

QUANTIC ASSOCIATION

Gender Equality Plan 2026–2028

Public document, adopted by the President of the Association · English translation of the Romanian original

Public commitment

Quantic Association, created in 2013 in Bucharest, is dedicated by statute to sustainable socio-cultural development, integrating all social categories with no discrimination. This Gender Equality Plan (GEP) formalises that commitment for the period 2026–2028. The plan is a public document, available on the association's website, adopted and signed by the association's president. It applies to the association's members, project teams, collaborators and public activities.

Where we start from

Gender equality is part of the association's practice, not only of its documents – more precisely, its Internal Regulations. Since its founding, the position of president has been held exclusively by women, and project activities have been coordinated in large majority by women. The current Board consists of two women and one man.

Several of our programmes have explicitly addressed feminist and gender themes: Graffiti (2015–2016), support and training for girls and women in an artistic field marked by gender inequalities; the multi-annual programmes “Literature and Feminism” and “Literature and Work” (2020–2025), dedicated to women's work seen from multiple perspectives; “Negreșită. Itinerant Queer Theatre” (2018–2020), an act of LGBTQ+ self-representation; “Miceliu” (2025), exploring the right to housing, gender identity and mental health. Our housing research has consistently documented care work and the situation of women in communities affected by evictions.

Dedicated resources

Between 2013 and 2019, the association's president was Ioana Ilie, an expert in gender studies and gender equality; this line of work was carried out under her coordination. Since 2019, the current president, Ioana Florea, has been coordinating the implementation of all the measures, and from 2026 this will be done with the support of the Research Ethics Committee. Each project budget includes, where the funder allows it, a line for gender equality training and monitoring. The association draws on external gender expertise where needed, including from its network of feminist researchers and practitioners. The pay of the women and non-binary people working in our projects follows the highest standards, in order to counter the gender pay gap in Romanian society (approx. 20%).

Data collection and monitoring

As a small association, the indicators we follow are easy to summarise: across all the years of the association's existence and going forward, the share of women in decision-making positions has been and will remain 100%; the share of women in project coordination roles has been and will remain at least 70%; the gender distribution of paid collaborators has been and will remain at least 70% women (at present, all 4 people with employment contracts are women and non-binary people); the gender distribution of participants has been and will remain at least 60% women and non-binary people.

Training and awareness

At least one yearly training and awareness session on gender equality, including unconscious gender bias, is organised for members, project teams and decision-makers. Gender topics are included in team preparation at the start of every new project. Starting in 2026, the external experts of the Research Ethics Committee will support these activities.

The main national regulations on equal opportunities and equal treatment between women and men, and on eliminating direct and indirect discrimination on grounds of sex in the field of labour, are the following:

- The Constitution of Romania;
- The Labour Code, Law no. 53/2003, republished, with subsequent amendments and additions;
- The Criminal Code, Law no. 286/2009, with subsequent amendments and additions;
- The revised European Social Charter, ratified by Law no. 74/1999;
- Government Emergency Ordinance no. 57/2019 on the Administrative Code, with subsequent amendments and additions;
- Government Ordinance no. 137/2000 on preventing and sanctioning all forms of discrimination, republished, with subsequent amendments and additions, published in the Official Gazette no. 166 of 7 March 2014;
- Law no. 202/2002 on equal opportunities and equal treatment between women and men, republished, with subsequent amendments and additions, published in the Official Gazette no. 326 of 5 June 2013;
- Government Decision no. 262/2019 approving the Methodological Norms for the application of Law no. 202/2002 on equal opportunities and equal treatment between women and men, published in the Official Gazette no. 333 of 2 May 2019;
- Government Decision no. 970 of 12 October 2023 approving the Methodology for preventing and combating harassment on grounds of sex, as well as moral harassment at the workplace, published in the Official Gazette no. 939 of 17 October 2023.

Thematic areas, measures and targets

- **Work-life balance and organisational culture.** Flexible schedules adapted to care responsibilities; meetings are scheduled between 10:00 and 16:00, with online participation available. Target: yearly consultation of the whole team on work-life balance.
- **Gender balance in leadership and decision-making.** Maintaining the share of women on the Board and in coordination roles. Target: at least 70% women in decision-making positions throughout the plan.
- **Gender equality in recruitment and career progression.** Gender-neutral language in collaboration calls; transparent selection criteria; equal pay for equal work. Target: 100% of calls and selections reviewed by the person responsible for gender equality.
- **Integration of the gender dimension into research and cultural content.** Analysis of the gender dimension at the design stage of every new research project; continuation of cultural programmes with feminist and gender themes. Targets: 100% of new projects assess the relevance of the gender dimension at design stage; at least one gender-themed programme in each multi-annual cycle.
- **Measures against gender-based violence, including sexual harassment.** Zero tolerance; a confidential reporting channel to the President or the Research Ethics Committee; reports are

handled under the ethics procedures, protecting the person who reports; harassment prevention is included in the yearly training. Target: acknowledgement of any report within at most 5 working days.

Adoption and review

The plan is adopted and signed by the association's president. It is valid for 2026–2028 and is reviewed no later than the end of 2028, based on the monitoring reports. Previous versions are available on request.

Adoption

Adopted by the President: Ioana Florea

Signature:

Date: 15.12.2025