

# **GENDER EQUALITY AND NON- DISCRIMINATION**

## **within the Interreg V-A Romania- Hungary Programme 2014-2020**

Practical recommendations for potential  
funding beneficiaries

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## I. Introduction

European legislation in the field of Structural Funds (Art. 7, REGULATION (EU) NO. 1303/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 17 December 2013, laying down common provisions on the European Regional Development Fund, European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund and laying down general provisions on the European Regional Development Fund, European Social Fund, the Cohesion Fund and the European Maritime and Fisheries Fund and repealing Council Regulation (EC) no. 1083/2006) *provides that the Member States and the Commission shall take appropriate steps to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation during the preparation and implementation of programmes. In particular, accessibility for persons with disabilities shall be taken into account throughout the preparation and implementation of programmes.*

Non-discrimination and equality of chances and treatment are essential for a real rapprochement of individuals, communities and economic agents in the border area, having a real capacity to contribute to the common development of the cooperation area within the programme area.

Cooperation on values and common resources, mobility and accessibility, employment on a cross border labor market, as well as the population health level in the targeted cross border region are objectives for which non-discrimination and gender equality play a major importance.

Therefore, this brochure is addressed to potential beneficiaries of funding, as a source of practical information about these principles and how they can be implemented in concrete projects. The brochure aims to:

- Underline the role and importance of non-discrimination and gender equality in achieving the objectives of the Interreg V-A Romania - Hungary Programme;
- Support beneficiaries in the correct understanding and application of non-discrimination and gender equality principles;
- Provide suggestions and recommendations that can be considered within the projects proposed for funding under the Interreg V-A Romania - Hungary Programme.

The Programme's Managing Authority aims to contribute directly to the effective promotion of these principles, in the ultimate benefit of various disadvantaged categories from the programme areas.

## What does equality between women and men means?

As mentioned above, according to the Regulation no. 1303/2013, *the Commission shall ensure that equality between men and women and the integration of gender perspective are taken into account and promoted throughout the preparation and implementation of programmes, including in relation to monitoring, reporting and evaluation.*

Through this provision, inspired by the so-called "mainstreaming approach" in the field of gender equality, the European Union established a principle according to which gender equality can not be addressed only by certain projects within a given Programme, but it should be considered and promoted in all the stages of programme implementation, through the contribution of all the projects.

Romanian legislation helps to better understand the concept of gender equality. According to Law no. 202/2002 on equal opportunities and equal treatment between women and men, *through equal opportunities and equal treatment between women and men it is understood the consideration of different capacities, needs and aspirations of men and women and their equal treatment.*

Law no. 202/2002 aims to *eliminate all forms of discrimination based on sex* in the public and private sectors, in areas such as employment, education, health, culture, information, provision and access to goods and services etc.

Law no. 202/2002 also defines the terms representing the main categories of violation of these principles, such as:

- **direct discrimination** - situation where a person is treated less favorably, based on sex criteria, than another person is, was or would be treated in a comparable situation.
- **harassment** - situation where is manifested an unwanted behavior, related to the person's sex, with the purpose or effect of violating the dignity of the person and creating an intimidating, hostile, degrading, humiliating or offensive environment.
- **sexual harassment** - situation where there is an unwanted behavior of sexual nature expressed physically, verbally or nonverbally, with the purpose or effect of violating the dignity of a person, in particular of creating an intimidating, hostile, degrading, humiliating or offensive environment.

In addition, Law no. 202/2002 defines the term **positive actions** as *temporary specific actions to accelerate achieving equality between women and men*, also stating that discrimination is not represented by the special measures for maternity, birth, post-partum and child care or positive actions for the protection of certain categories of women or men.

In what concerns the employers - natural or legal persons, these must ensure the fulfilment of certain obligations such as:

- a) ensuring equality of opportunities and treatment between employees, women and men, within labor relations;
- b) providing, in internal regulations, disciplinary sanctions for employees who violate the dignity of other employees by creating degrading, intimidating, hostile, humiliating or offensive environments through actions of discrimination;
- c) informing employees, including by posting in visible places, on their rights regarding the equal opportunities and treatment between men and women in labor relations.

