



GENDER EQUALITY PLAN - 2022



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CONTENTS (I)

Gender Equality at UPB

- Dedicated resources
- Data collection and planning
- Training and capacity building

A framework for equal opportunities and inclusion

- National norms and regulations
- A European approach to Diversity and Gender Equality

Area 1: Work-life balance and organisational culture

- Gap analysis
- Actions and results

Area 2: Gender balance in leadership and decision-making

- Gap analysis
- Actions and results



The Road We Walk Together

The *Gender Equality Plan* (GEP) proves a firm commitment of UPB to enact the values, vision, and missions we have. GEP is about people. People are the engine of the academic life, a core for achieving sustainable excellence in research and education, and building a culture of performance. We count on people to nurture our ongoing efforts to develop and maintain a safe, supportive, friendly, and quality work environment where quality education and research can thrive.

CONTENTS (II)

Area 3: Gender equality in recruitment and career progression

Gap analysis

Actions and results

Area 4: Integration of the gender dimension into research and teaching content

Gap analysis

Actions and results

Area 5: Measures against gender-based violence, including sexual harassment

Gap analysis

Actions and results

Monitoring & Evaluation



The Road We Walk Together

We proactively contribute to ensuring balance and participation in leadership and decision-making, transparent and merit-based recruitment policies, integration of gender and diversity dimensions in teaching and research, the development of educational content, and the design of meaningful learning experiences and production of new knowledge.



Gender equality at UPB

UPB has committed to establishing a Diversity Team and governance mechanisms to support and contribute to further Equal Opportunities, Inclusion, and Diversity, to raise awareness, safeguard, promote desirable actions, and combat malpractice.

Gender Equality Officers in the Diversity Team are fully and actively involved in the implementation of GEP's actions.

The *Gender Equality Officers* in the Diversity Team collaborate with the Statistics Office in the Department of Human Resources and Information Technology to collect and analyse gender-related data. An internal report is prepared each year and some of the data are also reported to external bodies (e.g. the Ministry of Education). The process of data collection, validation and reporting is supervised by the Vice-Rector responsible for digitalisation at UPB.

Additionally, UPB participates in task forces and working groups on gender and diversity based on its membership in a number of European and international associations (e.g. CESAER - Taskforce human resources).

The *Gender Equality Plan* will be revised every five years.

The following data will be collected and analysed annually:

- working conditions offered to academic staff;
- women and men in leadership positions;
- gender distribution of academic and administrative staff;
- gender distribution of students.

Dedicated resources

Data collection and planning



Gender equality at UPB

In the last decade, UPB has designed and delivered short-term courses on diversity, equal opportunities and gender equality. Most of the courses were designed for PhD candidates and postdoctoral researchers as part of projects co-financed through the European Structural Funds (e.g. [SIMBA](#), [A-SUCCES](#)).

More recently, UPB has developed a *Strategy for education and training* comprising dedicated objectives and actions to support the professional development of its teachers and researchers.

Specifically, the Strategy introduces the STEPs Training Programme for R1-R4 researchers, with a module on diversity. Newly employed academics benefit from participating in the STEPs Programme. Furthermore, a component of the programme addresses teaching and learning in higher education with a module on 'Embedding diversity in academic learning design'.

To boost its training offer, UPB will develop in 2022 a course catalogue and will continue to improve the features of the e-learning platform dedicated to the professional development of the academic and administrative staff (www.formare.upb.ro).

Similarly, UPB has developed an e-learning platform where students can enrol for additional courses on various topics (gender and diversity are among the topics covered): www.courseware.upb.ro

Training and Capacity Building

A framework for equal opportunities and inclusion

Gender equality is a fundamental value of the European Union and is one of the United Nations' sustainable development goals (SDGs). Gender equality in research and learning ensures that R&I systems support democratic and equal societies.

Gender Equality benefits research and innovation in several ways:



improves the quality and impact of research by making it relevant for the whole of society;



creates better working environments that enable a good quality of research and learning and helps maximise the potential and talents of all staff and students;



Attracts and retains talent by ensuring that all staff can be confident that their abilities will be valued and recognised fairly and appropriately.

National norms and regulations

Law 202/2002 for Equality of Opportunities between Women and Men

Law 202/2002 is the main sectoral instrument. According to it, the principle of equal opportunities between women and men requires both benefits of equal opportunities as access to education, training, and employment and participation in public and political decision-making. The subsequent national legislation guarantees citizens equal rights to participate in economic and social life, to be educated and trained in a particular profession, and to engage and benefit from social protection in certain situations.



