



INTERREG IPA Romania-Serbia Cross-Border Cooperation
Program

**EQUAL OPPORTUNITIES IN RISK
SITUATIONS:
FLOODS, FIRES, EARTHQUAKES.**

Timișoara

6th OF September 2023



EQUAL OPPORTUNITIES IN RISK SITUATIONS

1. EQUAL OPPORTUNITIES

- 1.1 EQUAL OPPORTUNITIES– CONCEPT, NOTIONS
- 1.2. SOCIAL EXCLUSION. TYPES OF DISCRIMINATIONS
- 1.3. SOCIAL INCLUSION. TYPES OF EQUALITIES:
- 1.4 EQUAL OPPORTUNITIES ACCORDING TO ROMANIAN LAW

**2. EQUAL OPPORTUNITIES IN RISK SITUATIONS:
FLOODS, FIRES, EARTHQUAKES**



1.1. EQUAL OPPORTUNITIES: CONCEPT, NOTIONS

- **EQUAL OPPORTUNITIES** – is the concept according to which **ALL THE BEINGS ARE EQUAL**
 - ✓ to develop their personal capacities and
 - ✓ to choose without limitations imposed by strict roles.
- **EQUAL OPPORTUNITIES** mean
 - to treat people fairly and without prejudice, but also
 - to create conditions that encourage, appreciate diversity and promote dignity in the work environment and in society.

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1.1. EQUAL OPPORTUNITIES: CONCEPT, NOTIONS

EQUAL OPPORTUNITIES refers to equality between women and men in terms of:

- rights,
- treatment,
- responsibilities,
- opportunities and
- their economic and social achievements.

EQUAL OPPORTUNITIES AND GENDER EQUALITY are **THE MAIN PRINCIPLES** sunt **PRINCIPIILE FUNDAMENTALE** for the development of a fair society, which

- values diversity and inclusion and
- promotes partnerships and respect between individuals.

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1.1. EQUAL OPPORTUNITIES...



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1.2. EQUAL OPPORTUNITIES. TYPES OF DISCIMINATIONS

EXCLUSION is the **process of marginalization / process of isolation** that involves the drastic limitation of access to economic, political, educational resources....

DISCRIMINATION means any **DIFFERENCE, EXCLUSION, RESTRICTION, PREFERENCE** based on the **CRITERIA** provided by the legislation.

For example: a person is treated "les favorable" than another one which is in the same situation.

For example:

different treatment applied to a person because of belonging to a different social group.

DISCRIMINATION CRITERIA:

- ✓ sex, sexual orientation
- ✓ handicap, ethnicity
- ✓ religion, convictions
- ✓ nationality, age

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1.2. SOCIAL EXCLUSION. TYPES OF DISCRIMINATIONS

TYPES OF DISCRIMINATIONS

DIRECT DISCRIMINATION
INDIRECT DISCRIMINATION
MULTIPLE DISCRIMINATION

TYPES OF DISCRIMINATIONS:

DISCRIMINATION ACCORDING ON DISABILITY
DISCRIMINATION ACCORDING ON SEXUAL ORIENTATION
DISCRIMINATION ACCORDING ON AGE
DISCRIMINATION ACCORDING ON ETHNICITY
**DISCRIMINATION ACCORDING ON RELIGION, CONVICTIONS,
NATIONALITY**

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1.2. SOCIAL EXCLUSION. TYPES OF DISCRIMINATIONS

- **HOW TO FIGHT DISCRIMINATION AT THE WORKPLACE?!**
- **HOW CAN YOU GET HELP??**

**LEGISLATION IS ESSENTIAL IN FIGHTING FOR EQUALITY,
BUT WE HAVE TO DO MORE!**

- **supports the application of several measures to fight discrimination, such as:**
 - financing projects
 - doing some researches
 - supporting the awareness and information campaigns for the population.