## What does discrimination means?

EU Regulation no. 1303/2013 concerning the Structural Funds<sup>1</sup> contains, once again, in the Art. 7, the basic rule against discrimination, in the use of structural funds: *the Member States and the Commission shall take appropriate steps to prevent any discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation during the preparation and implementation of programmes. In particular, accessibility for persons with disabilities shall be taken into account throughout the preparation and implementation of programmes.*

At national level, according to Ordinance no. 137/2000 on preventing and sanctioning all forms of discrimination, through **discrimination** is understood *any distinction, exclusion, restriction or preference based on race, nationality, ethnicity, language, religion, social status, belief, sex, sexual orientation, age, disability, non-contagious disease, HIV infection, belonging to a disadvantaged category, as well as any other criteria which has the purpose or effect of restricting, removing the recognition, use or exercise, on an equal basis, of human rights and fundamental freedoms or of the rights recognized by law, in the political, economic, social, cultural field or any other fields of public life.*

In compliance with the meaning of same ordinance, *disadvantaged category is the category of people who either are in a position of inequality in relation to the majority of citizens because of identity differences from the majority or confront with rejection and marginalization.*

Ordinance no. 137/2000 also defines **harassment** as any *behavior based on criteria of race, nationality, ethnicity, language, religion, social status, beliefs, gender, sexual orientation, belonging to a disadvantaged category, age, disability, asylum or refugee status or any other criteria that could create an intimidating, hostile, degrading or offensive environment.*

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<sup>1</sup> REGULATION (EU) NO. 1303/2013 of the EUROPEAN PARLIAMENT AND THE COUNCIL of 17 December 2013 laying down common provisions on the European Regional Development Fund, European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund and laying down general provisions on the European Regional Development Fund, European Social Fund, the Cohesion Fund and the European Maritime and Fisheries Fund and repealing Council Regulation (EC) no. 1083/2006

It's important to understand that discrimination practices can be of two kinds:

- **Direct discrimination**, a form more serious and harmful than the indirect one, but also more rare and easy to identify, is when a person is treated differently, less favorable than other persons who were, are or may be in a similar situation, for reasons related to his/her personal gender, age, nationality, race, personal characteristics or beliefs;
- **Indirect discrimination**, more common but difficult to identify and to fight, is when there's a practice, policy or rule which apparently applies to everyone in the same way, but it has actually a worse effect on some people than others in comparable situations, because of their gender, age, nationality, race, personal characteristics or beliefs.

A well-defined area of non-discrimination is related to **accessibility**, as defined by Law no. 448/2006 on the protection and promotion of disabled persons' rights as *a set of measures and works to adapt the physical, information and communications environment according to the needs of disabled people, which is essential for the exercise of rights and fulfillment of obligations of disabled persons in society.*

In addition, Law no. 448/2006 provides that: *public buildings, access ways, residential buildings built with public funds, means of transport and their stations, taxis, passenger rail carriages and platforms of the main stations, parking lots, public streets and roads, public telephones, informational and communicational environment will be adapted to allow free access of people with disabilities and the historical and heritage buildings will be adapted respecting their architectural characteristics.*

The above mentioned legal provisions on accessibility are also complemented by those of Technical Regulation containing "Normative on the adaptation of civilian buildings and urban space to the individual needs of people with disabilities, indicative NP 051-2012 - Review NP 051/2000" of 12.12.2013 which details the conditions to be met in order to ensure the accessibility of buildings for people with disabilities.

## Practical recommendations valid for all projects

Within the projects proposed for funding, non-discrimination and gender equality are important in all the stages, starting from the project idea, to the submission of funding application, from the implementation phase until the project completion. The practical recommendations expressed in this section represent a first set of suggestions on how these principles can be considered into the different phases of the project, being valid for all the projects, at the level of all priorities axis. In the next section, you can find additional suggestions specific to each priority axis / action.

