high-quality and relevant education system, as well as overcoming a series of challenges of the education system in Romania, the following strategies have been adopted: the Strategy to reduce early school leaving, the Education and vocational training strategy in Romania during 2016-2020, the National strategy for tertiary education 2015-2020, the Lifelong Learning Strategy 2015 - 2020. The provisions and measures included in these strategies addresses the target audience without any discrimination.

Additional measures to support vulnerable categories of pupils include: the operation of low-class pupils in rural areas or in communities with minority population. In addition, in order to ensure equality of chances, candidates from disadvantaged socio-economic backgrounds or socially marginalized (Roma students, graduates of rural high-schools etc.) can benefit from guaranteed budget places within higher education institutions according to the provisions of Law of National Education no 1/2011. Roma students are also being granted distinct places for upper-secondary education.

Regarding the situation of refugees, national law provides for equal access of foreigners who have acquired a form of protection in Romania to all forms of education under the same conditions as those established by law for Romanian citizens. Families of foreigners who have acquired a form of protection in Romania and have children under the age of 18 or over 18 but who have not completed pre-university education have the right to apply for enrolment in pre-university education. The Romanian State also provides Romanian language courses for both foreigners and their children who have obtained a form of protection or residence in Romania, as well as citizens of the Member States of the European Union and of the European Economic Area.

Within the curricular reform initiated in 2012, the curriculum for primary and secondary education includes, in the curricular area Counselling and Guidance, two compulsory disciplines Personal Development (for primary education) and Counselling and Personal Development (for gymnasium). These school subjects contribute significantly to the state of well-being and the self-confidence of students, as unique and valuable individuals who know their individual potential, interact harmoniously with others, learn effectively and are able to make decisions regarding school, personal, career choices, as well as a healthy lifestyle.

Personal Development school subject aims to develop students' ability to gain self-knowledge and to express his / her interests, skills, personal experiences, relationship and communication skills and the personal reflections on learning in a positive way.

Counselling and Personal Development school subject ensures the continuity of the topics addressed during primary school and contributes to build the five dimensions of pupil's personality development, that is: self-knowledge, socio-emotional competences, learning and career management, the ability to adopt a healthy lifestyle. At the level of self-knowledge skills, the topics addressed include gender identity, and for socio-emotional competences, students develop skills enabling a proper management of emotions, assertive communication, group co-operation and the participation in the life of the classroom, school, and community.

At higher-education level, the course offer reflected by curricula of the various study programmes cover all the aspects of the gender equality topic, which are being approached by the specific means of the field of study they have been included in. To these are added the different projects implemented at university level (by various faculties or Doctoral Schools, for example), aiming to promote gender equality and combat discrimination. Relevant examples in this respect are: the FP7 STAGES project (Structural Transformation to Achieve Gender Equality in Science Project) implemented by the Alexandru Ioan Cuza University, in Iași, during 2012-2015 and the Professionnalisation aux Savoirs autour du Genre et de l'Égalité – PASSAGE Project of the University of Bucharest, implemented during 2014-2017 and financed through the Erasmus+ Programme.

Certain universities have included programmes in their educational offer aimed at training specialists to work in the area of policies on equal opportunities and gender-based discrimination. For example, the University of Bucharest proposes a Master, entitled Equal Opportunities Policies in a Romanian and European context, affiliated to the European Master EGALLES (Etudes Genre et Actions Liées à l'Égalité dans la Société). Also, at the level of social science education programmes, the gender equality topic is well represented by various courses that address the different subordinated sub-topics.

Within the training institutions for the personnel acting in the field of public order and security and in the army, courses on topics such as the promotion of equal opportunities, tolerance, prohibition of sexual harassment and gender-based violence, the principle of equality, non-discrimination, are taught, alongside courses approaching legal issues, such as Prevention and Combating Hate Crime by Criminal Law or Human Rights in Public Order and Security Institutions.

Following the entry into force of some normative acts at national level, higher education institutions have started to include courses on ethics and academic integrity or professional ethics and deontology in their curricula for all the three-degree levels (bachelor, master, doctorate). These courses aim at eliminating all forms of stereotypes, prejudices and discrimination.

At national level, the training of teachers on gender equality and human rights is ensured during the initial training, provided by universities, and in particular through continuous training, during courses accredited by the Ministry of National Education and provided by different institutions.

Also, teachers in Romania participate in training activities carried out or supported by institutions or international organizations. These include, in particular, the activities related to the programmes of the Council of Europe, European Union, UNICEF, UNESCO, UNHCR, and other activities also, carried out in the frame of the bilateral or multilateral cooperation in the field of education and professional training.

The Ministry of National Education has accredited 37 continuous training programmes for teachers in pre-university education, covering topics such as: gender equality, social inclusion, the promotion of cultural diversity, education for peace, education for human rights and education for sustainable development.

Examples of training courses on gender equality or which are consistently addressing this topic, provided by the Teacher Training Houses network (CCD), include: Gender equality and healthy lifestyle; Successful women! Over-the-top performance!; Discrimination – an attack against human rights; Childhood with rights and responsibilities for a world without discrimination; I.D.E.A.S. – Inclusion. Diversity. Equality. Awareness. Success; Gender equality and entrepreneurship in school etc.

Also, the Teacher Training Houses implement many programmes financed with EU Structural Funds. Central recurrent topics of such programmes are: inclusion, access to education, quality education, fighting against dropout/ early school leaving, especially from disadvantaged categories. In this context, it is worth mentioning the fact that using European and Investment Funds implies the application of horizontal objectives, one of them being Equal Opportunities and Treatment, which brings together the following two basic principles: equal opportunities and treatment and non-discrimination.

A special category of activity addressed to teachers is the participation in the National competition for didactic creativity in the field of auxiliary materials for education for human rights, democracy and a culture of peace in pre-university education”, organized by the Ministry of National Education in partnership with the Romanian Institute for Human Rights (IRDO).

At the level of the educational institutions in Romania, there is a set of provisions meant to ensure a safe school environment and to prevent the possible situations of violence or bullying. These provisions are:

- The Institutional Development Plan (IDP) – which is framework document for strategic planning by which annual measures are established, including, among other things, specific provisions on preventing and settlement of school violence issues. The Plan also establishes specific objectives, prevention/ intervention measures and proposals on thematic programmes.
- The Framework Regulation of the organization and operation of pre-university education establishments is a framework document with multiple functionalities, representing, among others,

a means of preventing violence. It sets out a set of measures for the participation of pupils and teachers in the school life, including measures to prevent and solve issues of school violence.

- The Committee for the Prevention and combating of violence, corruption and discrimination in the school environment is responsible for the elaboration of the annual strategies of the educational units regarding the monitoring, prevention and resolving of school violence situations (School operational plan on countering violence). The Committee is responsible for monitoring the way in which the children's rights as established by Law no 272/2004 are promoted, respected and guaranteed at the level of the school establishment.

In addition to these instruments, school units sign educational partnerships with Local Police, Town Halls and the local community (ex. County Police Inspectorates, National Agency against Trafficking in Persons, Emergency Situations Inspectorates, NGO-s etc.), including for the purpose of extra-curricular activities. There are also programmes in partnership with centres for the prevention of crimes among adolescents, which provide interactive activities for the prevention of harassment or violence against girls/women.

