RE-EURECA-PRO

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WP 6: INCLUSIVENESS OF SCIENTIFIC COMMUNITIES, University of Petroșani

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Content

Abbreviations

AHP	analytic hierarchy process
AROPE	At risk of poverty or social exclusion
BICH	Bureau of Intervention in Cases of Harassment
D	Deliverable
D&I	diversity and inclusion
EASIE	European Agency Statistics on Inclusive Education
ERG	Employee resource group
ESSPROS	European system of integrated social protection statistics (ESSPROS)
EU	European Union
EU-SILC	EU statistics on income and living conditions
GEMR	Global Education Monitoring Report
HDI	Human development index
HR	Human resources
HRM	Human resource management
HSMW	Mittweida University of Applied Sciences, Germany
ICT	Information and Communication Technology
ILO	International Labour Organization
ISG	Indicators' Sub-Group
MIPE	Ministry of Investments and European Projects, Romania
MUL	Montanuniversität Leoben, Austria
MPI	Global Multidimensional Poverty Index
MS	Member State
OECD	The Organisation for Economic Co-operation and Development
OMC	Open method of coordination
R&D	Research and Development
R&I	Research and Innovation
SMSD	Severe material and social depravation rate
SPC	Social Protection Committee
SUT	Silesian University of Technology, Poland
T	Task
TUC	Technical University of Crete, Greece
TUBAF	Technische Universität Bergakademie Freiberg, Germany
UHASSELT	Hasselt University, Belgium
ULE	University of León, Spain
UIS	UNESCO Institute for Statistics

UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNDP	United Nations Development Programme
UP	University of Petrosani, Romania
WCED	World Commission on Environment and Development,UN
WHO	World Health Organization
WP	Work Package

Glossary of topics

Term	Definition	Source
Accessibility	extent to which workplace environments, systems, and organizational products and services are accessible and can be used by the broadest range of people.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Accommodate	adapt to or adjust to. The aim of accommodating specific needs is to enable people with differing abilities to gain access to work and contribute to the organization. Adjustments can vary according to differing abilities, specific individual needs and circumstances. For example, having organizational policies that cover making adjustments to premises, working hours, job responsibilities and equipment, and providing accessible information and assistive technologies, as well as time for treatment and rehabilitation, when applicable.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Accommodations	modifications or provisions made for an individual with a disability to provide access or enable them to perform the essential functions of a role. Depending on the specific circumstances and the documentation received, accommodations may include: • Academic accommodations; • Housing and dining accommodations; • Modifications to University policies, rules and regulations as applied to the individual; • Environmental adjustments such as the removal of architectural, communication, or transportation barriers; • Auxiliary aids and services; • Modified work schedules or job restructuring.	Princeton University, Policy on Disability and Accessibility, April 2021, https://inclusive.princeton.edu/addressing-concerns/policies/policy-disability-and-accessibility
Accountability	obligation of a person or organization to account for their activities or accept responsibility for those activities. The activities can, for example, include the completion of a deliverable or task, and accepting responsibility can involve disclosing the results of the activities in a transparent manner.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Adverse impact	outcome that is disadvantageous and potentially discriminatory for individuals and groups of people.	ISO 30415:2021 Human resource management — Diversity and inclusion https://www.iso.org/standard/71164.html
Age	the time elapsed from the birth of a person to a certain moment of observation. It constitutes a very significant demographic variable in sociological surveys, childhood, adolescence, youth, maturity and old age	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p.659