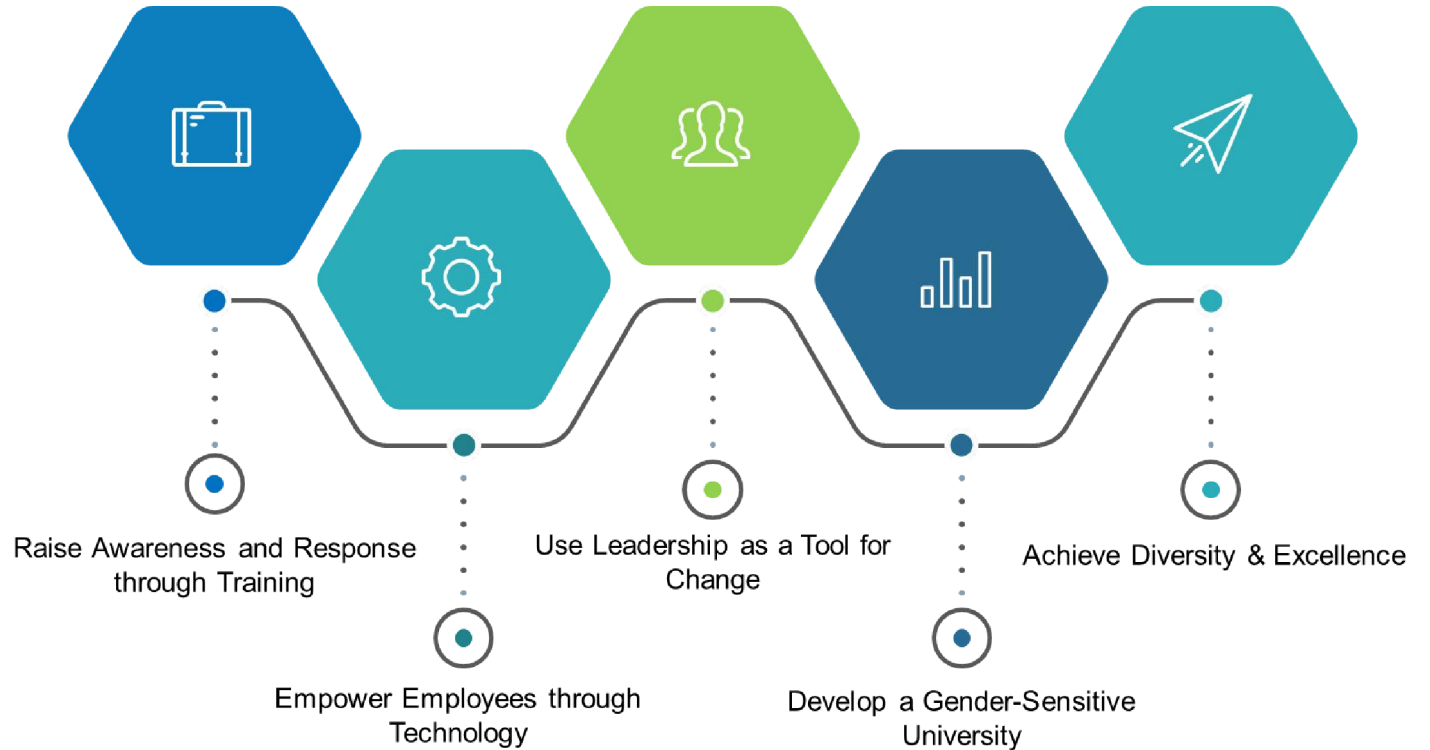


Extended legal framework

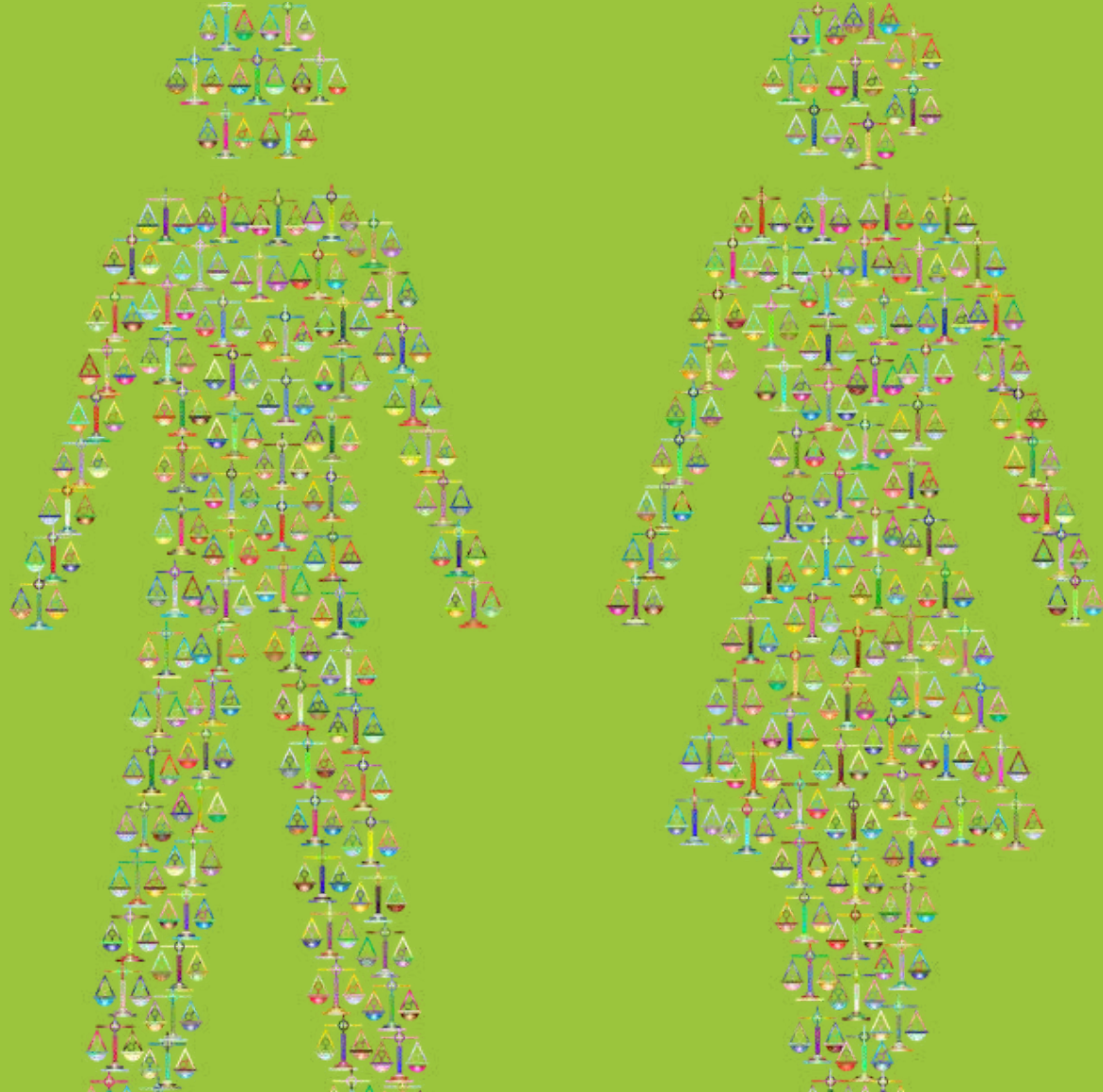
- Law 125/2016 on Romania's accession to the European Centre for Interdependence and Global Solidarity, created by Resolution (89)14, adopted by the Committee of Ministers of the Council of Europe on October 23, 1993
- Law 66/2016 amending and supplementing OUG 111/2010 on leave and monthly allowance for raising children
- Law 22/2016 for declaring The Women's Day on March 8 and The Men's Day on November 19
- Law 23/2015 for declaring 8 May the Day of Equal Opportunities between Women and Men
- Ordinance 111/2010 on leave and monthly allowance for raising children, with subsequent amendments and completions
- Law 62/2009 for the approval of the Government Emergency Ordinance no. 61/2008 on the implementation of the principle of equal treatment between women and men in the access to and supply of goods and services
- Ordinance 61/2008 on the implementation of the principle of equal treatment between women and men in the access to goods and services and the supply of goods and services, with subsequent amendments and additions
- Ordinance 67 of 27 June 2007 on the application of the principle of equal treatment between men and women in occupational social security schemes
- Ordinance 137/2000 on the prevention and sanctioning of all forms of discrimination, republished, with subsequent amendments and additions
- Law 210/1999 on Paternal Leave
- Decree 342/1981 on the ratification of the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW), signed by the General Assembly of the United Nations and formulated in Resolution 34/180 of 18 December 1979, which entered into force on 3 September 1981.

Key destinations

UPB has designed the Gender Equality Plan with the following specific directions and ultimate points of arrival to be achieved:



Area 1. Work-life balance and organisational culture





Area 1. Work-life balance and organisational culture

Gap analysis

In 2020, the European Commission recognised with the 'HR Excellence in Research Award' UPB's progress in aligning its human resources policies to the 40 principles of the Charter & Code, based on a customized [action plan](#)/HR strategy. Therefore, UPB is committed to supporting a fair balance between the private and professional lives of all staff.

Applications for sabbatical leave or remote work are allowed and encouraged. UPB promotes staff stability and the permanence of employment.