In 2017 the Ministry of National Education signed a Protocol of Collaboration with the Ministry of Justice, the Superior Council of Magistracy, the Public Ministry and the High Court of Cassation and Justice with regard to the juridical education at primary, secondary and upper-secondary levels, aiming at establishing a meaningful school - justice partnership, by facilitating the dialogue between experts in law, pupils and teachers. This Protocol contributes to the supplementations of the curricular and extra-curricular activities in the field of judicial education, in fields of general interest, such as: violence, domestic violence, internet use related risks, basic knowledge on human rights and fundamental freedoms, as well as in specific fields, such as: responsibilities entailed when reaching the age of majority, freedom of expression, the prevention of drugs consumption and corruption.

Other measures for school violence prevention include: campaigns, projects, programmes and thematic competitions implemented in partnership with non-governmental organizations, such as:

- You are a hero in the school yard when verbal violence stops - joint campaign of UNICEF and the Ministry of Education (2015-2016) which aimed to inform and raise public awareness at national and local level on the forms and consequences of verbal violence in school. The campaign included video clips, radio spots, billboards and an online campaign. The campaign encourages children to report all cases of violence
- I choose to get involved. STOP Bullying (2014-2015) - project developed by SPRING Association in partnership with STAGE ONE Production Association and the DIRECT Association. Its aim was to prevent and combat bullying through educational activities addressed to pupils, teachers, school counsellors and police officers.
- Time to combat discrimination against LGBT in Romanian high schools! - project implemented in 2015, which aimed at promoting and defending the rights of LGBT people in Romania as human rights. This project aimed at identifying and describing the perceptions and attitudes of high school pupils towards LGBT people, as well as the school environment from the safety perspective of LGBT pupils.
- No Hate, With Tolerance - competition developed by Save the Children Romania and launched in 2017. This is a national initiative launched by the organization and supported by the Ministry of National Education. This competition is addressed to pupils and teachers from pre-university education.
- 2016-2017 – the continuation of the partnership project developed with the Child Helpline Association, which aims at enhancing the access of children to services providing information and counselling on the rights of the child by means of using the toll free Child Helpline.

- Stop Bullying or Cut Your Recreation! – joint champagne of Save the Children Romanian, the Ministry of National Education and other partners campaign, implemented during 2017-2018. The aim of the campaign was to raise awareness, generate a change of attitude and thus, prevent bullying among children in the school environments.
- Addressing Violence in School through Education for Democratic Citizenship and Human Rights Education - project co-funded by Council of Europe and implemented in 5 countries during 2015-2016, aiming at raising awareness on violence in schools, exploring educational policies and practices related to violence in schools and promoting democratic citizenship schemes.

At university level, in Romania, the principle of equity and gender non-discrimination are stipulated in normative documents, such as: The University Charter, the University Code of Ethics and Deontology, Internal Order Regulation, Internal Operating Rules, Regulation regarding students' professional activity, Regulation for bachelor studies, Methodology on the tenure of teaching and research vacancies, Methodology on organizing the competitions on academic positions/ tenures, Methodology on maintaining the tenure teachers after retirement age, the Strategic institutional development plan.

For the risk management and for preventing any sideslips from ethics and the principle of non-discrimination, Ethics Committees were created within universities, in charge of analyzing and settling any risk situation related to equality. In addition, the collective work contracts in place forbid the layoff on criteria related to gender, as well as any form of discrimination. There are universities who have taken a step forward regarding the compliance with the principles of gender equality in the benefit of all the members of the community. For example, a non-discrimination guide is in progress at the Babeş-Bolyai University from Cluj-Napoca.

Following to the curricular reform started in 2012, all students in gymnasium (grades V-VIII) study within the curricular cluster Technologies, two core subjects: Technology and practical applications and Informatics and ICT, respectively.

Technology and practical applications put an emphasis on two of the key competencies which define the pupil's training profile in gymnasium and which are needed for long-life learning: mathematical competencies and basic competencies in science and technology; initiative and entrepreneurship. The study of Technology and practical applications helps the pupil to explore jobs, to find his/ her calling, aspiration to a certain field, job or activity, choosing his/ her own educational and professional path.

The Curriculum for Informatics and ICT for pupils in grades V-VIII responds to the needs of continuing the efforts to ensure digital literacy and reconsider this concept from the standpoint of new professional and social demands, by means of a relevant curriculum. The curriculum has the purpose to help build the digital competencies of each graduate, who will be able, in turn, to capitalize on these competences during school and later, in life. The inclusion of this subject in the core curriculum is a novelty.

At national level there are educational programmes, which protect girls/ women education and encourage their own professional development on equal terms as for men. The programme "CAPITAL FILLES" is an example. This Programme gives the opportunity to young female pupils to discover their own vocation, through tutoring programmes, which take place in companies. The programme was set in 2012, at the initiative of Orange (France), being supported from the very beginning by the French State, represented by the Ministry of National Education and the Ministry of Superior Education, Research and Innovation. Thanks to the success it had in France, among both students and teachers, the programme was extended in Europe as well. The implementation in Romania started in 2014, with the support of the Ministry of National Education, the Embassy of France in Romania, the French Industry and Commerce Chamber in Romania and in partnership with other companies. The activities developed within Capitale Filles in

Romania are: collective tutoring workshops in high-schools, individual tutoring activities (binomial student - mentor), business presentation forums, meetings companies - teachers.

During the school year 2017-2018 the programme was operational in 13 partner high schools in Bucharest, Slobozia and Timișoara. 151 volunteer female mentors from partner companies supported over 800 female pupils in different activities regarding sharing personal professional experience, discovering fields of activity and jobs with prospect, the access to the corporate environment and well-rated qualifications etc.

The project „Job Orientation - training in businesses and schools" (JOBS)", was developed by the International Centre for Education Projects (IPE) of Zürich Pedagogical University (PH Zürich), in cooperation with the Ministry of National Education in Romania, the National Center for the Development of Vocational Education and Training (CNDIPT) and in partnership with Bucharest University (UB). Its implementation run between 2013 and 2017. The purpose of the project was to prepare gymnasium pupils in their final school year or pupils in their first high school years of technical or professional education to choose a professional path or/and to continue studies at higher education level.

At higher education level, universities of engineering studies constantly organize vocational tours in schools and high schools, in order to promote the training and career development opportunities provided. In this way, the enrolment of girls in engineering sciences programmes is encouraged. For example, the University "Politehnica" of Bucharest (UPB) organizes three times a year tours in vet schools and high schools in all counties. In addition, UPB also organizes the POLIFEST educational fair.

At the Faculty of Informatics within the "Alexandru Ioan Cuza" University in Iași, a working group called WITchIS – Women in Information Technology of Iasi is in place. This working group provides the necessary framework for women in IT, academic environment (university and pre-university) and business for the creation of opportunities and for encouragement of women in the STEM field.

For the ease of social and professional insertion of young female graduates, universities created services and centres for Information, Counselling and Professional Guidance or Career Guidance. Conferences on career management dedicated to young girls/ women are organized annually, which include sessions aiming at reducing inequities in employment. For example, at the Counselling Centre „Student Expert" or at the Career Centre, Alumni and Relation with the Business Environment at „Babeș-Bolyai" University in Cluj, counselling services are provided, individually and in group, as well as thematic and practical workshops.

For pupils from disadvantaged environments, from low income families or for pupils with low grades at the Baccalaureate Examination, the University of Pitești is implementing the Start in your career! – UPIT (START-UPIT) project between 2017 - 2020.

Romanian Gendarmerie has strengthened educational curricula to increase gender responsiveness and eliminate bias at all levels of education. In the Romanian Gendarmerie schools for noncommissioned officers, there are specific topics in the training curricula on fight against all types of discrimination. Moreover, as a part of the continuous in-service training, yearly, the General Inspectorate of Romanian Gendarmerie establishes topics on human rights, for all the units under its command. Moreover, in each public order unit of Romanian Gendarmerie the human rights domain has monthly or every second month a topic included in the specific monthly training program for public order units.