### When elaborating the project:

Regardless of the field, a project must always be written so as to avoid any kind of discrimination or negative impact on GE and ND principles. International, European and national legislation regarding non-discrimination, equal opportunities and accessibility for people with disabilities must be respected in all the stages of project preparation. For more details, see the summary of relevant legislation, comprised in the third Part of this brochure.

Besides this aspect, regardless of the field, a good project can easily be a **tool for positive promotion of GE and ND principles**. When you apply for the financing opportunities offered by the programme, make sure that the project does not present discriminatory aspects, and at the same time, ask yourself whether your project idea can be transformed easily into a positive tool for promoting the principles of GE and ND:

- Among the **needs** you want to address in the project, can you identify specific issues related to gender equality and the situation of specific groups of people such as the disabled, minorities and the elderly?
- Have you checked whether your project idea could have a **negative impact** on gender equality or the persons belonging to groups at risk of discrimination? If this risk exists, try to change the project so that risk is eliminated, or include risk mitigation measures in the list of activities.
- On the other hand, did you consider whether the project can have a **positive impact** on gender equality or to persons at risk of discrimination? Try to imagine how women, minorities, people with disabilities or elderly people would benefit from the project, and possibly make slight adjustments on the project idea. Then, if necessary, consider the possibility to adjust the project objectives, in order to include this component of GE and ND.
- When writing the application form, approach the **content referring to persons** in a balanced and non-discriminatory manner, without using stereotypes<sup>2</sup> and prejudices<sup>3</sup>. For example, do not consider as implicit the gender of target group

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<sup>2</sup> A **stereotype** is a "fixed belief, generalized on a particular group or class of persons." (Cardwell, 1996)

<sup>3</sup> Irrational suspicion or hatred against a particular social group, for example a certain race or the supporters of a certain religion.

members or users (use the formula "he / she"), and do not express general subjective judgments on various categories of persons.

- Even if your project does not appear to be connected with the principles of gender equality and non-discrimination, always check if, for the subject approached in the project, **special rules on equality and non-discrimination** exist and, if so, ensure that they are taken adequately into account; in particular, always ensure accessibility for persons with disabilities in all the project phases and in relation to all the related results of the project activities;
- When **identifying the project partners**, take into consideration, if your project has a significant impact on GE and ND, whether the participation of an institution / professional associations might be useful.

### In implementing the project:

The implementation of a funded project is mainly focused on achieving its objectives within the foreseen time framework. A particular attention should be paid anyway to avoid any risk of discrimination, and possibly, to have a positive approach to GE and groups at risk of discrimination. International, european and national legislation regarding non-discrimination, equal opportunities and accessibility for people with disabilities must be respected at all stages of project preparation. For more details, see the summary of relevant legislation at Part III of this brochure.

A first set of recommendations aims the persons directly involved in implementing the project: **the project team**.

- Pay attention to **select** project team members on the basis of objective criteria, which shall include no direct or indirect discriminatory conditioning;
- Try to keep a balanced **gender approach** in building the project team;
- Whenever possible, take into account the inclusion in the project team of **persons belonging to vulnerable groups** (eg. persons with disabilities, persons of different ethnicities or minorities etc.);
- Ensure non-discriminatory working conditions for all the members of the project team in terms of salary, job description, workload distribution, distribution of responsibilities, work schedule;
- Ensure that project dedicated staff knows, understands and complies with **legal obligations on gender equality and non-discrimination**.

A large part of the project implementation process envisage purchasing **services, supplies or works**. In this case, attention should be paid to the principle of ND.