Existing challenges

Develop a comprehensive framework to regulate the working time, to ensure flexibility and support

Inform, communicate and train on the social topics



New ambitions

Fully integrate the existing resources and tools to support project management activities, career development and well-being

Build capacities to meet the community's needs

Work-life Balance & Organisational Culture



Objective: To boost staff performance and well-being by providing better information, knowledge and support

Actions & results

Creation of an **online resource center** on the UPB website to provide employees with relevant information
To be launched in July 2022

Design and send a quarterly **thematic newsletter** issued by the Diversity Team
To be launched in October 2022

Delivery of **training on diversity and gender** for all the community members
Starting from March 2023, intensively provided to all the community members until 2025, continuously delivered on long-term

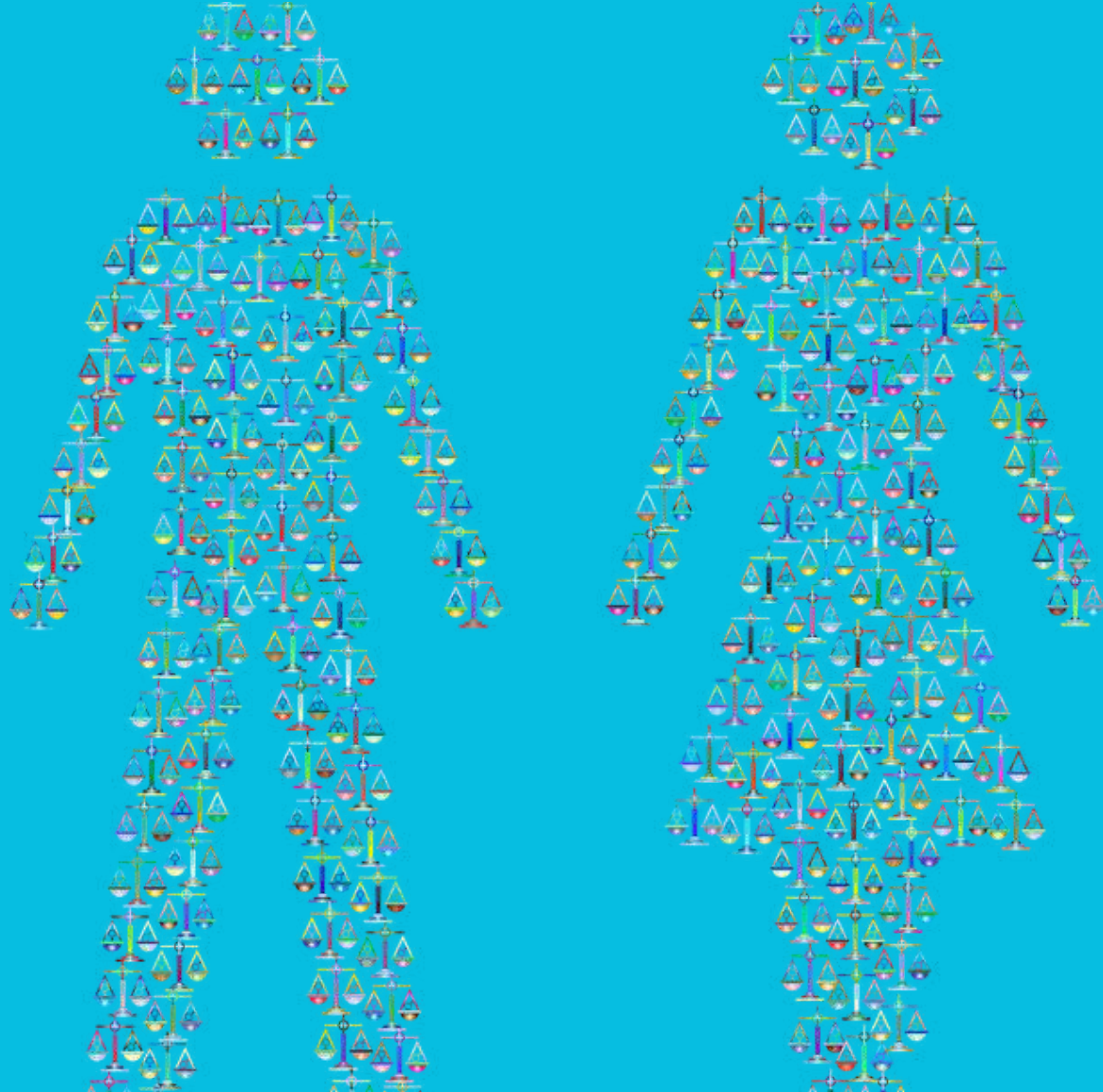
Inception and development of **a support and exchange network** for women staff (**She Engineer - SHINE**)
To be launched in April 2023

Resources



Diversity Team
Department of Information Technology and Human Resources
Office of Academic Career Development

Area 2. Gender balance in leadership and decision-making





Area 2. Gender balance in leadership and decision-making

Gap analysis

As regards the academic positions, UPB is close to achieving gender parity: 43% of the positions are occupied by women. If for the R1-R3 career levels the gender distribution is balanced, only 31% of the full professor positions are held by women (as of January 2022).

Access to any management positions in UPB is non-discriminatory. However, only one position in the top management team is occupied by a woman (out of 10).

At the level of the faculty management teams, 54 positions are occupied by men, and 28 positions are held by women. Nevertheless, 7 of the dean positions are held by women. The number of management positions held by women increased by 30% in 2020 when the latest elections took place.