	are usually taken into account.	
Anxiety	affective state characterized by a feeling of restlessness, insecurity, of diffuse disorder, both physical and mental, of waiting for an indeterminate danger in connection with which there are uncertainties if it can be successfully faced. It appears as a reaction to stress. Calmness and serenity indicate the absence of anxiety; a moderate level of anxiety is manifested by tension, restlessness, nervousness; internal feelings of fear, fright and panic indicate a very high level of anxiety.	Zamfir C., Vlăsceanu L. (coord.), Dicţionar de sociologie, Editura Babei, Bucureşti, 1998, p.44
At risk of poverty rate	is the share of people with an equated disposable income (after social transfer) below the at-risk-of-poverty threshold, which is set at 60 % of the national median equated disposable income after social transfers. This indicator does not measure wealth or poverty, but low income in comparison to other residents in that country, which does not necessarily imply a low standard of living.	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:At-risk-of-poverty_rate
At risk of poverty or social exclusion (AROPE)	corresponds to the sum of persons who are either at risk of poverty, or severely materially and socially deprived or living in a household with a very low work intensity.	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:At_risk_of_poverty_or_social_exclusion_(AROPE)
Bias	particular tendency, trend, inclination, feeling or opinion especially that is preconceived or unreasonable. Bias can be both explicit and implicit. tendency, inclination or opinion that is preconceived or unreasoned that hinders impartial judgement. Bias can be unconscious, conscious or systematic.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Career	pattern of work-related experiences that span a person's life.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Career stage	distinct phase of a person's career. Career stages can include entry, establishment, advancement, maintenance, transition and maturity.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Competence	ability to apply knowledge and skills to achieve intended results. Ability to mobilise and use internal resources such as	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en UNESCO Institute for Statistics,

	knowledge, skills and attitude, as well as external resources such as databases, colleagues, peers, libraries, instruments etc., to solve specific problems efficiently in real life situations.	http://uis.unesco.org/en/glossary
Competence framework	structure that defines the competence of people within an organization.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Competence model	process of analysing and describing knowledge, skill and ability of people.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Core competences	competences that are essential for an organization's success.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Chronic illness	The disease that has a slow evolution, that has a lasting character.	https://dexonline.ro/definitie/cronica
Decent work	work performed in conditions of freedom, equity, security and human dignity.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Delinquent Felon	person who has committed a crime.	https://dexonline.ro/definitie/delicventa
Delinquency	social phenomenon that consists in committing crimes.	https://dexonline.ro/definitie/delicventa
Disability	a physical or mental impairment that prevents the normal exercise of any bodily or mental functions or is demonstrable by accepted clinical or laboratory diagnostic techniques. Under applicable law, individuals are protected from discrimination based on a disability if they have such an impairment; have a record of such an impairment; or are regarded as having such an impairment.	Princeton University, Policy on Disability and Accessibility, April 2021 https://inclusive.princeton.edu/addressing-concerns/policies/policy-disability-and-accessibility
Disadvantaged populations	A population group at risk of education exclusion as a result of sex, location, poverty, disability, ethnicity, language, migration, displacement or other characteristics.	Global Education Monitoring Report (GEMR) http://tcg.uis.unesco.org/wp-content/uploads/sites/4/2021/02/Metadata-4
Discrimination	is adverse treatment of an individual based on a protected characteristic, rather than individual merit. Examples of conduct that can constitute discrimination if based on an individual's protected characteristic include but are not limited to: • Singling out or targeting an individual for different or less favourable treatment (e.g., more severe discipline, lower salary increase) because of their protected characteristic;	Princeton University, Policy on Discrimination and/or Harassment, November 2020, https://inclusive.princeton.edu/addressing-concerns/policies/policy-discrimination-andor-harassment