Furthermore, Romanian Gendarmerie personnel have participated in gender equality and human rights training.

During the year 2013, specific trainings on human rights and combating discrimination took place in Romanian Police Public Order Institute (ISOP) where Romanian Gendarmerie personnel involved in

developing training curricula for the General Inspectorate and training centers have participated. This had an effect, updating and including specific topics related to human rights in the continuous in-service training for each unit and also updating the curricula for different training programs ran by the training centers of Romanian Gendarmerie (The Application School for officers of the Romanian Gendarmerie, Ochiuri and Gheorghieni training centers, as well as the 2 Gendarmerie schools for noncommissioned – officers).

The Ministry of Internal Affairs seeks to fill the vacancies and the admission in its educational institutions according to the principle of equal opportunities for all romanian citizens which meet the legal conditions and specific criteria. Also, the management positions can be occupied by any woman that fulfills the conditions provided by the legislation.

Within the Romanian Army, topics regarding UNSCR 1325 Resolution and its additional resolutions, the gender equality principle or other aspects associated to this activity domain, are approached at every training, educational and operational level that implies military or civilian MoND staff.

Depending on the studying level or the specialty, all military educational programs have at least 4- 8 hours of gender specific training approaching the importance of respecting the international human rights law and the efficient usage of the gender tool in all phases of military operations.

Nevertheless, the military educational institutions have inserted into their curriculum topics which are specific to gender equality, mainstreaming the equality of chances, tolerance and discrimination, interdiction of sexual harassment and gender based violence, such as:

- Grounding on the protection, rights and special needs of women;
- The importance of women for the success of the peace maintaining operations;
- Armed Forces training regarding the categorical ban of all forms of sexual violence exercised on civilians. Education, training and exercises are recognized as key tools that have enabled MoND to move on forward the WPS agenda.

For that reason, the latest mission readiness program drafted for the military personnel that participate to individual missions outside the Romanian borders and the annual commandments training plan have been also updated with themes regarding respect for women special needs, abolishment of sexual violence against women, human trafficking or the special needs of female military personnel participating to missions abroad.

The gender training offered during the pre-deployment period was also significantly strengthened, the training modules containing not only general and specialized military classes but also a special class on gender dimension viewed from an operational context.

In consequence, the whole purpose of this mix-team concept was to integrate the gender dimension within military operations and highlight the influence this way of managing the gender phenomenon exercises on successful mission accomplishment.

At the same time, the usage of such special capability contributed to operational environment image completion, by highlighting new action methods resulting from the cultural uniqueness of the area and also from the urgent necessity of valuing the entire local human potential in support of the effort deployed troops have made in favor of reconstruction, peace and stability.

Freedom from violence, stigma and stereotypes

Critical areas of concern:

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

- X Intimate partner violence/domestic violence, including sexual violence and marital rape
- X Sexual harassment and violence in public places, educational settings and in employment
- X Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)
- Femicide/Feminicide
- Violence against women in politics
- Child, early and forced marriages
- X Female genital mutilation
- X Other harmful practices
- Trafficking in women and girls
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

By Law 30/2016, Romania has ratified the Istanbul Convention and at the moment the harmonization of internal legislation with the provisions of the Istanbul Convention was achieved by the adoption of Law no. 174/2018 regarding the amendment and completion of the Law no. 217/2003 on preventing and combating domestic violence, republished and Law 178/2018 regarding the amendment and completion of the Law no. 202/2002 on equal opportunities and treatment for women and men. The last one mentioned regulated gender based violence term.

Protection of Victims of Crime: In order to transpose Directive 2012/29 / EU laying down minimum rules on the rights, support and protection of victims of crime, a draft law on amending and completing the Law no. 211/2004 on certain measures for the protection of victims of crime, has been elaborated. The project proposes the establishment of services to support the victims of crime within the Directorate General for Social Assistance and Child Protection, at departmental level, with specialists in the field: social assistance, psychology, legal sciences, according to art. 8 and art. 9 of the Directive.

Consideration was given to the need of creating appropriate support services for victims of crime, from the perspective of their integration into the category of persons in need and the prerogatives of the state provided by Art. 2 of the Law no. 292/2011 on the social assistance system, preventing, limiting or removing the temporary or permanent effects of situations that may lead to marginalization or social exclusion of the person or family.

Support services for victims of crime, newly introduced by this draft law are: information services, counselling on the risks of secondary or repeat victimization, intimidation and revenge, advice on financial matters and practical follow - up to crime, social insertion / reintegration services, emotional and social support in order to facilitate social reintegration, information and counselling on the role of the victim in criminal proceedings, including preparation for participation in the trial, as well as guiding the victim to medical services, employment services, education when is the case.

In the coming years, according to the Governance Program 2017-2020, the implementation of the measures foreseen in section 8 Respect and dignity for women will be achieved through two specific projects funded under the Human Capital Operational Program and the Norwegian Financial Mechanism, and in this respect, there two project sheets are in different stages of development through which the following social services will be set up:

- A national innovative protected housing network for domestic violence victims (42), support groups (42), vocational counselling (42) - as an integral part of a National Program for the Protection of Domestic Violence Victims that will be approved by the Government of Romania,
- 8 assistance centers for aggressors, at the local level,
- **10 crisis centers for rape situations in Emergency Hospitals.**

At national level, there is a Free Telephone Line for Victims of Domestic Violence, a social service set up in accordance with the provisions of Art. 24 of the Istanbul Convention, with continuous program, 24 h / 24h, 7 days / 7 days.

The free telephone line for victims of domestic violence, namely the unique number 0800 500 333, is served by a number of 5 operators whose salaries are provided by ANES.

At the same time, in the context of the necessity to harmonize criminal law and criminal procedural law with the provisions of the Istanbul Convention, other draft normative acts have also been developed as a result of the joint effort and the work of the Working Groups, attended by specialists from all Ministries with responsibilities in the field of domestic violence, namely the Public Ministry, the Superior Council of Magistracy and the networks of representative nongovernmental organizations in the field, as well as academics, as follows:

- The draft law for amending and completing the Law no. 286/2009 on the Criminal Code aimed at regulating new offenses: female genital mutilation, forced abortion, forced sterilization, and punishment of facilitation and attempted offenses under the Convention.
- The draft law for amending and completing the Law no. 135/2010 on the Criminal Procedure Code regarding the possibility of applying the preventive custody measure in case of non-observance of the court order on the issuance of a protection order (1 year imprisonment - correlation with the 5 year penalties for which the preventive arrest is possible).

Trafficking in human beings continues to be a constantly dynamic phenomenon, both in terms of the interest shown by traffickers, in their unceasing search for means of rapid and illegal enrichment, and in terms of the commitment shown by the international bodies involved in combating this phenomenon in a natural and proportional approach.

In order to limit the scale of this phenomenon, the Romanian Government has given significant importance to human trafficking for over 15 years, adopting the necessary institutional and legislative framework and setting standards for assistance of the victims of trafficking and prosecuting traffickers by adapting its working tools and developing mechanisms that address the THB phenomenon at national, regional and local level. The interest and concern to reduce the impact of this type of crime were expressed in all society's levels, from civil society to Parliament, each using the tools available to engage in preventing and combating trafficking in persons.

Romania is committed to eradicate human trafficking and, over the past five years, has undertaken strong and prompt measures both in the field of protection and assistance provided to victims and in the field of preventing and combating trafficking in persons because victims' stories are real stories.