Existing challenges

Balance the representation of women in middle and top management positions

Increase the representation of female academics at the senior levels of the teaching and research careers



New ambition

Design interventions to tackle subtle actions and inactions that can impede the academic and leadership career of women

Gender balance in leadership and decision-making



Objective: To balance the representation of female academics at the senior levels of career and management by tackling gender construction of leadership and unconscious bias

Actions & results

Promotion of the [use of inclusive language](#) based on the recommendations in the EIGE's [toolkit](#)
The recommendations will be comprised in the first issue of the thematic newsletter (to be launched in October 2022)

Promotion of events aiming at the creation of contact networks and spaces where researchers can share experiences, exchange knowledge and foster mutual learning
Starting from September 2022

Promotion of initiatives and good practices to facilitate a widespread gender-sensitive discourse at all levels (training courses, participation in talks/ workshops on gender equality and gender issues)
Starting from April 2022, ongoing action

Conduct yearly [awareness-raising campaigns](#) on conscious and unconscious types of gender discrimination, aiming at deconstructing possible associated gender stereotypes
The first campaign is to be launched in November 2022

Resources



Diversity Team
Shine Community
University Leadership

Area 3. Gender equality in recruitment and career progression





Area 3. Gender equity in recruitment and career progression

Gap analysis

UPB selects candidates for permanent or definite period contracts through the organisation of open competitions. Each of these competitions is announced on the Euraxess platform. All the published announcements meet the principles of transparency, non-discrimination, and equal opportunities and are carefully checked for gender-sensitive language. Nevertheless, UPB does not organise personalised training for the members of the selection and promotion committees. Moreover, gender-disaggregated data collection procedures and gender-specific indicators need to be developed in order to monitor de progress towards gender equality.



Existing challenges

Review and enrich the recruitment and carrier progression policies

Deliver training to ensure that the Charter and Code principles are fully addressed in the recruitment, selection, and career progress practices



New ambition

Develop institutional gender-disaggregated data collection procedures and gender-specific indicators to monitor progress toward gender equality



Gender equity in recruitment and career progression



Objective: To promote gender-sensitive policies and practices in the process of recruitment, selection, and promotion in teaching and research career

Actions & results

Review of promotion, selection, recruitment [procedures](#), and [practices](#) for all types of job vacancies, in accordance with the requirements of the OTM-R policy.

Starting with 04/2022, functional from 11/2022

Ensure that [all vacancy advertisements](#) include gender-sensitive and non-discriminatory [language](#)

Ongoing since September 2021

Continue to publish [job vacancies](#) on the [Euraxess](#) platform to reach a large number of people

Ongoing since September 2021

Train the members of selection and assessment committees to conduct an open, merit-based selection

Starting from February 2023

Collect [data](#) on gender, skills and experience of all candidates in the recruitment and selection process