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1.3 SOCIAL INCLUSION. TYPES OF EQUALITIES

SOCIAL INCLUSION means respecting the status and rights of all people in a society, which

- must have the opportunity to participate in a relevant way in its life and
- Enjoy an equal treatment with the others.

THE LINK BETWEEN SOCIAL INCLUSION AND EQUAL OPPORTUNITIES

- equal opportunities represent a fundamental condition for the development of social inclusion;
- social inclusion represents the foundation for ensuring equal opportunities.

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1.3 SOCIAL INCLUSION. TYPES OF EQUALITIES

TYPES OF EQUALITIES

a. **GENDER EQUALITY: EQUALITY BETWEEN WOMEN AND MEN**

- GENDER EQUALITY in family life
- GENDER EQUALITY in economic life
- GENDER EQUALITY in public life and decisions making

b. **CHANCES EQUALITY FOR DISABILITY PERSONS: Assisted employment-5 stages**

- INVOLVEMENT
- CREATING THE VOCATIONAL PROFILE
- FINDING A JOB
- INVOLVING THE EMPLOYER
- SUPPORT MEASURES AT THE WORKING PLACE

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1.4 EQUAL CHANCES THROUGH ROMANIAN LEGISLATION

LEGAL FRAMEWORK – NATIONAL LEGISLATION:

- **THE LAW no. 202 / 2002, republished, referring equal chances and treatment between women and men**

- **HG no. 1.547/2022 for the approval of the National Strategy regarding the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for 2022-2027**

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1.4 EQUAL CHANCES THROUGH ROMANIAN LEGISLATION

THE LAW 202/2002 REGULATES:

- ❖ **THE PRINCIPLES underlying equal chances (Art. 3¹):**
 - the principle of law
 - principle respecting human dignity
 - the principle of cooperation and partnership
 - the principle of transparency
 - the principle of transversality

- ❖ **CHANCES AND TREATMENT EQUALITY BETWEEN WOMEN AND MEN**
 - **IN THE WORKING FIELD...**Art. 7-13
 - **REFERRING ACCESS TO EDUCATION, HEALTH, CULTURE, INFORMATION** Art. 14-20
 - **CONCERNING PARTICIPATION IN DECISION MAKING...** Art. 21-22

- ❖ **NATIONAL AGENDA for CHANCES EQUALITY (ANSE) ...**Art. 23
- ❖ **CONES: National Commission in the field of equal chances...** Art. 24
- ❖ **COJES: County Commission in the field of equal chances ...**Art. 25

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1.4 CHANCES EQUALITY THROUGH ROMANIAN LEGISLATION

HG no. 1.547/2022 REGULATIONS:

DEFINITIONS AND TERMS... referring to the field of equal chances between women and men, such as:

Discrimination, discrimination based on sex criterion, multiple discrimination
Harassment, sexual harassment, sex, gender
Positive actions, work of equal value

GENERAL PRINCIPLES

the principle of law
the principle of respect for human rights and fundamental freedoms;
the principle of non-discrimination and equality
the principle of adequate financing
the principle of decentralization
the principle of the integrated approach;
the principle of public-private partnership.

THE VISION OF 2022-2027 STRATEGY ... based on the structure of the two pillars

- **FIRST PILLAR** – chances and treatment equality between women and men
- **SECOND PILLAR** – preventing and fighting domestic violence and violence against women

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1.4 CHANCES EQUALITY THROUGH ROMANIAN LEGISLATION

THE VISION OF 2022-2027 STRATEGY ... based on the structure of the two pillars

- **FIRST PILLAR** – chances and treatment equality between women and men
- **SECOND PILLAR** – preventing and fighting domestic violence and violence against women

FIRST PILLAR – chances equality and treatment between women and men

REFERS to :

- ✓ **Work – THE WORKING FIELD....v. The Law 202/2002 ...Art. 7-13**
- ✓ **ACCESS TO EDUCATION, HEALTH. CULTURE, INFORMATION Art.14-20**
- ✓ **PARTICIPATION IN TAKING DECISIONSArt. 21-22**