- Pay attention to the elaboration of public procurement documents that respect the principle of **non-discrimination**. Avoid any risk of **direct discrimination**, by, for example, explicitly introducing the following phrase in the tender specification: *Participation in this tender procedure is open on equal terms to all natural and legal persons, irrespective of their nationality, gender, age, religion, ethnic origin and sexual orientation*. Also, prevent indirect discrimination by avoiding adopting exclusion and

selection criteria that may determine a substantial discrimination towards certain groups that, for matters of age, nationality, gender or disability, may be put in the condition of being excluded or not selected. Criteria should always be expressed with the specification “or equivalent” in order to avoid the negative effects of differences among bidders.

Whenever possible, make sure you avoid the following situations of indirect discrimination:

- describing the goods / services / works to be provided in a way that condition their supply by a local or national company;
  - impose a requirement that bidders or their staff have a formal qualification existing only in Romania, without accepting equivalents from other countries;
  - in case of service contracts, requesting a qualification for experts which is no longer available, or that has not been available in the past, resulting in discrimination against young / elderly persons.
- Consider to include in the documentation for the public procurement procedures, of some conditions related to the implementation of awarded contracts based on minimum standards in order to comply with the principles of gender equality and non-discrimination, in relation to its own staff policies. For example:
    - guarantee a minimum share of women involved in the contract implementation;
    - guarantee the involvement in the contract implementation of persons belonging to categories at risk of discrimination;
    - guarantee the accessibility for disabled persons, with additional actions to the ones required through legislation.

Consider monitoring the compliance with the principles of ND and GE during the implementation period of the contract, for example by requiring the inclusion of the aspects presented above in the periodic reports of the suppliers.

- If the objective of the contract concerns or is related to social aspects, consider the option to include in the public procurement documentation, the possibility for the bidder to receive additional points for the introduction of elements that promote GE and ND, such as:
  - the involvement in the contract implementation team of a number of women higher than the minimum required;
  - proposal of a number of solutions to increase accessibility for people with disabilities higher than the minimum required through the terms of references;

- using, during the implementation of the contract, material resources produced by companies / associations whose activities involve people at risk of discrimination or which ensure respect for these groups.<sup>45</sup>

Also, the **information and publicity activities** carried out for the project represent an important moment when GE and ND principles should be considered:

- Depending on the nature / scope of the project, consider the possibility of including initiatives / information activities dedicated to various categories of vulnerable groups;
- When preparing the information materials (brochures, promotional videos, web sites etc.), make materials which are easily read by elderly persons and, if possible and depending on the scope of the project, adapt the materials to the special needs of certain categories such as, for example, persons with visual or reading impairments;
- Make sure the locations chosen for all the activities for the public (launching conference, seminars, public meetings etc.) are equipped with the necessary facilities in order to ensure the accessibility of persons with disabilities (ramps, lifts, toilets etc.).

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<sup>4</sup> For example, consumables can be purchased from social enterprises whose staff is fully composed of people with disabilities. Also certain services (for example surveillance, cleaning, translation) necessary for the execution of the contract can be procured by the supplier from NGOs or social enterprises.

<sup>5</sup> This approach will not involve favoring / disfavoring bidders based on the presence / absence of the social nature of the activity performed, ensuring equal and non-discriminatory access of the participants to public procurement procedures.

## II. Practical recommendations specific to each priority axis and investment priority

### Recommendations regarding Priority Axis 1 - Joint protection and efficient use of common values and resources (Cooperation on common values and resources)

- Investment priority 6/b Investing in the water sector to meet the requirements of the Union's environmental acquis and to address the needs identified by the Member States, for investment that goes beyond those requirements (only for projects related to water supply systems):

When elaborating the project:

- Consider the possibility to mainly focus the project on areas where the presence of groups at risk of discrimination is higher.

When implementing the project:

- Water installations for final users (local population) should take into account accessibility for disabled and elderly people (eg. in terms of location and size of water meters).