Starting from September 2022

Resources

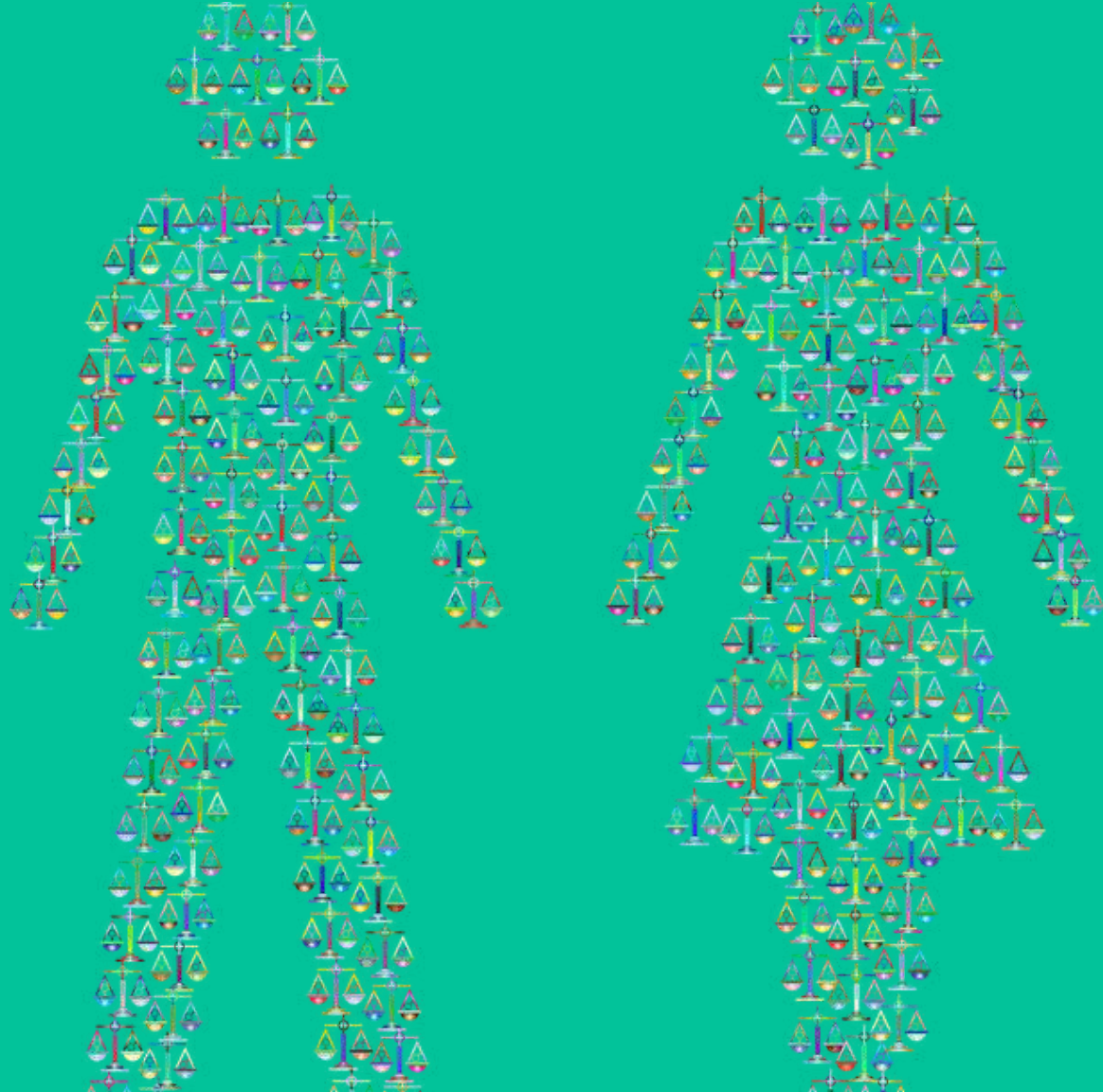


Department of Information Technology and Human Resources

Diversity Team

Office of Academic Career Development

**Area 4. Integration
of the gender
dimension into
research and
teaching content**





Area 4. Integration of the gender dimension into research and teaching content

Gap analysis

Higher education institutions experience a high pressure to make teaching and research relevant as their main societal contribution. To design and deliver meaningful learning and research experiences, UPB needs an institutionally integrated approach and appropriate tools to support it. To answer this need, a toolkit and a MOOC on diversity will be developed and disseminated.



Existing challenge

Develop tools and guidelines to support the integration of gender dimensions into research and teaching, whenever possible



New ambitions

Generate curricular reviewing and enrichment in terms of diversity

Build a gender-based science, technology, and education approach



Integration of gender dimension into research and teaching content



Objective: Integrate the gender dimension in educational and research contents by 2024

Actions & results

Development of **a toolkit** to support the integration of gender dimensions into research and teaching activities and contents

December 2022

Dissemination of **good practices and role models** for women (STEM teaching and research professionals)

Starting from August 2022

Delivery of training on diversity and gender for all the community members (staff & students)

Starting from March 2023, intensively provided to all the community members until 2025, continuously delivered on long-term

Develop a MOOC **Diversity course** to address BSc, MSc, and Ph.D. students

To be integrated into the curriculum in October 2024

Valorisation of **dissertations reaching the gender dimension** (e.g., awards for Master's/Ph.D. Thesis)