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1.4 CHANCES EQUALITY THROUGH ROMANIAN LEGISLATION

FIRST PILLAR – CHANCES EQUALITY AND TREATMENT BETWEEN WOMEN AND MEN

Priorities, politics and existing legal framework

1. Strategic priorities on national level in Priorități strategice la nivel național în relevant fields for chances equality
2. Public policies
3. Domestic legal framework in the field of equal opportunities and treatment between women and men

Context analysis and problem definition

1. International Context
2. International Context in European Union
3. National Context – general situation in Romania

4. DATA AND RELEVANT ASPECTS TO THE AREAS INCLUDED IN THE STRATEGY

General and specific objectives

Programs and directions of action

Expected results

Indicators

Monitoring and evaluation procedures

Responsible institutions

Budget implications and funding sources

Implications for the legal framework

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1. 1.4 CHANCES EQUALITY THROUGH ROMANIAN LEGISLATION

4. RELEVANT DATA AND ASPECTS TO THE AREAS INCLUDED IN THE STRATEGY

4.1. Persistence of stereotypes and segregation by educational fields-

Observation area: EDUCATION

The mentioned studies and statistics indicate a problematic situation.

Although there is a higher share of women participating in the educational process at university level, **there are imbalances in terms of the fields of study in which women and men specialize**: women being in less favorable positions on the labor market.

GENERAL OBJECTIVE: Preventing and fighting stereotypes and prejudices in the education system

4.2. Increased rate of medically avoidable mortality among women

Intervention area: HEALTH

In Romania, the rate of mortality by causes that can be prevented and treatable causes have a higher level of 3,1% according to the EU rate of 1,61%. The main causes of avoidable mortality are chronic diseases, oncologic affections, drinking alcohol.

In Romania, the births rate by underage mothers was 4,2% din total births in 2019, percentage that places us on the 2nd place on the list of EU states, being exceeded only by Bulgaria, who registered 4,7% in 2019.

GENERAL OBJECTIVE: Increasing access to health services for women and men.

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1.4 CHANCES EQUALITY THROUGH ROMANIAN LEGISLATION

4.3. Wage disparities and the low employment rate among women

Investment area: LABOR MARKET

Romania registered an increase in the activity rate among people aged between 15 and 64 between 2014 and 2018

STILL, this indicator places Romania below the EU average.
the amount of employed women belonging to this age category is significantly lower

In terms of salaries, it is observed that there is a disparity between women's and men's salaries..... especially in the manufacturing industry and in the field of information and communication, where men's incomes are, on average, 20% higher than women's.

GENERAL OBJECTIVE:

Ensuring equal opportunities between women and men in the labor market, especially in terms of employment rate, income and fields of employment.

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1.4 CHANCES EQUALITY THROUGH ROMANIAN LEGISLATION

4.4. The persistence of traditional roles in families/couples and the absence of institutional mechanisms for reconciliation between work and private life-

Intervention area: BALANCE BETWEEN PROFESSIONAL AND PRIVATE LIFE

Romania ranks last in terms of work-life balance.

Women remain responsible for activities specific to family and household life.

Responsible factors: the small number of nurseries and kindergartens reported in relation to the needs of the population.

The share of employed men on the labor market remains stable (87.2%) for those living in households with two or three children, BUT

The employment rate of women is decreasing, only 49.5% of women with three children are in the labor market.

GENERAL OBJECTIVE: Increasing the degree of provision of services intended for all people active on the labor market for balancing work and private life.

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1.4 CHANCES EQUALITY THROUGH ROMANIAN LEGISLATION

**4.5. Low share of women in leadership positions -
Intervention area: PARTICIPATION IN THE DECISION**

Participation in the decision represents one of the sectors in which Romania registers low scores

GENERAL OBJECTIVES: Balanced participation of women and men in the decision-making process in public and political life.