- Investment priority 6/c Conserving, protecting, promoting and developing natural and cultural heritage

When elaborating the project:

- For all projects: consider the possibility of addressing the project, even partially, to tourists belonging to groups at risk of discrimination, such as the elderly, persons with disabilities;
- For all projects: take into account the possibility that the project will cover, even partially, promotion of tourism for women, for example by including guides / promotional activities / websites / special information services for women traveling alone.<sup>6</sup>

When implementing the project:

- In the case of infrastructure projects that improve accessibility for tourists to cultural/natural heritage: respect the requirements on accessibility for persons with disabilities to public structures<sup>78</sup> and

<sup>6</sup> Examples of tourist information services for women can be found at <http://www.turismo.intoscana.it/site/en/tuscany-for-women/>

<sup>7</sup> Law no. 448/2006 on the protection and promotion of persons with disabilities' rights, Art. 62 and 63;

<sup>8</sup> MRDPA Order no. 189 of 12 February 2013

consider the possibility to include in the project, besides these legal requirements, of measures to increase accessibility, such as:

- specific structures for the accessibility of persons with visual impairments;
  - specific rest areas for elderly and persons with disabilities, near tourists attractions.
- For projects that do not concern infrastructure (guides, networks, websites, promotional activities, trainings, awareness-raising measures): all the activities / deliverables should address tourists/ users without any discrimination, as follows:
- printed and online materials should be developed in a manner that makes them easy to use, taking into account the needs of the elderly, people with disabilities and other disadvantaged categories;
  - travel guides should include information on the accessibility to tourist attractions;
  - all the materials should have a full bilingual approach, an equal level of development and there should be no difference between the quality of the two versions.

## **Recommendations regarding Priority Axis 2 - Improve sustainable cross-border mobility and remove bottlenecks (Cooperation on accessibility)**

- **Investment priority 7/b Enhancing regional mobility by connecting secondary and tertiary nodes to TEN-T infrastructure, including multimodal nodes**

When implementing the project:

- Guarantee the compliance with the construction standards for transport infrastructure accessible to persons with disabilities (crosswalks, sidewalks, ramps etc.)<sup>9</sup>;
  - Take into consideration the use of supplementary technical solutions for the accessibility of people with disabilities to infrastructure (ie. properly equipped rest areas, dedicated parking lots, pedestrian crossings equipped with sensory guidance commands).
- **Investment priority 7/c Developing and improving environment-friendly (including low-noise), and low-carbon transport systems including inland waterways and maritime transport, ports, multimodal links and airport infrastructure, in order to promote sustainable regional and local mobility**

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<sup>9</sup> Law no. 448/2006 on the protection and promotion of persons with disabilities' rights, Art. 64 and 65;

When elaborating the project:

- Take into consideration the possibility to address the project, even partially, to passengers who belong to groups at risk of discrimination, such as the elderly, people with disabilities, in order to increase their access to border transport facilities (eg. door to door services , transport on demand etc.);
- Consider the possibility of including support activities to ensure the safety of all persons, including those belonging to disadvantaged groups, in the use of public transport facilities (video monitoring systems, remote alarms, SOS messaging etc.).

When implementing the project:

- Guarantee the compliance with accessibility standards of public transport (including the technical characteristics of the machines and stops, signals and information system) and / or transport infrastructure for disabled persons (crosswalks, sidewalks, ramps, etc.)<sup>10</sup>;
- Take into consideration the use of additional specific technical solutions for the access of people with disabilities to public transportation (eg. public information tools such as real-time information accessed from mobile devices).

## **Recommendations regarding Priority Axis 3 - Improve employment and promote cross-border labor mobility (Cooperation on employment)**

- **Investment priority 8/b Supporting efficient employment growth through the development of endogenous potential as part of the territorial strategy for specific areas, including the conversion of declining industrial regions, enhancement of accessibility to, and development of specific natural and cultural resources**

When elaborating the project:

- Consider connecting the local development strategy proposed for funding with specific local needs of women and groups at risk of discrimination, such as minorities, youngsters and elderly, by allocating sections / chapters to this specific purpose;
- Consider the possibility to focus at least a part of the strategy actions towards the development of social entrepreneurship and supporting

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<sup>10</sup> Law no. 448/2006 on the protection and promotion of persons with disabilities' rights, Art. 64 and 65;

employment / entrepreneurship among women and specific target groups at risk of discrimination.

