

University of Life Sciences "King Mihai I" from Timisoara

Gender equality plan

2022-2025

1. INTRODUCTION

1.1. The University of Life Sciences "King Mihai I" from Timisoara is an institution whose purposes, valid for each of its members, include professional development and affirmation, the evolution of knowledge and research under the rule of law and human rights.

In accordance with the University Charter, the academic community is defined as a space of freedom and dignity, of professional competence and integrity, of education and morals, which outlines a perimeter of high spiritual importance in which a sustainable culture of quality is sustained, efficiency and pragmatism in education and scientific research at the highest standards in accordance with the demands of the economic and social environment, through innovative, inter and transdisciplinary approaches, subsumed to the knowledge process in the age of information and globalization.

1.2. Gender equality is both a value and a central policy objective for all the activities of the European Union, and the European Commission is committed to promoting gender equality. It is part of the European Commission's Gender Equality Strategy 2020-2025, which sets out the Commission's broader commitment to equality in all EU policies, aiming at eliminating gender inequalities and at intersecting socio-economic inequalities, including those based on disability, ethnicity, nationality, religion, gender equality, gender equality and gender equality. sexual orientation and gender identity.

In addition, the EU has a well-established regulatory framework on gender equality, including binding directives, which are widely applied in the labor market, including in the research sector. Addressing gender inequalities is also a crucial factor for achieving the United Nations Sustainable Development goals and for an inclusive economy that works for all.

2. GENDER EQUALITY IN RESEARCH

2. 1. There are 3 main levels where gender equality is taken into account in Horizon Europe.

2. 1.1. Having a Gender Equality Plan (GEP) certainly becomes an eligibility criterion for certain categories of legal entities in EU countries and associated countries.

2. 1.2. Gender mainstreaming in research and innovation content is a requirement by default, an award criterion evaluated according to the criterion of excellence, unless the subject description explicitly specifies something else.

2. 1.3. Increasing gender balance throughout the program is another objective, with a target of 50% women in Horizon Europe boards, expert groups and evaluation committees and gender balance in research teams. These are classification criteria for proposals with the same score.

In the specific context of research organizations and higher education institutions, the European Commission considers a *Gender Equality Plan* as a set of actions aimed at:

- (1) carrying out impact assessments/audits of procedures and practices to identify gender bias;
- (2) identifying and implementing innovative strategies to correct any bias;
- (3) setting targets and monitoring progress through indicators.

3. ORGANIZATIONAL STRUCTURE AND FUNDAMENTAL PRINCIPLES REGARDING THE IMPLEMENTATION OF THE GENDER EQUALITY PLAN WITHIN THE ULST

3.1. In ULST, a person was designated with attributions in the field of equal opportunities and treatment between men and women, in accordance with the provisions of Law no. 202/2002.

3.2. The person with responsibilities in the field of equal opportunities and treatment between men and women together with the implementation Commission approved by the Board of Directors (7 members, one member per faculty/DPPD of which 50% are women), will coordinate and ensure the implementation of the PEG. For this purpose, *an annual report on the implementation of the Gender Equality Plan* will be made. The monitoring process for the

implementation of the PEG will be based on quantitative and qualitative data. An annual meeting will be held to monitor whether the measures have been successfully and effectively implemented and to make recommendations on any improvements and adaptations to be taken. Therefore, additional measures can be suggested. The process of implementing the *Gender Equality Plan*, including shortcomings and successes, will be recorded and taken into account when updating the Gender Equality Plan.

3. 3. The academic community at ULST recognizes that diversity can be one of an institution's strengths. Thus, the institution works systematically to create the necessary conditions for everyone to work and study on equal and equitable terms. Every person in the community deserves to be respected and must be respectful of others. It is expected that all members will ensure that the values of equal and equitable treatment that govern the institution are always implemented. It is recognized that diversity contributes to creativity and improves the quality of teaching, research and operations of the institution at all levels.

The vision is to create a fair, safe and enjoyable environment in which all members of the university community, within and beyond their multiple identities, will feel supported, both in their professional and personal development, by promoting integrity, diversity and gender equality, eliminate all forms of discrimination that may arise in ULST.

3. 4. ULST also acknowledges that sexual/psychological harassment or harassment is based on abuse of power and gender discrimination, so ULST takes a zero-tolerance approach to this issue, recognizing that sexual harassment hinders the implementation of equality in employment and education. To this end, the creation and/or development of institutional mechanisms to address breaches of these principles is considered of great importance. Recognizing that people differ in gender identity, sexual orientation, religion, nationality, age, civil status, language, health status, physical disabilities or socio-economic backgrounds, ULST will adopt policies that promote equal opportunities, respect and mutual understanding and cooperation, developing various tools and practices to effectively manage diversity.

In addition, ULST is fully committed to maintaining a work and learning environment in which the dignity of each individual is fully protected and the personality of each - employee, student, colleague and candidate - is respected.