Thus, for the reporting period, Romanian Government put in place the National Strategy against Trafficking in Persons for the period 2012-2016 and the national action plans 2012-2014 and 2014-2016 which provide the general and specific objectives and directions to implement it.

Also, in October 2018, at National Agency against Trafficking in Persons initiative and with the involvement of NGOs and public institutions, Romanian Government approved the new Strategy against trafficking in persons.

The new National strategy against human trafficking for the period 2018-2022 represents the next step to modernize the process of managing the prevention and combating of the phenomenon of trafficking in human beings on the national territory, as well as the assistance provided to the victims.

The national strategy aims at reducing the impact and the dimensions of human trafficking at national level by prioritizing and improving the activities in the fight against it, so that the efforts of the actors are focused on the following general objectives:

- **Preventing trafficking in persons:**

Objective: To strengthen and diversify the measures to prevent trafficking in persons.

- **Protection, assistance and social reintegration of victims of trafficking in persons:**

Objective: To improve the quality of protection and assistance provided to victims of trafficking in persons for social reintegration.

- **Combating human trafficking:**

Objective: To develop the capacity to investigate trafficking offenses and trafficking in minors

- **Monitoring and evaluation of trafficking in persons and policies implementation:**

Objective: To increase the quality of disseminated information on the phenomenon of trafficking in persons.

- **Inter-institutional and international cooperation:**

Objective: To develop and extend the cooperation process among the relevant national and international actors involved in the fight against trafficking in human beings as well as to step up diplomatic efforts to prevent and combat trafficking in persons and to protect Romanian citizens in the countries of destination.

Thus, for implementing these objectives, ANITP and all actors involved in the fight against human trafficking, put in place a medium-term action plan for the period 2018-2020 with concrete activities, deadlines and responsible institutions.

One of the objectives set out in the Strategy is to combat trafficking in minors, so specific objectives have been set, such as:

- Increasing the level of information in order to raise the awareness about the risks of human trafficking - Training of teachers to carry out the activities of informing the parents and children about the risks of trafficking persons;
- Reducing the risk factors that lead to victimization - implies the development of activities to reduce school dropout among children and young people, to identify in each local community the children at risk of trafficking and to provide the forms of support provided by law;
- Strengthening cooperation between relevant institutions with responsibilities in preventing and combating trafficking in persons and providing assistance and protection to victims of trafficking involves organizing regular meetings of the National Committee for the Prevention and Combating of Child Labour Exploitation;
- Strengthening the inter-institutional dialogue and coordination of assistance and protection for victims of trafficking – establishing a working group to monitor the implementation of measures for the protection and assistance of victims of human trafficking and trafficking in children.

Romania's prevention measures seek to address the phenomenon of trafficking in persons from multiple approaches, by using various means of activities, channels of communications and by acknowledging the fundamental importance of partnership, both public and private.

Given the importance of reducing the risks of trafficking in persons in relation to girls and women, Romania has developed numerous prevention campaigns at local, national and regional levels focusing on this target group and even addressing grass-roots in schools and local communities.

When it comes to developing partnerships with the private sector, Romania took an active role in engaging various private partners in order to reach better the target groups.

Channels for conveying of anti-trafficking messages related to the preventive actions carried out implied the use of new and extremely different means of implementation, ranging from direct meetings with the target groups and the distribution of information and promotion materials, to the screening of public transport, audio, video clips, documentaries, flash-mobs, online campaigns, media promotion, etc.

The preventive measures implemented by Romania focused both on reducing risks and vulnerabilities of the potential victims and on reducing and deterring demand.

Also, in order to improve the efforts made in the fight against trafficking in human beings, mainly with regard to improving the capacity for early identification of victims of trafficking (especially vulnerable categories - women and children) and their assistance, in 2018, A.N.I.T.P. organized and supported a number of 159 training sessions of specialists who came into contact with victims / potential victims of trafficking in human beings, addressing about 5,352 specialists (community policemen, proximity policemen, public order and judiciary, border guards, gendarmes, teachers and school inspectors, psychologists, social workers, placement workers, educational counselors, priests, city hall representatives, military cadres, volunteers).

Regarding violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking), at national level were registered initiatives aimed at raising awareness among children, thus including girls, in regard to the use of modern technologies.

Different training materials or educational resources drawn up in a child friendly language were distributed to children of various age groups in order to make them aware about the dangers hidden by an uncontrolled use of modern technologies of communication. These efforts were also supported by research and campaigns dedicated to children.

14. What actions has your country prioritized in the last five years to address violence against women and girls?

- Introduced or strengthened violence against women laws, and their enforcement and implementation
- Introduced, updated or expanded national action plans on ending violence against women and girls
- Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)
- Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls

- Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls
- Other

Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

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National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the Period **2013 -2017 and for the period 2018-2021.**

Starting with 28th of December 2018 entered into force the minister's of internal affairs Order no. 146/11.12.2018 regarding the methodology in handling the violence cases against women by the police force. Also the Law act no 174 /13.07.2018 (that completed the Law act 217/22.05.2003) brought a series of modifications in fighting the violence against women, one of the most important being the issuance, by the Romanian Police, of the "**provisional order of protection**".

In the period indicated above, in Romania was implemented at national level an European project called "Ora de net (The Net Hour)" focused on the safe use of Internet by children. In this respect, Save the Children – Romania as organisation which implemented this initiative has created a large network of volunteers – educational staff and specialists working with children – who have implemented at national level the activities carried out within the project. In the same time training activities and educational resources have been developed in order to address the parents, teachers and other categories of specialists.

In the same time an online service was set up, where any person interested in these issues could send their questions and receive answers from specialized staff.

In the same time a free line was set up (esc_ABUZ) where anyone interested could report illegal or inappropriate content found on the net.

Since the beginning of the this project's implementation more than 399.000 children and 100.000 parents and teachers were directly involved in educational activities, 7000 children were counselled and more than 6400 abuse were reported within the special reporting line above mentioned.

The program was also made known at the level of social services within the country, si children from the special protection system were informed and have the possibility to use the tools and information made available.

Article 14 of **Law no.303/2004 on the statute of judges and prosecutors**¹⁵, republished, as amended and supplemented, provides **the same conditions of access to magistracy**, as a means of access to the profession, for women and men, as follows:

*"1) The admission to the National Institute of Magistracy is made by **observing the principles of transparency and equality, exclusively on the basis of a competitive examination.***

2) The person [woman / man – our note] who applies for the National Institute of Magistracy has to meet cumulatively the (...) requirements stipulated in Law no.303/2004".

Currently, in the judicial system in Romania, there are 4,733 judges out of which approx. 73% are women and about 27% are men.

➤ Related to **Women - Judge:**

- The vast majority of women - judges are between the ages of 36 and 45, representing a total of 1,756 women - judges, respectively 49.29% of the total of 3457 women - judge.
- Other statistical data: women - judges up to 25 years old are 16. The category of women - young judges (up to 40 years) is 45.76% of the total number. The oldest women - judge, over 66, are 82.

➤ Concerning **Women - Prosecutor:**

- The vast majority of women - prosecutors are aged between 36 and 45 years, representing 712 women - prosecutors, respectively, approx. 50.89% of the total of 1399 women - prosecutor.
- Other statistical data: women - prosecutors up to 25 years old are 3. The category of women - young prosecutors (up to 40 years) is 44.60% of the total number. The oldest women - prosecutors, over 66 years old, are 30.