	• Failing or refusing to hire or admit an individual because of their protected characteristic; • Terminating an individual from employment or an educational program based on their protected characteristic.	
Diversity	characteristics of differences and similarities between people. Diversity includes factors that influence the identities and perspectives that people bring when interacting at work. Diversity can support the development of workplace environments and practices that foster learning from others to gain diverse perspectives on inclusiveness. Diversity dimensions include the demographic and other personal characteristics of the workforce, for example age, disability, sex, sexual orientation, gender, gender identity, race, colour, nationality, ethnic or national origin, religion or belief, as well as characteristics related to socio-economic context. These are often identified and agreed upon dimensions, which can be associated with legal requirements in different jurisdictions.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Diversity and inclusion climate survey	assessment of the attitudes, norms, policies and processes associated with acceptance of diversity and inclusion in an organization. The survey could include an internal or external audit.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Diversity management	formal or informal processes, including policies and practices developed and implemented by organizations, to effectively manage diversity and to foster inclusion among all organizational stakeholders.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Domestic violence	The set of conflicts in the family group that have the effect of mistreating the partner or the child	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p.659
Education	Processes by which societies deliberately transmit their accumulated information, knowledge, understanding, attitudes, values, skills, competencies and behaviours across generations. It involves communication designed to bring about learning.	UNESCO, ISCED 2011 http://uis.unesco.org/sites/default/files/documents/international-standa...
Educational personnel	Broad term covering three categories: 1- Teaching staff 2- Other pedagogical and administrative personnel 3- Support personnel.	UNESCO Institute for Statistics
Employee resource group (ERG)	people with shared demographic and other diversity dimensions, and their allies. An ERG generally consists of people who join together in a network to share experiences and beliefs, and to promote diversity and inclusion in the workplace. ERGs can contribute to an organization's approach to D&I, and promote, lead and provide support for D&I objectives. Organizations can support the role and contribution	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html

	of an ERG by allocating a budget and identifying a leadership team sponsor.	
Equality	state of being equal, especially in status, rights, opportunities or outcomes.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Equity	principle that policies, processes and practices should be fairly applied and individual needs recognized.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Ethical behaviour	behaviour that is in accordance with accepted principles of right or good conduct in the context of a particular situation and is consistent with international norms of behaviour.	ISO 26000:2010 Guidance on social responsibility, https://www.iso.org/obp/ui/#iso:std:iso:26000:ed-1:v1:en
EU statistics on income and living conditions (EU-SILC)	is the reference source for comparative statistics on income distribution and social inclusion in the EU. It is used for policy monitoring within the 'Open method of coordination (OMC)'. EU-SILC was launched in 2003 on the basis of a gentlemen's agreement between Eurostat and six Member States (Austria, Belgium, Denmark, Greece, Ireland, Luxembourg) and Norway. It was formally launched in 2004 in fifteen countries and expanded in 2005 to cover all of the then EU-25 Member States, together with Norway and Iceland. Bulgaria launched EU-SILC in 2006 while Romania, Switzerland and Turkey introduced the survey in 2007. EU-SILC provides two types of annual data: • cross-sectional data pertaining to a given time or a certain time period with variables on income, poverty, social exclusion and other living conditions; • longitudinal data pertaining to individual-level changes over time, observed periodically over a four-year period.	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:EU_statistics_on_income_and_living_conditions_(EU-SILC)
European system of integrated social protection statistics (ESSPROS)	was developed in the late '70s by Eurostat, jointly with representatives of the Member States of the European Union, in response to the need for a specific instrument of statistical observation of social protection in the Member States. The objectives of ESSPROS are to provide a comprehensive and coherent description of social protection in the MS: • covering social benefits and their financing; • geared to international comparability; • harmonising with other statistics, particularly the national accounts, in its main concepts.	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:European_system_of_integrated_social_protection_statistics_(ESSPROS)
Fairness	principle that everyone should be subject to procedures that are equitable and, as far as possible, free from systematic bias.	ISO 30415:2021 Human resource management — Diversity and inclusion https://www.iso.org/standard/71