When implementing the project:

- For infrastructure projects: strictly respect the building rules regarding the accessibility of disabled persons in buildings<sup>11</sup> and consider the possibility of including measures into the project for increasing the accessibility beyond the minimum legal requirements;
- For training initiatives: make sure that the selection of participants is made based on transparent and non-discriminatory criteria. Make sure the location of the training, the materials, timing and methodology are consistent with the needs of each category of participants and the principle of accessibility; consider also the specific indicators presented in the Section 4 of this brochure;
- For training initiatives: consider the inclusion of a course module dedicated to the principles of gender equality and non-discrimination at the workplace;
- For initiatives addressed to business environment: consider the inclusion of a specific channel to access common services for businesses, run by people who need special assistance / companion<sup>12</sup>.

## **Recommendations regarding Priority Axis 4 - Improving health-care services (Cooperation on health-care and prevention)**

- **Investment priority 9/a Investing in health and social infrastructure which contributes to national, regional and local development, reducing inequalities in terms of health status, promoting social inclusion through improved access to social, cultural and recreational services and transition from institutional to community-based services**

When elaborating the project:

- Consider focusing the project idea on the specific needs of groups at risk of discrimination ("disadvantaged groups").

When implementing the project:

- For projects aiming at developing / equipping health infrastructure: strictly follow the construction requirements on accessibility to health services infrastructure and equipment<sup>13</sup> and consider the

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<sup>11</sup> MDRAO Order no. 189 of 12 February 2013

<sup>12</sup> If the project includes the construction of new buildings, there will be respected the provisions of MDRAO Order no. 189 of 12 February 2013

<sup>13</sup> MDRAO Order no. 189 of 12 February 2013

possibility of including in the project measures to increase accessibility, beyond the minimum legal requirements.

- For initiatives of changing and strengthening capacities: make sure that the selection of participants is conducted in accordance with transparent and non-discriminatory criteria. Make sure the location of the training, the materials, timing and methodology are consistent with the needs of each category of participants and the principle of accessibility;
- For e-health projects: ensure the full adoption of international standards for accessibility to the web interface, if that should be accessible to the public<sup>14</sup>.

## **Recommendations regarding Priority Axis 5 - Improve risk-prevention and disaster management (Cooperation on risk prevention and disaster management)**

- **Investment priority 5/b Promoting investments to address specific risks, ensuring intervention in case of disaster and developing a disaster management system**

When elaborating the project:

- Consider focusing the project at least partially, on the needs of groups at risk of discrimination (especially the elderly, disabled persons, children).

When implementing the project:

- In the case of projects referring to the adoption of common rules and plans for risk management: adequately consider the needs and circumstances of youngsters, the elderly and persons with disabilities;
- In implementing the awareness-raising measures: consider giving priority to measures targeting disadvantaged groups.

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<sup>14</sup> Internationally, the Web Content Accessibility Guidelines, prepared by the World Wide Web Consortium (W3C) presents the web accessibility standards. Nationally, Art. 71 of Law 448/2006 on the Protection and Promotion of the Rights of Persons with Disabilities, provides that:

(1) Until 31 December 2007, public authorities shall take steps to:

- a) increase accessibility of websites pages, in order to improve access to electronic documents for persons with visual and mental disabilities;
- b) the use of pictograms in all public services;
- c) adapt telephones with telefax and teletext options for persons with hearing disabilities.

(2) When equipment and software are purchased, public institutions will take into account the the compliance with the requirements of accessibility."