As a means of professional training, both **women** and men **who are judges and prosecutors**, Chapter IV "Continuous professional training and periodical evaluation of judges and prosecutors" of Law no.303/2004 provides in Article 37 that:

*"(1) Judges and prosecutors shall participate, at least once every three years, in continuous training programs organized by the National Institute of Magistracy, by higher education institutions in our country or abroad, or other forms of professional training", **without any discrimination** in ensuring professional training.*

*(2) The judges and prosecutors **are obliged to take intensive courses for learning or deepening their knowledge of a foreign language and of IT literacy**, within the continuous training programs organized by the National Institute of Magistracy or by the courts or prosecutor's offices, by higher education institutions in our country or abroad, as well as by other specialized institutions".*

Finally, we mention that the continuous professional training of judges and prosecutors is approved annually by the Superior Council of Magistracy, at the proposal of the National Institute of Magistracy. Continuous professional training is to be carried out *"taking into account the necessity of specialization"* of judges and prosecutors, in other words on the principle of their specialization (art.37 par. 4 of Law no.303 / 2004).

Regarding strategies to prevent violence against women and girls in the education sector, for the prevention of violence, of juvenile delinquency and for setting a safe school environment inside and in surrounding areas, the Ministry of National Education issued some strategic documents. These include:

- The Strategy on reducing the phenomenon of violence in educational establishments. This Strategy sets out the principles and the general guidelines on preventing and combating violence in schools and the roles and functions of educational establishments. Consequently, new institutional structures were set up, such as the National council on preventing violence in schools, county commissions and school level committees and an operational plan of action was developed.
- The Memorandum on the approval of the National Joint Action Plan on increasing safety of pupils and teachers, signed at 21.08.2013, between the Ministry of National Education, the Ministry of

¹⁵ Published in the Official Gazette no.576 / 2004.

Interior and the Ministry of Regional Development and Public Administration. This document sets up a framework enabling the increase of the safety of pupils and teachers, as well as the prevention of juvenile delinquency within schools or in their surrounding areas. This initial Plan was updated by a new one, approved in 2016.

15. What strategies has your country used in the last five years to prevent violence against women and girls?

- Public awareness raising and changing of attitudes and behaviours
- Work in primary and secondary education, including comprehensive sexuality education
- Grassroots and community-level mobilization
- Shifting the representation of women and girls in the media
- Working with men and boys
- Perpetrator programmes
- Other

Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Previously under Norwegian Financial Mechanism 2009-2014, ANES carried out during April 2015-April 2017, the project "National Campaign for Awareness and Public Information on Family Violence", funded through the RO20 Program "Domestic Violence and Gender-Based Violence" (GBV).

ANES together with the National Authority for Disabled Persons and ActiveWatch implement the Justice has no gender project within the framework of DG Justice's call for action "Actions to support national information, awareness-raising and education activities aimed at preventing and combating violence against women ". The project aims to raise awareness among high school teachers and students about gender-based violence in schools, with an emphasis on gender based violence (including sexual violence and violence against girls and women with disabilities) and gender equality through the development of educational activities.

The predefined project "Support for the implementation of the Istanbul Convention in Romania", which aims to facilitate the implementation of the Istanbul Convention under the Justice Program financed by the Kingdom of Norway through the Norwegian Financial Mechanism for 2014-2021 (under the Memorandum of Understanding on the implementation of the Norwegian Financial Mechanism 2014-2021 between the Kingdom of Norway and the Government of Romania dated 13.10.2016). The predefined 36-month implementation project will have a total value of € 2.5 million eur, and one of the main activities will be focused on the development of at least 10 rape centers and **8 help centres for aggressors at the local level, coupled with the elaboration of working procedures and specialized intervention programs for aggressors in order to prevent the relapse of domestic violence acts.**

Regarding work in primary and secondary education, including comprehensive sexuality education, at the level of primary and secondary education, schools and high schools can implement the optional school subject Education for health, for grades I-XII. This school subject is part of the National Programme „Education for Health in the Romanian School”.

The syllabus of this subject, in modular form, addresses the following topics: Reproductive health and the health of the family, Conception and pregnancy: the risks of pregnancy in puberty and adolescence for

mother and child, Unwanted pregnancy and abortion: risks, family planning, counselling services, Responsible sexual behaviour, Sexually transmitted diseases, Violence in sexuality, sexual abuse, Forms of domestic violence (physical, emotional, sexual, social), Pornography and prostitution, Legislation on sexuality etc. The content and the methodological approaches of this subject promote multiple perspectives on the topics included (scientific, pedagogic, legislative etc.).

Extracurricular and extra-curricular activities on various components of Education for health are being developed by the education establishments in partnership with various governmental, non-governmental and international institutions.

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

- X Introduced or strengthened legislation and regulatory provisions
- X Implemented awareness raising initiatives targeting the general public and young women and men in educational settings
- X Worked with technology providers to set and adhere to good business practices
- X Other

Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the field of cyber security, no major cyber attacks on critical infrastructures have been recorded in recent years. The adoption of the National Cyber Security Strategy in 2013 and the alignment with European policies to fight cybercrime have therefore had positive consequences.

Examples of collaboration between multiple security market stakeholders are the following:

- the partnership between Bitdefender and the Intelligence Crime Service in the Romanian Police is already well-known. The joint actions aimed at obtaining decryption keys for several ransomware attacks (Grand Crab, Bart etc.), and among the beneficiaries were both private persons and public institutions. In fact, this partnership has been extended to the European level through the involvement of Diicot and Europol and the alignment with the No More Ransom project.
- the realization of the Romanian Center of Excellence for Cybercrime (CYBEREX), headquartered at Alexandru Ioan Cuza Police Academy in Bucharest, which ensures an efficient transfer of knowledge between the government, the private sector and the educational environment.

Taking into consideration the necessity of establishment for effective measures to protect children in the online environment, also the membership of Romania to the “ Global Alliance against Child Sexual Abuse”, Romanian Police signed in 2015 a cooperation protocol with the NGO “Save the Children”- Romania, for the purpose of the mutual cooperation and for the administration of the portal “Safernet.ro”, to process data and information regarding sexual exploitation of the minors facilitated by technology and to organize information and awareness activities concerning safety of the children in the online environment. The hotline is a social point of reporting/collecting of the illegal content as the EU recommended method for an easier identification of the abuses, as in entire world are a total number of 65 points within “INHOPE” network.

Between 2014 and 2017, the police officers within Investigation Office of combating child pornography by cyber systems of the Romanian Police have participated together with experts of FBI, Bitdefender, Microsoft and Save the Children to different presentations and prevention or information campaigns in schools of Bucharest, to discuss subjects such as child protection against sexual harassment or cyber-bullying in the online environment. Also the Romanian police officers within combating organized crime specialized structures are involved in different TV or radio shows, broadcasted by public or private channels for a better awareness and understanding of the phenomenon of sexual exploitation of children in on-line environment. Romanian Police has participated with the other EU police forces and different partners from the private sector to the EUROPOL preventive campaign: "SAY NO!", for the purpose of warning potential victims to the risks of the sexual harassment in on-line environment. Romania is also an active partner within European Project EMPACT, regarding the priority "Child Sexual Exploitation" of the prevention and countering sexual exploitation of the children by cyber-systems.

Initiatives in education, supported by the Ministry of National Education include:

- Net time 6) - an educational programme run by Save the Children Romania since 2016, whose aim is to provide the safe use of internet by children, by means of awareness raising and informative educational activities on the advantages and the specific dangers of the online environment. The project includes information activities and training courses for teachers, parents and pupils for the safe use of Internet and electronic devices, such as personal computers and mobile phones. A key element of the project was the development of the Safety guide for the Internet for teachers that can be used both in the classroom and as well for their own information on the advantages and the risks of the new ICT.
- In 2018, a national initiative was launched within this programmes, on addressing and preventing cyberbullying: "BLOCK aggressiveness! "Jokes" can also hurt. Stop cyberbullying!" The initiative targets teachers from primary education, gymnasium and high schools.
- The initiative of Sigur.Info Consortium, supported by the Ministry of National Education consisted in the development of a school guide - Guide on the Safe use of Internet for the use of teachers. This guide contains both theoretical information and practical activities for the promotion of the safe use of the Internet among pupils.