		164.html
Functional illiteracy	consists of reading and writing skills that are inadequate "to manage daily living and employment tasks that require reading skills beyond a basic level". Those who read and write only in a language other than the predominant language of their environs may also be considered functionally illiterate. Functional illiteracy is contrasted with illiteracy in the strict sense, meaning the inability to read or write simple sentences in any language. The characteristics of functional illiteracy vary from one culture to another, as some cultures require more advanced reading and writing skills than do others. In languages with phonemic spelling, functional illiteracy might be defined simply as reading too slowly for practical use, an inability to effectively use dictionaries and written manuals, and other factors. Sociological research has demonstrated that countries with lower levels of functional illiteracy among their adult populations tend to be those with the highest levels of scientific literacy among the lower stratum of young people nearing the end of their formal academic studies. This correspondence suggests that the capacity of schools to ensure students attain the functional literacy required to comprehend the basic texts and documents associated with competent citizenship contributes to a society's level of civic literacy.[3]	https://en.wikipedia.org/wiki/Functional_illiteracy
Gender equality	equitable treatment for women and men. This includes equal treatment or, in some instances, treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities.	ISO 26000:2010 Guidance on social responsibility, https://www.iso.org/obp/ui/#iso:std:iso:26000:ed-1:v1:en
Harassment	unwelcome verbal or physical behaviour which is directed at a person based on a protected characteristic, when these behaviours are sufficiently severe and/or pervasive to have the effect of unreasonably interfering with an individual's educational experience, working conditions or living conditions by creating an intimidating, hostile, or offensive environment. Examples of conduct that can constitute harassment if based on an individual's protected characteristic include but are not limited to: • Unwelcome jokes or comments about a legally protected characteristic (e.g., racial or ethnic jokes); • Disparaging remarks to a person about a legally protected characteristic (e.g., negative or offensive remarks or jokes about a person's religion or religious garments); • Displaying negative or offensive posters or pictures about a legally protected characteristic;	Princeton University, Policy on Discrimination and/or Harassment, November 2020, https://inclusive.princeton.edu/addressing-concerns/policies/policy-discrimination-andor-harassment

	• All communications, including those conveyed electronically, such as by e-mail, telephone or voicemail, text messaging, or social media or other internet use, that violate this Policy.	
High potentials	Potentials people identified as having a propensity for exceptional performance.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Human capital	value of the collective knowledge, skills and abilities of an organization's people.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Human development index (HDI)	is a summary composite index incorporating statistical measures of life expectancy, literacy, educational attainment and GDP per capita, calculated by the United Nations (UN) under the UN Development Programme. It measures a country's average achievements in three basic aspects of human development: health, knowledge, and a decent standard of living. Eurostat uses the 2006 HDI classification as the basis for the grouping of countries by level of development.	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Human_development_index_(HDI)
Human governance	system by which an organization is directed and controlled, taking into account the organization's stakeholders as well as human and social factors, at the highest and every level of decision making.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Human resources (HR)	people working within or contributing to the organization.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Human resource management (HRM)	management of people in organizations. Human resource management can include talent management, employee relations and industrial relations, separation, training and development, reward, compensation and other benefits, performance management, grievance management, strategies, metrics, principles, policies decisions, operations, practices and methods. Human resource management optimizes the contribution of people to support organizational and stakeholder success.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Human resource strategy	approach to implementing policies and practices that affect people, which are aligned with organizational strategy.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Impact of an organization	Impact positive or negative change to society, economy or the environment, wholly or partially resulting from an organization's past and present	ISO 26000:2010 Guidance on social responsibility, https://www.iso.org/obp/ui/#iso:

	decisions and activities.	std:iso:26000:ed-1:v1:en
Inclusion Inclusiveness	practice of including all stakeholders in organizational contexts. Inclusion can involve stakeholders from different groups being accepted, welcomed, and enabled to have a voice and develop a sense of belonging. Inclusion can also involve offering opportunities to people on the basis of their knowledge, skills and abilities, as well as providing access to resources that enable their participation.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Inclusive behaviour	conduct that promotes inclusion. Organizations can enable conditions that encourage inclusive behaviour. Individuals within an organization demonstrate inclusive behaviour when they enable everyone to have a voice and accept and value the perspectives and contributions of every stakeholder.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Inclusive culture	values, beliefs and practices that influence the conduct and behaviour of people and organizations by including and valuing the perspectives and contributions of the broadest range of stakeholders.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Initiative for social responsibility	Initiative programme or activity expressly devoted to meeting a particular aim related to social responsibility. Initiatives for social responsibility can be developed, sponsored or administered by any type of organization.	ISO 26000:2010 Guidance on social responsibility, https://www.iso.org/obp/ui/#iso:std:iso:26000:ed-1:v1:en
International norms of behaviour	expectations of socially responsible organizational behaviour derived from customary international law, generally accepted principles of international law, or intergovernmental agreements that are universally or nearly universally recognized. Intergovernmental agreements include treaties and conventions. Although customary international law, generally accepted principles of international law and intergovernmental agreements are directed primarily at states, they express goals and principles to which all organizations can aspire. International norms of behaviour evolve over time.	ISO 26000:2010 Guidance on social responsibility, https://www.iso.org/obp/ui/#iso:std:iso:26000:ed-1:v1:en
Intersectionality	combination of one or more diversity dimensions and other personal characteristics that are part of a person's identity. These diversity dimensions and personal characteristics intersect, such that each is linked to the other, and influence a person's life and work experiences.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Job satisfaction	degree of fulfilment and/or contentment arising out of interplay of an employee's positive and negative feelings towards his/her work. Job satisfaction is a perception. Its behavioural expression can be observed and indirectly measured in surveys.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Knowledge management	combination of processes, actions, methodologies and solutions that enable the creation, maintenance, distribution and access to organizational knowledge.	ISO 30400:2016 - Human resource management — Vocabulary,

Knowledge management system	set of interrelated or interacting elements of an organization to establish, embed and enable knowledge management, policies and objectives, and processes to achieve those objectives. The system elements include the organization's knowledge management culture, structure, governance and leadership; roles and responsibilities; planning, technology, processes and operation, etc.	ISO 30400:2016 - Human resource management — Vocabulary,
Leadership competences	required set of competences for leaders in workplace contexts. This can include leadership skills, abilities, characteristics and behaviour.	ISO 30400:2016 - Human resource management — Vocabulary,
Management	process of planning, organizing, directing and controlling the outcomes of people, groups or organizations.	ISO 30400:2016 - Human resource management — Vocabulary,
Marginality	peripheral social position, isolating individuals or groups, with drastically limited access to the economic, political, educational and communication resources of the community. As a rule, marginality is manifested by the absence of a minimum of social life conditions — economic, residential, occupational, education and training conditions; through a lack of possibilities for affirmation and participation in the life of the community. The source of marginality should not be sought in the scarcity of resources, but in a certain way of social organization characterized by increased access. unequal resources, by discriminating against certain people or social groups. Marginality has the effect of social isolation, alienation, maladjustment, social non-integration, disorganization of the family; as a compensation reaction, it is characterized by hostile reactions towards the norms and values of the global society, aggression and violence, deviant behaviours. The situation of marginality contains by itself a vicious circle: marginalized people and groups, being deprived of minimal economic, political, educational resources, being the object of constant discrimination, are deprived of real chances to overcome the state of affairs.	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p.334
Marginalized groups	they are usually composed of the poor, the unemployed, strongly discriminated ethnic minorities, the disabled, the mentally ill, delinquents, misfits. Marginalized individuals and groups tend, consequently, to accentuate isolation and marginalization, developing norms, values, behaviours and ways of life different from those of the collective of which	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p.334