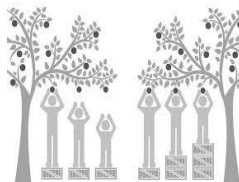
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**2. CHANCES EQUALITY IN RISK
SITUATIONS:
FLOODS, FIRES, EARTHQUAKES**

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CHANCES EQUALITY IN IMAGES



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CHANCES EQUALITY

MEANS:

1. ALL THE BEINGS ARE FREE TO DEVELOPP personal capacities and TO CHOOSE WITHOUT BOUDARIES imposed by strict roles.
2. TO TREAT PEOPLES FAIR AND WITHOUT PREJUDICES,
3. TO CREATE CONDITIONS THAT SHOULD ENCOURAGE/APPRECIATE DIVERSITY

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THERE ARE NOT DISCRIMINATIONS:

1. **SPECIAL MEASURES** provided by law for the protection of motherhood, birth, pregnancy, breastfeeding and child rearing;
2. **POSITIVES ACTIONS** for the protection of certain categories of women or men;
3. **DIFFERENCE IN TREATMENT BASED ON A CHARACTERISTIC OF SEX**
WHEN
THIS IS A PROFESSIONAL REQUIREMENT BECAUSE OF:
 - ✓ THE NATURE OF THE SPECIFIC PROFESSIONAL ACTIVITIES or
 - ✓ THE FRAMEWORK in which they take place,

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HOW CAN DEFEND HERSELF A PERSON WHO CONSIDERS DISCRIMINATED ON THE CRITERION OF SEX?

- to formulate notifications/complaints to the employer or against it, if it is directly involved;
- to request the support of the trade union organization or the representatives of employees in the unit to resolve the situation at the workplace;
- to notify the competent institution if the notification/complaint was not resolved at the employer level through mediation, as well as
- to submit a request to the court, but no later than one year from the date of the act.

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WHIH ARE THE AUTHORITIES TO WHICH WE CAN ADDRESS?

The authorities to which you can turn if you consider yourself discriminated against acts based on gender discrimination on the labor market are:

- **Labor Inspection** through the territorial labor inspectorates;
- **Trade unions or non-governmental organizations** that aim to protect human rights,
- **The courts of justice;**

- **Ministry of Labour, Family, Social Protection and for the Elderly, Department for Equal Opportunities between Women and Men.**

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CAN WE SPEAK ABOUT CHANCES EQUALITIES ABOUT RISK SITUATIONS IN FLOODS, FIRES AND EARTQUAKES???

HAS ROMANIA THE SAME CHANCES WITH THE EU STATES?

- ✓ HAS ROMANIA PREVENTION, PREPAREDNESS AND RESPONSE MEASURES?
- ✓ HAS ROMANIA **INVESTMENT PROGRAMS ON RISKS TYPES?**
- ✓ HAS ROMANIA **FINANCING SOURCES FOR IMPLEMENTING PROGRAMS?**

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NATIONAL DISASTER RISK MANAGEMENT PLAN (PNMRD)

INCLUDES:

1. PREVENTION, PREPAREDNESS AND RESPONSE MEASURES
2. INVESTMENT PROGRAMS ACCORDING TO THE RISKS TYPES
3. FINANCING SOURCES FOR MANAGEMENT OF EMERGENCY SITUATIONS

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1. MEASURES OF PREVENTION, PREPAREDNESS AND RESPONSE according to the NATIONAL MANAGEMENT PLAN OF DISASTER RISKS

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PNMRD
MEASURES OF PREVENTION, PREPAREDNESS AND
RESPONSE ARE:

- ✓ **MEASURES IDENTIFIED IN RESPONSE TO THE RISKS EVALUATIONS**
- ✓ **COMMON PREVENTION, PREPAREDNESS AND RESPONSE MEASURES**
- ✓ **SPECIFIC MEASURES ACCORDING TO THE RISKS TYPES: :**
 - ✓ **EARTHQUAKE**
 - ✓ **FLOODS**
 - ✓ **FIRES**