In the period indicated above, in Romania was implemented at national level an European project called "Ora de net (The Net Hour)" focused on the safe use of Internet by children. In this respect, Save the Children – Romania as organisation which implemented this initiative has created a large network of volunteers – educational staff and specialists working with children – who have implemented at national level the activities carried out within the project. In the same time training activities and educational resources have been developed in order to address the parents, teachers and other categories of specialists.

In the same time an online service was set up, where any person interested in these issues could send their questions and receive answers from specialized staff.

In the same time a free line was set up (esc ABUZ) where anyone interested could report illegal or inappropriate content found on the net.

Since the beginning of the this project's implementation more than 399.000 children and 100.000 parents and teachers were directly involved in educational activities, 7000 children were counselled and more than 6400 abuse were reported within the special reporting line above mentioned.

The program was also made known at the level of social services within the country, so children from the special protection system were informed and have the possibility to use the tools and information made available.

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

- Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media
- Promoted the participation and leadership of women in the media
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other

Please provide details of up to three concrete examples, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Promotion of sustainable development through education transcends the boundaries of the education paradigm allowing the classification of formal, informal and non-formal modalities. Education for sustainable development requires cooperation and partnership among many decision-making factors: central and local authorities, education and research units, health system, the private sector, manufacturing industries, transport, agriculture, commerce, the labour unions, mass-media, non-governmental organizations, local communities, citizens and international organizations. Also, education for sustainable development must not be limited to an environmental perspective. It should develop as a broad, inclusive concept, bringing together interconnected environmental, social and economic aspects. More, as main stakeholders in Education for Sustainable Development implementation, besides central administration institutions (ministries, agencies), it is to be mention local government, community, NGOs, private sector, media.

Not at least, in combating abuse and discrimination physical abuse is recognized because it is the object of the legislation on preventing and combating domestic violence, but other forms of abuse are less tackled and more likely to be detected and reported, as frauds are subject to public awareness campaigns organized by police force or have more visibility in the media.

Furthermore, it is the Multiannual Strategic Program on International Cooperation for Development and Humanitarian Assistance 2018-2021 having actions to seek for increasingly involve a range of actors working in the field of development cooperation, such as government institutions, non-governmental organizations, media, academia and the private sector to coordinate action at national level.

18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

YES/NO

If YES, please list them and provide up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups

of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Participation, accountability and gender-responsive institutions

Critical areas of concern:

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

- Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets
- Implemented capacity building, skills development and other measures
- Encouraged the participation of minority and young women, including through sensitization and mentorship programmes
- Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning
- Taken measures to prevent, investigate, prosecute and punish violence against women in politics
- Collected and analyzed data on women's political participation, including in appointed and elected positions
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In spite of low number of women present in both chambers of the Romanian Parliament, the situation has slightly improved. The local elections from 2012 have shown that only 3,64% women were elected as mayors. The local elections held in 2016 have shown a slight increase (approximately 1%) to 4,55% women mayors. In the case of local councils, in 2016, 4.960 women were elected, the percentage at national level being 12,33%. The county councils, respectively the general council of Bucharest, are best represented by women – 14,9% but, compared to the elections in 2012, there is a considerable decrease by 7,72%. As for the Parliamentary elections, held in 2016, 260 men and 69 women representing 79,03% men and 20,97% women have been elected. For the Senate there are 116 men (85,29%) and 20 women (14,71%). If in the case of the Chamber of Deputies women's representation has increased from 13,7% in 2012 to 20,97% in 2016, in the Senate women's percentage has almost doubled compared to 7,7% in 2012.

Romanian Gendarmerie has implemented capacity building, skills development and other measures. As for decision-making position, we can specify that Romanian Gendarmerie has encouraged female personnel to apply for this type of positions and during the reporting period there were female officers as Gendarmerie Regional Inspectorate commander (for Ilfov county), Gendarmerie Application School for officers commander, heads of departments and offices, both in central and regional units of Romanian Gendarmerie.

Furthermore, female officers had opportunities for mentorships, training in leadership, decision-making, public speaking, self-assertion.

Female officers from Romanian Gendarmerie International Cooperation department have participated in different trainings, some of them taking place abroad. It worth mentioning that the liaison officer of Romanian Gendarmerie in the International Association of Gendarmeries and Police Forces with Military Status is a female officer and the overall feedback on her activity from the organization and its members is a very positive one.

In terms of the impact that media exercises on society, the female staff working at all levels and echelons within the MoND was consistently promoted both in the military and civilian media with the occasion of organizing various activities.

Events like:

- “The Army – a different kind of school” or “ROU Army Day in schools”, both organized by the Public Relations Directorate, starting with 2012, in schools and high schools across the country,
- “I am proud of my parents” – the children of the ROU staff deployed to various theatres of operations were connected through video teleconference with their parents from their army units location,
- “Be the hero of the story” – with the occasion of celebrating the International Children Day,
- “Minister for one day”,
- “The summer scouts camp” – special event held annually using army image promoting products, have been mainly organized by women and with women, proving once more their organizational capacity as well as a firm and responsible implementation of gender equality principle in the military system. As part of the defense public diplomacy strategy, the gender issue was approached through intensively female staff coverage, all materials containing topics such as:
 - Female leadership,
 - Women’s contribution to efficient management of the military institution,
 - Female staff professionalism and the influence they exercise upon their specific field of activity,
 - Female military staff involvement within society.

Thus, the activities undertaken by the MoND in order to promote military careers have involved female military personnel, so as to increase their visibility and to conduct a complex information and recruitment process, both through the steps taken and through the diversity of the selected candidates’.

20. What actions has your country taken in the last five years to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)
- Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field

- Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis
- Provided support to women's media networks and organizations
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Data published by Eurostat for the year 2017 show that Romania is above the European average (41%) in terms of the percentage of women involved in science and engineering. In the educational field, the Romanian ITC faculties had 31% female students and at the industry level 25.7% of the employees are women.

In 2018, a quarter of the employed persons in the IT sector in Romania are women, compared to the EU average of 16%.

Romania could become the country with most women in the digital sector and an example of good practices for the European Union, strengthening Romania's role within the EU as far as the digital domain is concerned, with regard to the gender gap in the labor market. If we encourage women to approach this sector with the same openness and interest in the future, gender diversity would definitely help increase performance, productivity and innovation in technology companies.

21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

YES/NO

If YES, what is the approximate proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women?

Please provide information on the specific areas in which these resources have been invested as well as reflections on achievements and challenges encountered in making budgets gender-responsive.

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

YES/NO

Not applicable

If YES, please provide further information on the methodology, the scope of tracking, past trends and current proportion of investments.

23. Does your country have a valid national strategy or action plan for gender equality?

YES/NO

If YES, please list the name of the plan and the period it covers, its priorities, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

If YES, has the national action plan been costed and have sufficient resources been allocated to its achievement in the current budget?

Currently we have a new integrated National Strategy on gender equality and preventing and combating domestic violence for 2018-2021 period, focused on different areas of specific intervention through concrete measures and actions such as:

- Introducing gender perspective into the national policies;
- Raising awareness of children and young people regarding legal provisions in the field of gender equality;
- Combating gender stereotypes among young people;
- Sexual and reproductive health for women and men;
- Encouraging entrepreneurship for girls/women and young people coming from disadvantage areas;
- Improving women situation on labor market;
- Work life balance;
- Raising women participation in the decision process.