	they belong, a fact that further fixes their placement on the periphery of society, "stigmatizing" them, forcing them to abandon a "normal identity", choosing on the "deviant" one.	
Material deprivation	refers to a state of economic strain and durables, defined as the enforced inability (rather than the *choice* not to do so) to pay unexpected expenses, afford a one-week annual holiday away from home, a meal involving meat, chicken or fish every second day, the adequate heating of a dwelling, durable goods like a washing machine, colour television, telephone or car, being confronted with payment arrears (mortgage or rent, utility bills, hire purchase instalments or other loan payments).	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Material_deprivation
On boarding	process of welcoming people into the organization, its culture, expectations, policies, people and their roles. The approach to on boarding can depend on the type and size of the organization, complexity of the job, and the knowledge, skills and abilities of the person. On boarding can help people adjust or acclimatize to a new work environment, role and responsibility, and also help the workforce and the organization to adjust to its new members.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Organization structure	hierarchical arrangement of authority, responsibility and accountability in an organization.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Organizational culture	values, beliefs and practices that influence the conduct and behaviour of people and organizations.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Organizational governance	system by which an organization makes and implements decisions in pursuit of its objectives.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Organizational values	aspirational or articulated standards, behaviour, principles or concepts that an organization considers important.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Open method of coordination (OMC)	was created as part of the European Union (EU) employment policy and the Luxembourg process, and it has been defined as an instrument of the Lisbon strategy (2000).	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Open_method_of_coordination_(OMC)
Outreach	activities undertaken by an organization to engage with a broader group of stakeholders.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71

		164.html
Performance	measurable result. Performance can relate either to quantitative or qualitative findings. Performance can relate to the management of activities, processes, products (including services), systems or organizations. In the context of human resources, performance relates to the execution or accomplishment of work by people, groups or organizations.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Performance management	management of the performance of people, groups and organizations.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Policies	intentions and direction of an organization, as formally expressed by its top management.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Poverty	situation characterized by the lack (insufficiency) of the material means necessary for life. It has different forms and degrees of severity depending on the nature of the lack of means of subsistence affecting individuals, families, communities, social groups or even societies as a whole. among the factors responsible for the magnitude of s., the following are noted in the first place: the level of economic development, the situation of the labour market, the degree of employment and unemployment, the characteristics of jobs, the type of control over material resources, inflation, the method of distribution and redistribution of income, demographic, social and cultural characteristics, lifestyle. The analysis of poverty leads to the distinction between individual and collective or generalized poverty.	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p.517
Principle	fundamental basis for decision making or behaviour.	ISO 26000:2010 Guidance on social responsibility, https://www.iso.org/obp/ui/#iso:std:iso:26000:ed-1:v1:en
Productivity	quality, state or fact of being able to generate, create, enhance or bring forth goods, services and knowledge.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Protected characteristics	are those personal traits, characteristics and/or beliefs that are defined by applicable law as protected from discrimination and/or harassment. They include race, creed, colour, sex, gender identity or expression, age, national origin, ancestry, religion, physical or mental disability, veteran status, marital or domestic partnership status, affectional or sexual	Princeton University, Policy on Discrimination and/or Harassment, November 2020, https://inclusive.princeton.edu/addressing-concerns/policies/policy-discrimination-andor-harassment

	orientation and/or other characteristics protected by applicable law.	
Retaliation	The University expressly prohibits any form of retaliatory action against any member of the University community who in good faith: (1) files a report, complaint or grievance under this polity (or with an external entity); (2) opposes in a reasonable manner an action or policy believed to constitute a violation of this policy; or (3) participates in University investigations, compliance reviews, or discipline proceedings under this policy. is any attempt to seek retribution against an individual or group of individuals involved in filing a complaint or report under this policy, filing an external complaint, participating in a disciplinary process, or opposing in a reasonable manner an action believed to constitute a violation of this policy. Depending on the circumstances referenced above, retaliatory acts may include (but is not limited to): • Adverse employment action; • Adverse action relating to participation in an educational program; • Unreasonably interfering with the academic or professional career of another individual; • Engaging in conduct which constitutes stalking, harassment, or assault; • Engaging in efforts to have others engage in retaliatory behaviour on one's behalf.	Princeton University, Policy on Discrimination and/or Harassment, November 2020, https://inclusive.princeton.edu/addressing-concerns/policies/policy-discrimination-andor-harassment
Social integration	it represents a relationship, a dynamic interaction between the system that integrates and the system that integrates. during this process, both in the system that is integrated and in what! what integrates changes take place.	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p. 300
Social isolation	partial or total separation of individuals or social groups, from each other, in terms of communication, cooperative interaction, mutual social involvement. It can refer to an individual, group or collective. Social isolation of the individual comes from the restriction of social contacts with the members of the group or from his rejection by the group. In this case, social isolation represents a failure of the individual to establish and maintain relationships and communication with others. A group is isolated if it avoids or restricts to a minimum social and cultural contacts with the other groups, if certain conditions do not facilitate such contacts or, finally, if the other groups marginalize it.	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p.312