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PNMRD - PREVENTION, PREPAREDNESS AND RESPONSE MEASURES

PRESENTATION OF SPECIFIC MEASURES BY TYPES OF RISKS: FOR
EXAMPLE EARTHQUAKE

VISION 2027/2030, PURPOSE, STRATEGIC OBJECTIVES, STRATEGIC TARGETS

Romania proposes to approach seismic risk management according to an integrative vision, which starts from the elaboration of a framework of public policies and complementary national strategies, of which we mention here:

1. **National Urban Politic,**
2. **The National Long-Term Renovation Strategy**
3. **National Strategy on Seismic Risk Reduction (SNRRS).**

SNRRS, developed with the support of the World Bank, will contain

- **an action plan with specific objectives onTS,TM,TL (2030, 2040 and 2050) and**
- **corrective actions to solve existing problems identified at the current stage in the field of seismic risk for buildings.**

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THE NATIONAL STRATEGY ABOUT THE SEISMIC RISK

Has THE MAIN OBJECTIVES:

- ✓ THE TRANSFORMATION of Romania's built fund into an EARTHQUAKE RESISTANT BUILT fund by 2050;
- ✓ REDUCTION OF SEISMIC RISK AT THE NATIONAL LEVEL by saving lives, reducing injuries, protecting the built fund through prioritized and effective investments;
- ✓ PROMOTING WELL-BEING by creating connected benefits through improving energy efficiency and sanitary conditions, among other functional aspects;
- ✓ INCREASING RESILIENCE by integrating seismic/multi-risk considerations into territorial and sectorial planning and ensuring resilient post-earthquake recovery and reconstruction processes
- ✓ MOBILIZING PARTICIPATION and RAISING THE LEVEL OF PUBLIC AWARENESS regarding seismic risk management and increasing the level of commitment in the implementation of risk reduction measures.

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The European Commission has launched A NEW STRATEGY FOR THE RENOVATION OF BUILDINGS IN EUROPE, entitled THE WAVE OF RENOVATION

This strategic document leads to a paradigm shift in the approach to renovation,

- in addition to the aspects we are used to, regarding the energy efficiency of the envelope and the technical systems of the buildings
- **it is also insisted on the integrated approach of other aspects such as:**
 - accessibility,
 - fire security,
 - seismic strengthening,
 - systems digitization (intelligent buildings),
 - high architectural quality

In this context,

IT IS ENVISAGED THE INTEGRATED, IN-DEPTH BUILDING RENOVATION APPROACH, according to the European Strategy and to those national strategies.

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**PNMRD - PREVENTION, PREPAREDNESS AND RESPONSE MEASURES
PRESENTATION OF SPECIFIC MEASURES BY TYPES OF RISKS:.... FOR
EXAMPLE, THE FLOODS**

VISION 2027/2030, PURPOSE, STRATEGIC OBJECTIVES, PROPOSED TARGETS

Romania aims to continue efforts to reduce flood risks, by financing the measures identified in the 2016-2021 management plans for which no funds were obtained in the current budget year (18 integrated projects at basin level), and also

- Romania estimates that between 2012 and 2024
 - 121 investments for flood defense works will be financed, the water sources will be secured and the coastal zones will be protected (structural measures), and also
 - existing constructions, infrastructure and defense structures will be adapted to climate change conditions

**In the conditions of the intensification of extreme hydrological phenomenons,
A SERIES OF MEASURES OF ADAPTATION TO CLIMATE CHANGES ARE REQUIRED!!!**

**PNMRD - MĂSURILE DE PREVENIRE, PREGĂTIRE ȘI RĂSPUNS
PREZENTARE MĂSURI SPECIFICE PE TIPURI DE RISCURI:
FOR EXAMPLE FOREST FIRES**

