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Book review

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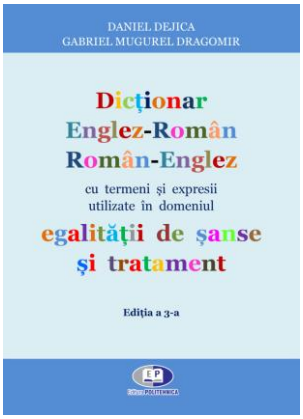

Equal opportunities, social inclusion, diversity and non-discrimination are only some of the issues that have gained increased attention in various social, institutional, educational and professional contexts over the past decades (Thomson and Gooberman-Hill 2024). These developments have generated not only extensive debates and social change, but also a large body of specialised terminology that requires representation across languages and cultures.

In this context, *Dicţionar englez-român, român-englez cu termeni și expresii utilizate în domeniul egalităţii de șanse și tratament* [*Dictionary of English–Romanian and Romanian–English Terms and Expressions Used in the Field of Equal*

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Opportunities and Treatment], 3rd Edition, compiled by Daniel Dejica and Gabriel Mugurel Dragomir and published by Politehnica Publishing House in 2023, represents a specialised terminological resource dedicated to equal opportunities, anti-discrimination, and social inclusion. The dictionary aims to bridge the linguistic gap between English and Romanian in this domain, falling within the sphere of social sciences and psychology. It also provides valuable documentary support for students, academics, researchers, social-sector professionals, as well as practitioners involved in implementing European projects addressing equal opportunities and treatment.

The dictionary (Dejica and Dragomir 2023) contains approximately 4,000 terms and expressions presented bilingually, English–Romanian and Romanian–English, and organised alphabetically across 300 pages. The lexicographic work was developed based on the analysis and integration of information from 23 specialised bibliographic sources, both national and international, as well as from 14 electronic resources relevant to the field.

The selection of terms included in the dictionary was guided by its central thematic focus and by related fields associated with its primary area of concern. Consequently, the entries encompass terminology pertaining to equal opportunities, gender equality, social inclusion and its promotion across diverse socio-economic environments, the prevention and combating of all forms of discrimination, equitable access to education and employment, unrestricted and non-discriminatory access to healthcare services, culture, and information, as well as equal participation in decision-making and leadership processes within organizations (Aninoșanu, Bocioc, Marțiș, and Sorescu 2004; Aninoșanu, Marțiș, and Sorescu 2007a, 2007b). Particular attention has been devoted to labour relations, including terminology associated with fair and non-discriminatory working conditions, equitable remuneration, and social protection (Aninoșanu, Marțiș, and Sorescu 2008; Ionescu 2007).

No such work could omit the terminology associated with institutions and public authorities entrusted with responsibilities in the field of equal opportunities and equal treatment, both at the national and European levels. To this end, the dictionary incorporates concepts relating to bodies such as the Ministry of Labour and Social Solidarity, the Labour Inspectorate, the National Employment Agency, the Ombudsperson Institution, and other entities responsible for the formulation, implementation, and monitoring of public policies in this domain.

The implementation of the principles of equal opportunities and equal treatment also requires an appropriate legislative framework supported by a specialised terminology. Accordingly, the dictionary includes concepts and expressions drawn from fundamental European Union documents, international treaties, European directives, and national legislative acts governing equal opportunities, anti-discrimination measures, and the protection of vulnerable groups (Grunberg 2006).

The consultation of institutional and organisational sources, including public authorities, non-governmental organisations, and research institutes active in the fields of human rights, social inclusion, and gender equality, contributes to the relevance of the terminology included in the volume (Bocioc, Dimitriu, Teșiu, and Văileanu 2004;

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Peretti, Legrand, and Boniface 2001). This multifaceted approach gives the volume a strong practical orientation and facilitates its use across a wide range of educational, administrative, and professional contexts.

Drawing upon an extensive documentary foundation and incorporating a substantial terminological inventory, the dictionary contributes to the standardisation and clarification of terminology related to equal opportunities and equal treatment. Furthermore, *Dicţionar englez-român, român-englez cu termeni şi expresii utilizate în domeniul egalităţii de şanse şi tratament* [*Dictionary of English–Romanian and Romanian–English Terms and Expressions Used in the Field of Equal Opportunities and Treatment*] by Daniel Dejica and Gabriel Mugurel Dragomir (2023), facilitates professional communication and the transfer of knowledge among the academic community, public institutions, non-governmental organisations, and practitioners engaged in the promotion of social inclusion and non-discrimination.

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