Starting from June 2023

Resources

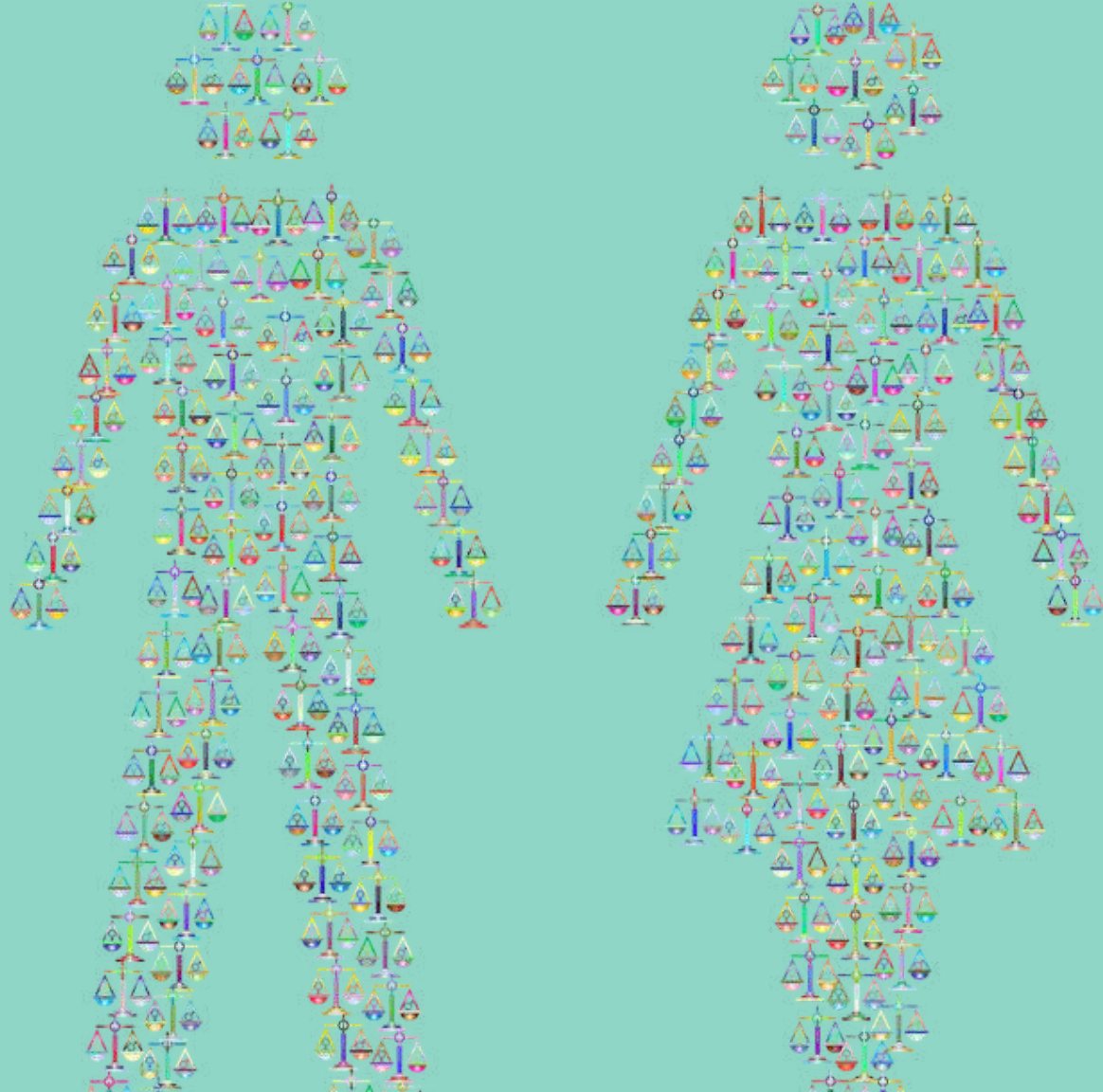


Diversity Team

Office of Academic Career Development

SHINE Community

**Area 5. Measures
against gender-
based violence,
including sexual
harassment**





Area 5. Measures against gender-based violence, including sexual harassment

Gap analysis

UPB is fully committed to implementing the principles of the European Charter and Code for Researchers. Therefore, more is needed to be done to achieve gender equality and equity. In order to do so, specific guidelines and training will be provided for the UPB community. Moreover, the community members will be stimulated to participate in mutual learning exercises to learn from experience, engage in reflection exercises, and co-design gender-sensitive, non-discriminatory policies and practices.



Existing challenge

Develop and disseminate the *Methodological Guidelines on diversity and ethical practices, professional responsibility, and non-discriminatory attitudes*



New ambition

Nurture a culture of ethical, healthy, and friendly institutional practices



Measures against gender-based violence, including sexual harassment



Objective: To create and preserve an an inclusive, non-discriminatory and healty academic environment in all areas

Actions & results

Update the [Ethics Portal](#) of UPB with relevant information and best practices on diversity and ethical practices, professional responsibility, and non-discriminatory attitudes

Starting from September 2022

Organise mutual learning activities on gender, discrimination, and gender stereotypes at least once a year

Starting from December 2022

Promote, on a regular basis, training courses, and participation in talks and workshops on gender equality and gender issues.

Starting from September 2022

Develop and disseminate the [Methodological Guidelines on diversity and ethical practices, professional responsibility](#), and non-discriminatory attitudes, updated every year

To be available in February 2023

Resources



Diversity Team

Office of Academic Career Management

SHINE Community



Monitoring and Evaluation

The GEP implementation at UPB, progress and target accomplishment are subject to regular assessments. The Diversity Team meets on a regular basis to propose actions and measures. Furthermore, its reporting consists of a yearly progress report based on a consultation with the academic community. The consultation findings enable the team to draft the following academic year's actions and adjust the proposed measures.

Other periodic reports and reviews drafted by the Diversity Team enable a continuous improvement of measures and effectiveness of GEP. The reports and reviews include qualitative information as well as quantitative data, such as updates on human resource data disaggregated to keep track of the implementation of key actions.

The annual gender equality progress report is submitted for approval to University Leadership and communicated to the entire academic community through the available information channels (institutional official e-mail, social media, UPB website, e-platforms) and face-to-face meetings.