## Recommendations regarding Priority Axis 6 - Promoting cross-border cooperation between institutions and citizens (Cooperation of institutions and communities)

- Investment priority 11/b Enhancing institutional capacity of public authorities and stakeholders and n efficient public administration by promoting legal and administrative cooperation and cooperation between citizens and institutions

When elaborating the project:

- Consider focusing the project, at least partially, on the specific needs of groups at risk of discrimination, regarding their relationship with public administration (especially the elderly, disabled persons, minorities and other disadvantaged categories);
- Regardless what is the public administration area envisaged by the project, consider paying special attention to the specific needs of groups at risk of discrimination in relation to the respective field.

When implementing the project:

- For training and capacity building initiatives: make sure that the selection of participants is based on transparent and non-discriminatory criteria. It is also necessary to ensure the conformity of training locations, timing and methodology to the needs of each category of participants and the principle of accessibility, by including specific requirements such as: *Participation in the training sessions is open on equal terms to all the persons who belong to the target group regardless of nationality, sex, age, disability, religion, ethnic origin and sexual orientation. The access of persons with disability to the locations of activities will be endured through specific facilities (ramps, lifts, toilets etc), in accordance with the legislative provisions imposed by MRDPA Order no. 189 of 12 February 2013.*
- In case of projects related to the adoption of common rules and plans for the risk management: consider the needs and situation of the elderly, youth and persons with disabilities.
- When implementing rising awareness measures: consider giving priority to measures targeting disadvantaged groups.

### III. Romanian and international legislation on gender equality and non-discrimination

- International convention on the elimination of all forms of racial discrimination of 21.12.1965;
- UN Convention on the elimination of all forms of discrimination against women (CEDAW);
- European Convention on Human Rights, art. 14 and Protocol no. 12 of the Convention;
- Regulation (EU) no. 1303/2013 laying down common provisions on the European Regional Development Fund, European Social Fund, Cohesion Fund, European Agricultural Fund for Rural Development and the European Maritime and Fisheries Fund and laying down general provisions on the European Regional Development Fund, European Social Fund, the Cohesion Fund and the European Maritime and Fisheries Fund and repealing Council Regulation (EC) no. No 1083/2006;
- Regulation (EU) no. 1299/2013 of the European Parliament and of the Council of 17 December 2013 on specific provisions for the support from the European Regional Development Fund to the European Territorial Cooperation goal;
- Ordinance no. 137/2000 on preventing and sanctioning all forms of discrimination;
- Optional Protocol to the Convention on the elimination of all forms of discrimination against women of 06.10.1999;
- Law no. 53/2003 - Labor code;
- Government Emergency Ordinance no. 34/2006 on the award of public procurement contracts, public works concession contracts and service concession contracts;
- Law no. 448/2006 on the protection and promotion of disability persons' rights , with effect from 03.01.2008; Official Monitor no. 1 of 03.01.2008;
- The revised version of European Social Charter of 03.05.1996;
- Law no. 202/2002 on equal opportunities and equal treatment between women and men;
- Decision no. 285/2004 on the implementation of National Action Plan for Equality between Women and Men;
- Rules of organization and operation of county commissions and Bucharest Municipality on equal opportunities between women and men of 08.09.2005;
- Government Emergency Ordinance no. 61/2008 on implementing the principle of equal treatment between men and women in terms of access to goods and services and the supply of goods and services;
- GD 237-2010 National strategy for equal opportunities 2010-2012;

- Rules of organization and functioning of the National Commission on equal opportunities for women and men (CONES) of 27.11.2013;
- Decision no. 250/2014 on the organization and functioning of the Department for Equal Opportunities for Women and Men;
- Order no. 189/2013 for approving the technical regulation - Normative for the adaptation of civil buildings and urban space to the individual needs of persons with disabilities, indicative NP 051-2012 - Revision NP 051/2000.

#### IV. The list of indicators on gender equality and non-discrimination, applicable within the Interreg V-A Romania - Hungary Programme

The following table presents the main indicators to monitor the effects and impacts of the programme in terms of gender equality and non-discrimination.

