



**Pledge submitted by Romania to the Human Rights 75 Secretariat
December 2023**

Original language of submission: English

Type of pledge: Single (by one state/actor)

Pledging entity: Ministry for Foreign Affairs of Romania

PLEDGE NUMBER 1: Combating moral harassment at work. Moral harassment at the workplace is not a new phenomenon. It can affect women and men, young and old persons, persons belonging to any kind of minorities. Romania is fully committed to continue to actively engage in the fight against moral harassment at work. In doing so, the National Agency for Equal Opportunities between Women and Men (ANES) in partnership with the Romanian Institute for Human Rights (IRDO) has already launched a national Campaign aiming at raising awareness on moral harassment at work. The campaign was conducted in two stages. I. an information campaign on the modifications of the existing normative framework through the adoption of the law on the moral harassment at work. II. by publishing 2 forms aiming at helping victims of moral harassment and guiding organizations combatting moral harassment, both on ANES and IRDO web pages. A Guideline has been elaborated, containing practical information on steps to follow for victims of moral harassment at work, as well as for organizations which are confronted with this phenomenon. In order to establish a common methodological framework for central and local, military and civil public institutions, as well as for the private companies, on October 12, 2023, the Romanian Government has approved the Decision on preventing and combating harassment based on sex, as well as moral harassment at work.

Expected deadline within which pledge will be realised: Dec 31, 2023

PLEDGE NUMBER 2: Combating violence against women. Violence against women and domestic violence in general, is a widespread phenomenon that occurs worldwide, cutting across all generations, nationalities and spheres of our societies, no matter of age, ethnicity, disability or other background. Romania commits to invest its efforts and resources in promoting and advancing women and girls rights, including through putting an end to violence against women, by working together with all relevant actors, including civil society. The National Agency for Equal Opportunities between Women and Men (ANES), in partnership with civil society organizations (TRANSCENA Association, ANAIS Association, FILIA Center and GRADO Association), is running, since December 2021, VioGen-Just Project, aiming at consolidating the Romanian authorities' capacity to implement the European Court of Human Rights, as well as the Council of Europe recommendations as regards domestic and gender-based violence. As part of the project, a new mechanism, the Victim Support Assistant, has been created. The mechanism aims at ensuring the necessary support not only to victims of domestic and sexual violence, but also to professionals from the law enforcement sector dealing with domestic violence situations.

Expected deadline within which pledge will be realised: Mar 1, 2024

PLEDGE NUMBER 3: Combating discrimination. Discrimination on any grounds has no place in any society, but for many people around the world it is, unfortunately, a reality they have to face on a daily basis. Romania's longstanding position is to reject and condemn all forms of discrimination, racism and xenophobia. In doing so, Romania is committed to take a vigorous stance against hate speech and incitement to hostile and violent acts on any grounds. The National Agency for Roma has signed two partnerships with two state universities, entitled Social knowledge courses of the Roma community in the academic environment, aiming at strengthening the social knowledge of the Roma community among the relevant key actors. The program started in 2022 with courses at the Carol Davila University of Medicine, 2023 with courses at Alexandru Ioan Cuza Police Academy, and is intended to continue also in 2024.

Expected deadline within which pledge will be realised: Dec 31, 2024

PLEDGE NUMBER 4: Combating trafficking in persons. Trafficking in persons is not only a severe crime, but also a violation of basic human rights, that harms the individual and the community they belong to. Romania is fully committed to continue the fight against trafficking in persons. We believe that preventing human trafficking, protecting its victims and prosecuting its perpetrators require concerted and vigorous action by countries of origin, transit and destination. With this goal in mind, in October 2018, the 2018-2022 National Strategy against Trafficking in Persons was approved. It was a testament of Romania's efforts to update the management process of preventing and combating the phenomenon of human trafficking at national level, as well as the assistance provided to victims. A report assessing the strategy was issued in August 2023, to serve amongst others, as a support for the drafting of the new strategy. The 2024 – 2028 National Strategy against Trafficking in Persons is currently under development within the framework of the Inter-ministerial Committee for Inter-sectoral Strategic Coordination of the Fight against Trafficking in Persons, a body created with the goal of facilitating the process of developing the strategy.

Expected deadline within which pledge will be realised: Dec 31, 2028