Severe material and social deprivation rate (SMSD)	is an EU-SILC indicator that shows an enforced lack of necessary and desirable items to lead an adequate life. The indicator, adopted by the Indicators' Sub-Group (ISG) of the Social Protection Committee (SPC), distinguishes between individuals who cannot afford a certain good, service or social activities. It is defined as the proportion of the population experiencing an enforced lack of at least 7 out of 13 deprivation items (6 related to the individual and 7 related to the household). List of items at household level: • Capacity to face unexpected expenses • Capacity to afford paying for one week annual holiday away from home • Capacity to being confronted with payment arrears (on mortgage or rental payments, utility bills, hire purchase instalments or other loan payments) • Capacity to afford a meal with meat, chicken, fish or vegetarian equivalent every second day • Ability to keep home adequately • Have access to a car/van for personal use • Replacing worn-out furniture List of items at individual level: • Having internet connection • Replacing worn-out clothes by some new ones • Having two pairs of properly fitting shoes (including a pair of all-weather shoes) • Spending a small amount of money each week on him/herself • Having regular leisure activities • Getting together with friends/family for a drink/meal at least once a month.	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Severe_material_and_social_deprivation_rate_(SMSD)
Social minority	racial, religious, ethnic, political groups, smaller in number and different from the wider collectivities in which they are contained and which control them.	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing House, Bucureşti, 1998, p.353
Social protection	all interventions from public or private bodies intended to relieve households and individuals of the burden of a defined set of risks or needs, provided that there is neither a simultaneous reciprocal nor an individual arrangement involved. In ESSPROS, the list of risks or needs (functions) that may give rise to social protection is, by convention, as follows: • Sickness/Health care • Disability • Old age • Survivors • Family/children • Unemployment	https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Social_protection

	• Housing Social exclusion not elsewhere classified.	
Social responsibility	responsibility of an organization for the impacts/consequences of its decisions and activities on society and the environment, through transparent and ethical behaviour that: • contributes to sustainable development, including health and the welfare of society; • takes into account the expectations of stakeholders; • is in compliance with applicable law and consistent with international norms of behaviour; • is integrated throughout the organization and practised in its relationships.	ISO 26000:2010 Guidance on social responsibility, https://www.iso.org/obp/ui/#iso:std:iso:26000:ed-1:v1:en
Social structure	the set of relatively stable relationships that characterize the social system of a society, made up of communities, collectivities, classes, categories and social groups existing at a given time. It encompasses the totality of the relationships between and within the different forms of coexistence and human activity within the framework of society, which is on a certain stage of social-economic development.	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p. 612
Social transparency	quality or characteristic of social interactions to be or to be made visible, to manifest openly on the scene of social life. Expression synonymous with that of visibility a behaviour (R.K. Merton).	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p.638
Stakeholder Interested party	person or organization that can affect, be affected by, or perceive itself to be affected by a decision or activity. Example: Customers, owners, people in an organization, suppliers, bankers, unions, work councils, partners, students, or society that may include competitive or pressure groups.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en
Statistics and sociology	statistics provides sociology with means or techniques for ordering, serializing, systematizing, concentrating or correlating empirical data. Statistical data analysis does not replace theoretical analysis, but provides a basis for testing, analysing and interpreting hypothetical propositions in sociology or for systematizing the meanings inherent in social data. By requiring the measurement of the quantitative properties of phenomena, relations or social processes, statistics contributed to the development of the so-called quantitative sociology, without however eliminating the qualitative or interpretive analysis of the data.	Zamfir C., Vlăsceanu L. (coord.), Dictionary of sociology, Babei Publishing house, Bucureşti, 1998, p. 594
Strategy	organization's approach to achieving its objectives.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:

		std:iso:30400:ed-1:v1:en
Sustainable development	development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Sustainable development is about integrating the goals of a high quality of life, health and prosperity with social justice and maintaining the earth's capacity to support life in all its diversity. These social, economic and environmental goals are interdependent and mutually reinforcing. Sustainable development can be treated as a way of expressing the broader expectations of society as a whole.	ISO 26000:2010 Guidance on social responsibility, https://www.iso.org/obp/ui/#iso: std:iso:26000:ed-1:v1:en
Sustainable employability	long-term ability to acquire or create and maintain work. Sustainable employability can be the responsibility of people, organizations or governments.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso: std:iso:30400:ed-1:v1:en
Sustainable employability for employing organizations	long-term and agile approach to acquiring, creating, developing and training, retaining, redeploying and supporting workforce members to meet changing economic, legislative and market requirements and conditions. This definition applies to organizations in all sectors, both private and public.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso: std:iso:30400:ed-1:v1:en
Sustainable employability for public sectors	long-term approaches and initiatives to encourage, promote and support value-driven employment benefitting constituents, employing organizations, economic development and all relevant stakeholders. Approaches could include, but are not limited to: frameworks, funding and legislation to support anti-discrimination and anti-exploitation in the workplace; flexible working; pathways to return to work (parents with children, careers, long-term sick or unemployed); career-advisory programs; knowledge and skills development and training; incentives for foreign direct investment; business and tax incentives for organizations that invest long-term in their workforce.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso: std:iso:30400:ed-1:v1:en
Sustainable employability for the individual	long-term capability to acquire, create and maintain employment, through adaptation to changing employment, economic and personal conditions throughout different life stages.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso: std:iso:30400:ed-1:v1:en
Talent	person who has or can develop the knowledge, skills, abilities or other characteristics to perform a function, job or role, as required.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso: std:iso:30400:ed-1:v1:en
Talent management	implementation of integrated strategies to increase workplace (5.8)productivity (6.7), by developing improved processes for attracting (11.6), developing, retaining and utilizing people with special skills and aptitudes to meet current and future organizational needs.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso: std:iso:30400:ed-1:v1:en

Voice	way people communicate their views and influence matters that affect them. Voice can include workforce views on employment and organizational issues, which can enable participation and involvement of people in influencing organizational decision-making. Voice can be evident through formal and informal mechanisms, including engagement surveys, employee resource groups, and consultations and negotiations that involve workforce representatives, labour unions or work councils where they exist. Voice can include communications from customers, people in the supply chain and other external stakeholders, expressing expectations and concerns.	ISO 30415:2021 Human resource management — Diversity and inclusion, https://www.iso.org/standard/71164.html
Vulnerable group	group of individuals who share one or several characteristics that are the basis of discrimination or adverse social, economic, cultural, political or health circumstances, and that cause them to lack the means to achieve their rights or otherwise enjoy equal opportunities.	ISO 26000:2010 Guidance on social responsibility, https://www.iso.org/obp/ui/#iso:std:iso:26000:ed-1:v1:en
Workplace	area(s) in which the worker's activities are carried out.	ISO 30400:2016 - Human resource management — Vocabulary, https://www.iso.org/obp/ui/#iso:std:iso:30400:ed-1:v1:en