In each project, depending on its objectives and specific actions, these indicators can be detailed, in order to measure the project effects and results on specific groups, such as minorities, people with disabilities, pregnant women, single mothers and other socially disadvantaged persons.

<i>PA</i>	<i>Indicator</i>	<i>Unit measure</i>	<i>Reporting responsible</i>	<i>Aggregation level</i>
PA1	<b>Number of projects:</b> - Increasing the services for persons with disabilities; - Targeting minorities.	Projects	Monitoring authority	Programme level
	Type of institution submitting the project.	Projects	Monitoring authority	Programme level
PA 2	<b>Number of projects:</b> - Increasing the services for persons with disabilities; - Targeting minorities.	Projects	Monitoring authority	Programme level
	Type of institution submitting the project.	Projects	Monitoring authority	Programme level
PA 3	<b>Number of persons into the target group of the project</b> - Women - Men	Persons	Beneficiary	Project level
	Ratio of women/men into the target group of the project	Percentage	Beneficiary	Project level

	<b>Number of persons employed</b> - Women; - Men.	Persons	Beneficiary	Project level
	<b>Number of qualified persons:</b> - Women; - Men.	Persons	Beneficiary	Project level
	<b>Number of persons opening a business :</b> - Women; - Men.	Persons	Beneficiary	Project level
	<b>Number of persons using the developed infrastructure/facilities:</b> - Women; - Men.	Persons	Beneficiary	Project level
	<b>Number of projects :</b> - Increasing the services for persons with disabilities; - Targeting minorities.	Projects	Monitoring authority	Programme level
	<b>Type of institution submitting the project.</b>	Projects	Monitoring authority	Programme level
PA 4	<b>Number of persons into the target group of the project</b> - Women - Men	Persons	Beneficiary	Project level
	<b>Ratio of women/men into the target group of the project</b>	Percentages	Beneficiary	Project level
	<b>Number of persons included in training programs</b> - Women - Men	Persons	Beneficiary	Project level
	<b>Number of persons using the developed infrastructure/facilities:</b> - Women; - Men.	Persons	Beneficiary	Project level
	<b>Number of projects:</b> - Increasing the services for persons with disabilities; - Targeting minorities.	Projects	Monitoring authority	Programme level
	<b>Type of institution submitting the project.</b>	Projects	Monitoring authority	Programme level
	<b>Number of projects:</b>			

PA 5	- Increasing the services for persons with disabilities; - Targeting minorities.	Projects	Monitoring authority	Programme level
	Type of institution submitting the project.	Projects	Monitoring authority	Programme level
AP 6	Number of persons into the target group of the project  - Women - Men	Persons	Beneficiary	Project level
	Ratio of women/men into the target group of the project	Percentage	Beneficiary	Project level
	Number of persons participating to cross-border cooperation programs  - Women - Men	Persons	Beneficiary	Project level
	Number of persons participating to training programs  - Women - Men	Persons	Beneficiary	Project level
	Number of persons using the developed services  - Women - Men	Persons	Beneficiary	Project level
	Number of projects: - Increasing the services for persons with disabilities; - Targeting minorities.	Projects	Monitoring authority	Programme level
	Type of institution submitting the project.	Projects	Monitoring authority	Programme level

## V. List of relevant authorities responsible for equal opportunities or discrimination

- National Council for Combating Discrimination (<http://www.cncd.org.ro/>)
- Ministry of Labour, Family and Social Protection for the Elderly, Department for Equal Opportunities for Women and Men;
- National Commission for Equal Opportunities for Women and Men - CONES
- County Commissions for Equal Opportunities for Women and Men - COJES
- National Authority for Persons with Disabilities ([www.mmuncii.ro](http://www.mmuncii.ro))
- National Agency for Roma persons (<http://www.anr.gov.ro/>)
- General Directorates of County Assistance and Child Protection (GDCACP)