VISION 2027/2030, PURPOSE, STRATEGIC OBJECTIVES AND PROPOSED TARGETS

the medium and long-term strategy aims in particular

- changing the behavior of the population regarding the management of plant residues
- intensification of information and training actions for the population,
- training the authorities responsible for managing emergency situations generated by fires
- developing communication strategies for each target audience category
- increasing human resources on the line of fire prevention control
- updating the technical instructions on fire prevention and first intervention

MAIN INTERVENTION in a forest vegetation fire is carried out by the ISU,

- whose endowment only partially corresponds to the access conditions on rugged terrain
- And it requires a supplement with specific machinery and means of intervention for forested lands, especially in the mountainous area.
- It's intending to purchase of heavy/medium helicopters and light helicopters.

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**2. DEDICATED INVESTMENT PROGRAMS, BY TYPES OF RISKS
according to
NATIONAL DISASTER RISK MANAGEMENT PLAN**

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EXAMPLES OF DEDICATED INVESTMENT PROGRAMS, BY TYPES OF RISKS ACCORDING TO PNRMD

- ✓ The annual program of actions regarding the design and execution of intervention works for the reduction of seismic risk in multi-store housing constructions, classified by technical expertise report in seismic risk class I
- ✓ National program of works of public / social interest, sub-program "Urgent premium works"
- ✓ National Local Development Program PNDL
- ✓ The program for the development of natural risk maps for earthquakes and landslides
- ✓ Regional Operational Program 2014-2020
- ✓ National Program for the Restoration of Historical Monuments (PNR)
- ✓ Investment program in the field of culture – according to the OUG no. 76/2018
- ✓ Stamp of Historical Monuments (TMI) – according to the HG no. 1502/2007
- ✓ The Early Education Reform Project (PRET)
- ✓ Programs / projects /actions on floods from the state budget

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3. FUNDING SOURCES **FOR MANAGEMENT OF EMERGENCY SITUATIONS** **according to** **THE** **NATIONAL DISASTER RISK MANAGEMENT PLAN**

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**THE AMOUNTS PROVIDED THROUGH THE BUDGETS OF THE AUTHORITIES/
INSTITUTIONS
WITH A ROLE IN THE MANAGEMENT OF EMERGENCY SITUATIONS**

According to the way of organization of the national emergency situation management system,

- ✓ **EACH component INSTITUTION manages one or many types of risks.**
- ✓ **EACH INSTITUTION must ensure the necessary funds to carry out specific activities**

**THE SITUATION of INSURING THE FUNDS FOR RISK MANAGEMENT,
ON EACH INSTITUTION, is presented on PNRMD page 129... TABLE 14**

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**INSTITUTIONS
WITH RISK MANAGEMENT ATRIBUTIONS ARE :**

- ✓ **THE GENERAL INSPECTORATE FOR EMERGENCY SITUATIONS**
- ✓ **MINISTRY OF LABOR. PUBLIC, DEVELOPMENT AND ADMINISTRATION**

- ✓ **MINISTRY OF ENVIRONMENT, WATERS AND FORESTS**
- ✓ **MINISTRY OF HEALTH**
- ✓ **MINISTRY OF AGRICULTURE AND RURAL DEVELOPMENT**

Each institutions's FUNDS cover the entire spectrum of expenses:

- organization and operation,
- endowment with materials and technique,
- ensuring the remuneration of human resources, and also
- carrying out specific activities along the lines of prevention, preparation and intervention on the types of risks identified at national level.

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CONCLUSION
THROUGH THE NATIONAL DISASTER RISK
MANAGEMENT PLAN,
THAT INCLUDES MEASURES, PROGRAMMES, FINANCING SOURCES

ROMANIA PROPOSES AND ENSURES
EQUAL OPPORTUNITIES
FOR ALL THE CITIZENS
CONCERNING FLOODS, FIRES, EARTHQUAKES

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THANK YOU!

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