The general and specific objectives of this strategy in the field of domestic violence are:

- developing the capacity of local public administration authorities to intervene in the preventing and combating of domestic violence cases;
- The implementation at national level of the integrated Information System for registration, reporting and management of domestic violence cases;
- increasing efficiency in combating domestic violence crimes;
- Stimulating the institutions with attributions in the field of preventing and combating domestic violence in order to develop, in partnership actions of prevention of the domestic violence phenomenon;
- Continuous professional training of specialists working in the field of domestic violence (social worker, police officer, doctor / forensic doctor, psychologist, prosecutor, judge);
- rehabilitation of the victim and / or the domestic aggressor who has been subjected to criminal proceedings in criminal matters and against whom non-custodial measures or punishments have been pronounced through integrated and complementary activities, information, counselling, psychotherapy and other therapies in order to increase the autonomy and awareness of the social value of the individual, the development of responsibility and the regaining of social skills;
- continuing the funding process for the establishment of new units for preventing and combating domestic violence.

24. Does your country have an 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?

YES/NO

If YES, please provide some highlights of the action plans and timeline for implementation.

Romania reaffirms its commitment to the implementation and promotion of the fundamental values enshrined in the Convention on the Elimination of All Forms of Discrimination Against Women - CEDAW, on the basis of the recommendations made by the CEDAW Committee for Romania.

In this respect, the National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence for the period 2018-2021 adopted by the current government aims, through its Operational Action Plan, also to promote non-discriminatory values and principles on the basis of gender in education, health, employment policies, reconciliation of working life and family life, integration of women from vulnerable groups on the labor market.

And, from this perspective, it is a premiere for Romania that the current Government has introduced in the Governance Program, voted by the Romanian Parliament, a distinct chapter dedicated to the gender perspective and the protection of women, named "Respect and dignity for women".

25. Is there a national human rights institution in your country?

YES/ NO

If YES, does it have a specific mandate to focus on gender equality or discrimination based on sex/gender?

If YES, please provide up to three examples of how the NHRI has promoted gender equality. (2 pages max.)

The Romanian Institute for Human Rights (RIHR) is an independent body with legal personality, established by law - Law no. 9 / 1991-, representing the first national institution for human rights created in Romania after 1989.

RIHR carries out activities in the areas such as: ensuring a better understanding of human rights issues, including human rights of women, of the way in which these rights are guaranteed in member countries of the UN, OSCE, the Council of Europe and the European Union; informing the international institutions about practical ways in which human rights are promoted and respected in Romania; the elaboration of viewpoints on human rights at the request of parliamentary committees; conducting research on human rights and girl child, on the right to happiness, on recent violations of human rights or on important aspects of protection and respect for human rights nationally and internationally about women and armed conflicts; organizing and implementing training and education on human rights and identifying new methods and methodologies; promoting areas of interest at the initiative of the UN or other international or regional organizations (eg. Business and Human Rights); providing consultancy; publishing of regulations, documents, studies and research recently issued in the field of international and national human rights; organizing conferences, workshops, symposiums in collaboration with parliamentary committees and universities; diversifying the activity of the Documentation Centre of RIHR.

Also, RIHR it is mandated in research, training, documentation and consultation on human rights, public information on human rights in Romania and worldwide.

Peaceful and inclusive societies

Critical areas of concern:

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

- Adopted and/or implemented a National Action Plan on women, peace and security
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda
- Increased budgetary allocations for the implementation of the women, peace and security agenda
- Taken steps to reduce excessive military expenditures and/or control the availability of armaments
- Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women
- Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Since the 2014th Plan” has represented in the last five years a good instrument used to establish the internal implementation of UNSCR 1325 and related resolutions and the progress has been identified, in 2018 the MoND took the lead to elaborate the National Action Plan, with the proper support of all national institutions and organizations involved.

Also the GENAD’s position was designated as National Focal Point in relationship with all national and international organizations regarding implementation of the women, peace and security agenda.

27. What actions has your country taken in the last five years 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?

- X Promoted and supported women’s meaningful participation in peace processes and the implementation of peace agreements
 - Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
 - Integrated a gender perspective in the prevention and resolution of armed or other conflict
 - Integrated a gender perspective in humanitarian action and crisis response
 - Protected civil society spaces and women’s human rights defenders
 - Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

The Ministry of National Defense has promoted and supported fair and balanced access at all hierarchic levels of men and women, military or civilian personnel, to both leading and executive positions, with the observance of complying with performance selection criteria.

Thus, there are no restrictions regarding women’s participation and selection for positions specific to permanent missions from the Military Representation of Romania to all international organizations, or temporary missions specific to commanding or executive structures deployed to Theatre of Operations.

28. What actions has your country taken in the last five years 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?

- Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse
- Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services
- Taken measures to combat illicit arms trafficking
- Taken measures to combat the production, use of and trafficking in illicit drugs
- Taken measures to combat trafficking in women and children
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

- Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children
- Strengthened girls' access to quality education, skills development and training
- Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases
- Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices
- Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children
- Promoted girls' awareness of and participation in social, economic and political life
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

Environmental conservation, protection and rehabilitation

Critical areas of concern:

- I. Human rights of women
- K. Women and the environment
- L. The girl child

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

- X Supported women's participation and leadership in environmental and natural resource management and governance
- X Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)
- X Increased women's access to and control over land, water, energy, and other natural resources
- X Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- X Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology

- X Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques
- X Taken steps to ensure that women benefit equally from decent jobs in the green economy
- X Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

- X Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
- X Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
- X Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation
- X Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, target population, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

From civil organizations perspective to sustainable communities by 2030 targets are to ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums, and to significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations.

Since 1996 key figures from Habitat for Humanity Romania shows that 69.000 beneficiaries of Habitat programs in Romania by which 50.000 through training and disaster risk reduction and response programs and 1900 direct beneficiaries who moved into new homes built by Habitat or moved into houses and buildings renovated by the organization. Also, in 2005, Habitat for Humanity Romania initiated a Disaster Risk Reduction and Response (DRRR) program, in order to reduce disaster risk, through the analysis and control of risks faced by families in vulnerable communities. The locals are trained to recognize the risks faced by the community where they live, how they can prevent or reduce the damages and how to react in case of disasters.

Furthermore, the Disaster Risk Reduction and Response program counts in 2018 47,000 beneficiaries living in 42 communities, in 10 counties from Romania. Not the least, in 2011, Habitat for Humanity Romania partnered with the Romanian General Inspectorate for Emergency Situations (IGSU).

Section Three: National institutions and processes

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

According to Art. 4 of Government Emergency Ordinance no. 11/2014, the Department for Equal Opportunities between Women and Men (DEOWM) was established as a specialized body of central public administration, with legal personality, subordinated to the Ministry of Labour, Family, and Social Protection.

In November 2015, the Romanian Parliament adopted the Law no. 229/2015, for amending of Law no. 202/2002 and the present National Agency for Equal Opportunities between Women and Men (NAEO), subordinated to the Ministry of Labour and Social Justice (MLSJ) was established.