Gender Equality Progress Report

Monitoring and Evaluation

In order to monitor and evaluate the implementation of the actions and results associated with Area 1- Area 5, UPB considers a set of progress indicators, which allows to follow the progress of the measures and adjust the ambitions.

A mid-term evaluation will be conducted in 2025 through an internal survey and the analysis of the data collected.

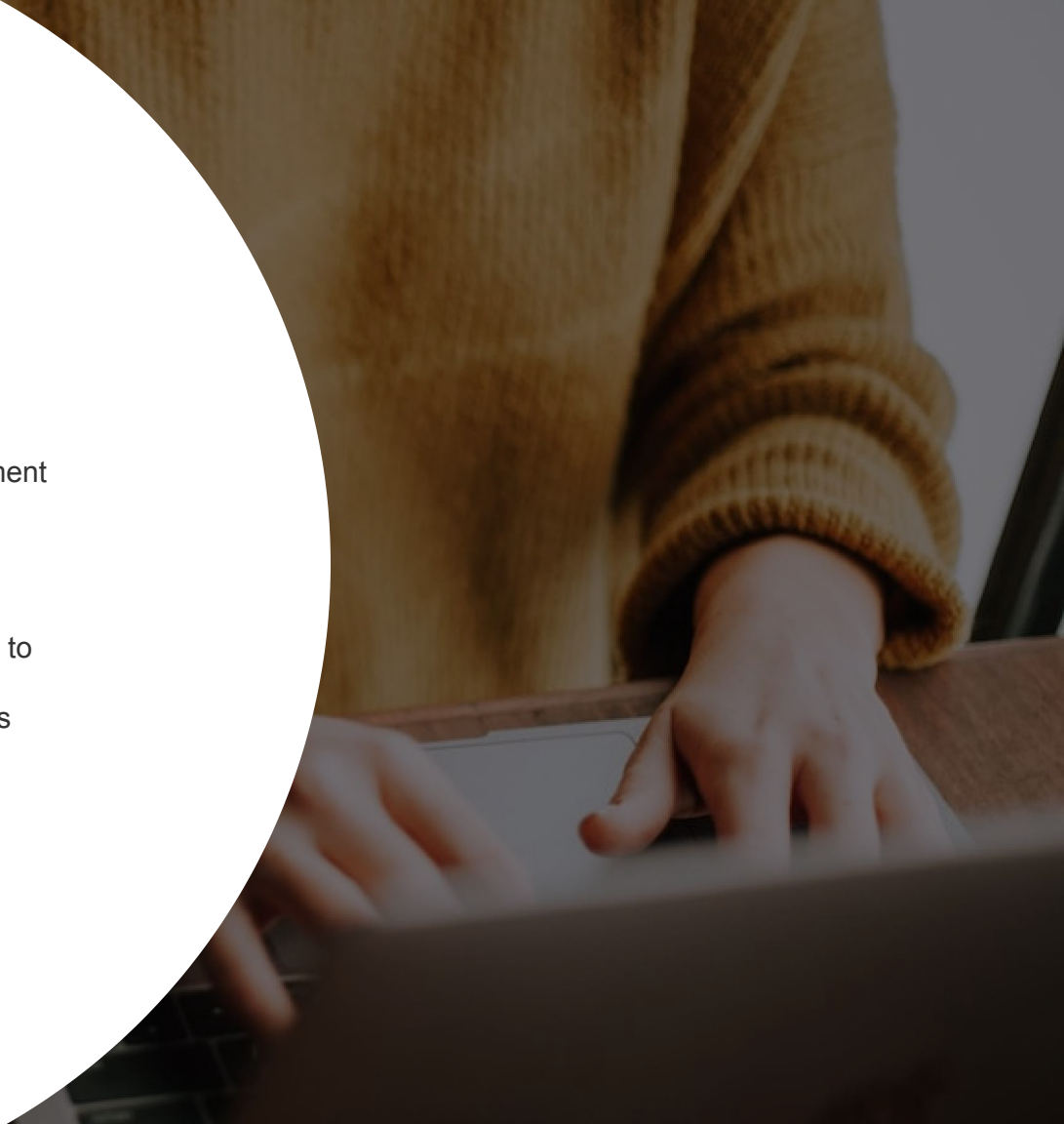
The final evaluation will be carried out in 2027 and the Gender Equality Plan will be updated.

This evaluation will allow the design of a second version of the plan for gender equality, with new challenges and ambitions to be addressed.



Progress indicators

- Number of women in the top and middle management positions by 2027
- Number of female academics holding professorial positions by 2027
- Number of information and awareness campaigns
- Existing guidelines, toolkits and digital instruments to support gender sensitive practices
- Rate of participation in training courses, workshops and mutual learning exercises





Walk the road with us!

UPB Diversity Team

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