The main responsibilities of the NAEO are:

- to coordinate the implementation of the Government policies and strategies in the field of equal opportunities for women and men;
- to propose to the Ministry law projects, national plans of action for equal opportunities for women and men and ensures their implementation;
- to collect statistical data, develop reports, surveys, analyses and prognosis regarding the implementation of the principle of equal opportunities and treatment for women and men, in all the fields of activity;
- to elaborate, substantiate, propose and develop programs and projects, legally approved, in the field of equal opportunities and treatment for women and men;
- to represent the Romanian Government in the European and international bodies in the field and collaborates with similar structures from other countries;
- to cooperate with local and central authorities, with education and research institutions, with NGO's, with social partners, including with the non-governmental organizations involved in the field, to elaborate and implement public policies, in order to accomplish the principle of equal opportunities for women and men;
- to seek, along with the responsible institutions and public authorities, the implementation and compliance of the provisions of the international treaties and conventions to which Romania is a part of, in the field of human rights and equal opportunities;
- to ensure the compliance and exercise the control over the implementation of the provisions of the Law no. 202/2002.

33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

YES/NO

There is no national process for SDG implementation

If YES, please provide further information

The Ministry of Labour and Social Justice, through ANEs, has a particularly important role to play, being a part of the group that reviews the Sustainable Development Strategy, having as purpose to align it with all the new elements and developments of the UN Agenda 2030. In this regard, ANES is focusing on the Sustainable Development Goal 5, which aims to establish gender equality and empowering women and girls.

Regarding the UN Sustainable Development Agenda 2030, last year Romania made strong efforts to implement the Sustainable Development Goals at national level and in this context reviewed the National Sustainable Development Strategy to integrate the Sustainable Development Objectives.

This new Strategy is the result of the meetings of the Working Group on the Review of the National Strategy for Sustainable Development - Horizons 2013 - 2020 -2030.

In the revised Strategy for Goal 5 on Gender Equality - Achieving gender equality and empowering all women and girls, we have devoted all our institutional efforts to articulate a series of measures that, through outcome indicators, in line with the Operational Action Plan for the Implementation of the National Strategy on Promoting Equal Opportunities and Treatment for Women and Men and Prevention and Combating Domestic Violence for the Period 2018-2021. Romania fully supports the idea that Agenda 2030 needs to be implemented by local institutions, responding directly to the needs of citizens. Their needs, interests and worries must be addressed by defining local and national development strategies.

34. Are there formal mechanisms 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?

YES/NO

According to Law no. 202/2002 on equal opportunities and treatment for women and men, republished, the National Commission in the field of Equal Opportunities for Women and Men (CONES) operates in the coordination of the National Agency for Equal Opportunities between women and men. CONES is composed by the representatives of the ministries and other specialized bodies of the central public administration subordinated to the Government or to the autonomous administrative authorities, of the trade unions and of the employers' associations representative on national level, and also of the representatives of the NGOs, with recognized activity in the field.

Based on the provisions of the same normative act, starting with 2005, in all territorial administrative units of Romania subordinated to the Ministry of Labour and Social Justice are operating the County Commissions in the field of equal opportunities between women and men (COJES) - local structures, with informative and consultative nature, with the main task to promote and implement on local level the values and principles of non-discrimination on gender ground, equal opportunities and treatment for women and men, designed to promote and disseminate on local level all the activities and objectives of the National Strategy, to conduct local activities in order to inform, raise awareness and to assess the stage of the implementation and enforcement of legislation on equal opportunities between women and men in different areas of activity.

If YES,

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Beijing Declaration and PfA

- Civil society organizations
- Women's rights organizations

2030 Agenda for Sustainable Development

- Civil society organizations
- Women's rights organizations

- | | |
|---|---|
| <input type="checkbox"/> Academia and think tanks | <input type="checkbox"/> Academia and think tanks |
| <input type="checkbox"/> Faith-based organizations | <input type="checkbox"/> Faith-based organizations |
| <input type="checkbox"/> Parliaments/parliamentary committees | <input type="checkbox"/> Parliaments/parliamentary committees |
| <input type="checkbox"/> Private sector | <input type="checkbox"/> Private sector |
| <input type="checkbox"/> United Nations system | <input type="checkbox"/> United Nations system |
| <input type="checkbox"/> Other actors, please specify..... | <input type="checkbox"/> Other actors, please specify..... |

b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

YES/NO

Please provide further details about the mechanisms used. (2 pages max.)

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

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

- Yes
- No
- There is no national plan/strategy for SDG implementation

Please explain.

In the strategy, ANES has concrete measures that have been designed in agreement with all existing programmatic documents, both at national level, such as the governance program and at international level, such as CEDAW and the Istanbul Convention, respectively the recommendations of the UN CEDAW Committee, because in 2017, Romania presented the combined reports 7 and 8, in Geneva.

At the same time, because we are talking about public policies and the importance of the principle of equal opportunities for women and men, which is a transversal principle in all Romanian public policies, ANES developed the new national strategy 2018-2021, oriented on the two action fields of ANES, thus having an integrated approach in line with the recommendations of the UN CEDAW Committee and with the UN Sustainable Development Agenda 2030.

Section Four: Data and statistics

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

- Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- X Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Improved administrative-based or alternative data sources to address gender data gaps
- X Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Developed a centralized web-based database and/or dashboard on gender statistics
- Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

Please provide details of up to three concrete examples of measures taken, including aims and scope of measures taken, budget, impact evaluations, lesson learnt, and links to further information. Please also provide information about actions for specific groups of women and girls, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

- Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- X Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics
- Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps
- X Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)
- Development of a centralized web-based database and/or dashboard on gender statistics

- Institutionalization of users-producers' dialogues mechanisms
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)
- Other

Please provide a brief explanation and examples of your plans (2 pages max.).

38. Have you defined a national set of indicators for monitoring progress on the SDGs?

- Yes
- No

If YES, how many indicators does it include and how many of those are gender-specific¹⁶?

If YES, how many of the gender-specific indicators are additional country indicators (i.e., not part of the global SDG monitoring and indicator framework)?

Please provide the indicators in an annex

If NO, how many global gender-specific SDG indicators (list provided in Annex 1) are available in your country?

Please provide the indicators in an annex

<https://sustainabledevelopment.un.org/sdg5>

39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

- Yes
- No

If YES, please describe which indicators have been prioritized

Gender is an issue related to almost all fields of statistics related directly or indirectly to individuals. Thus, this variable is included in the statistical surveys carried out by INS sample surveys and censuses.

Most statistical indicators referring to the human component, produced as results of INS surveys, are available in disaggregated form by gender, age and NUTS levels. Data are disseminated in the publications dedicated to each statistical survey, in the INS synthesis publications (such as the Statistical Yearbook, Romania in figures, Romania's economic and social situation, etc.), available on the NIS website in

¹⁶ The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

electronic format ([http : //www.insse.ro/cms/en/statistice-publications-information-electronic](http://www.insse.ro/cms/en/statistice-publications-information-electronic)), as well as in the INS TEMPO database, available at: <http://statistici.insse.ro:8077/> online tempo.

Moreover, every two years, INS makes the publication "Women and Men: A Partnership of Labour and Life", in which, with the help of official statistics, the partnership between women and men in the family and work life is outlined. The areas in which gender equality is exposed are: population and demographic phenomena, health, education, labour, information society and income. A new edition was prepared in 2018, and the publication is available on the INS website starting December 19, 2018, in the field of Statistical Products.

If NO, explain the main challenges for collecting and compiling data on these indicators

40. Which of the following disaggregations¹⁷ is routinely provided by major surveys in your country?

- X Geographic location
- X Income
- X sex
- X Age
- X Education
- X Marital status
- Race/ethnicity
- X Migratory status
- X Disability
- X Other characteristics relevant in national contexts

Race is never collected. Ethnicity, disability, migratory status, income – in some surveys (not in all of them). All the other variables are routinely collected in our major statistical surveys.

* * *

¹⁷ As specified in A/RES/70/1, with the addition of education and marital status.