3.5. In all ethics and deontology aspects, the ULST Ethics Commission ensures compliance with the Code of Ethics and University Deontology, based on the following fundamental principles of the activity and behavior of the ULST community members:

- a) The principle of academic freedom - encouraging the academic community to freely express their opinions both within and outside the university space, as well as to conduct teaching, research and creation;
- b) The principle of personal autonomy - ensuring the exercise of the right of each member of the university community to take decisions regarding his/her own academic/professional career, programs, contests and opportunities for study and research;
- c) The principle of justice and equity - promoting fair and equitable treatment in the institution, without discrimination, equal opportunities in access to studies, employment and programs (from recruitment to career development);
- d) The principle of professionalism - cultivating an environment conducive to research and competitiveness;
- e) The principle of intellectual honesty and correctness: - guaranteeing the protection of the intellectual property right by implementing educational and administrative measures that would lead to the fight against plagiarism;
- f) The principle of transparency – ensuring access to information and documents that interest both members of the university community and other persons outside the institution, facilitating in this respect equal opportunities in competition and beyond, as well as ensuring equitable access to university resources;
- g) The principle of professional and social responsibility – encouraging the members of the academic community to distinguish themselves through activism and involvement in professional and public issues, through collegiality and responsible civic attitude;
- h) The principle of respect and tolerance – promoting respect for the dignity of each member in a climate free from any harassment, exploitation, humiliation, contempt, threat or intimidation;
- i) The principle of responsibility, goodwill and care – encouraging empathy, compassion, kindness, solidarity, promptness, support for those in need, appreciation and recognition of those who are deserving.

This Gender Equality Plan is the first step toward a broader approach to promoting practices and policies that ensure balanced representation at all decision-making levels at institutional and academic level. The Gender Equality Plan is an instrument that reiterates some of the values that are taken into account in actions at institutional level (equality, inclusion, transparency) and aims to ensure that the necessary measures are taken to respect the principles of gender equality.

4. ULST GENDER EQUALITY PLAN (GEP)

4.1. The ULST Gender Equality Plan is a document that applies to members of the academic community (students, master students, PhD students, teachers and researchers, auxiliary teaching staff, non-teaching staff) and proposes a series of actions aimed at combating gender discrimination and promoting gender equality, In particular with regard to access to the educational programs and activities offered by ULST, recruitment and employment, promotion, access to social-administrative services provided to students (financial assistance – scholarships, accommodation, canteen, facilities for carrying out cultural-sports activities, etc.) and relations with third parties.

4.2. The ULST Gender Equality Plan was developed in accordance with the provisions of:

- the Constitution of Romania;
- Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination;
- Law nr. 1/2011 of the national education, with subsequent amendments;
- Law nr. 206/2004 on good conduct in scientific research, technological development and innovation, intellectual property right, with subsequent amendments and completions;
- Law nr. 202/2002 on equal opportunities between women and men republished, with subsequent amendments;
- Law 53/2003 – Labor Code, with subsequent amendments;
- the European Gender Equality Strategy 2020-2025;
- the European Charter for Researchers;
- Code of conduct in the process of recruitment of researchers;
- The Horizon Europe guide on gender equality plans;
- Directive 2006/54/EC on equal opportunities for women and men on the labour market;

- Directive (EU) 2019/1158 on work-life balance;
- Law nr. 202/2002 on equal opportunities and treatment between women and men, republished, with subsequent amendments;
- University charter.

Taking into account the European and national legislative context, ULST has developed the gender equality plan for the period 2022-2025, having as main objective the creation of an institutional framework in which all activities and processes carried out comply with the principles of equality, diversity, inclusion and non-discrimination.

4. 3. It should be noted that the European Union hereby sets out the minimum requirements related to the process:

- Dedicated resources: human resources commitment and gender expertise for its implementation
- Data collection and monitoring: disaggregated sex/gender data on staff and students and annual indicator-based reporting
- Training: raising awareness/training on gender equality and unconscious gender biases for staff and policymakers.

Considering the above minimum requirements related to the process and based on a preliminary analysis of gender equality data (including ULST employment and promotion policies, gender statistics, etc.) collected by authorized personnel within the ULST, the Gender Plan consists of the following **five axes of action**:

1. Institutional governance
2. Incorporating equal opportunities principles and practices into recruitment, career development, promotions and progress
3. Promoting and ensuring equal participation and representation in the university community and in the decision-making bodies
4. Incorporating a gender perspective into teaching, learning and research
5. Promoting an organization free of harassment and gender-based violence.

Based on the above axes of action, specific strategic objectives are established in accordance with the mission, vision and values of ULST, as well as the ONU Sustainable Development goals (SDGs) and EU and Romanian legislation. Therefore, specific measures are

proposed to be adopted and implemented by the responsible university bodies as identified in the GEP.

The overall objective of this GEP is to respond to the guidelines of the European Institute for Gender Equality (EIGE), as it aims *to "identify and implement innovative strategies to promote cultural change and equal opportunities in universities and research centres"*.

<i>No crt.</i>	<i>Actions</i>	<i>Indicators</i>	<i>Responsible</i>	<i>Term</i>
01. INSTITUTIONAL GOVERNANCE				
1.	Measuring, recognising and raising awareness of any gender inequalities	Analysis of practices to identify gender inequalities and their causes	Embankment implementation committee of the PEG	February 2023
		Data collection	Embankment implementation committee of the PEG	March - May 2023
		Report on The Measurement, Recognition and Awareness of Any Gender Inequalities	Person with duties	June 2023
		Dissemination of the results of the analysis of the data materialized in the Report among internal stakeholders and ULST decision-makers	The person appointed according to Law no. 202/2002	July 2023
2.	Development of directions of action to ensure gender equality in ULST	1 plan of measures to ensure equality	Embankment implementation committee of the PEG The person appointed according to Law no. 202/2002	October 2023

02. INCORPORATING PRINCIPLES AND PRACTICES OF EQUAL OPPORTUNITIES INTO RECRUITMENT, CAREER DEVELOPMENT, PROMOTION				
1.	Ensuring a gender equality skills core by identifying training opportunities for the responsible people in the ULST	Participation in min 1 gender equality course	CA, DRU	2022 - 2024
2.	Ensuring fair gender dissemination in recruitment processes of new employees. Encourage people of underrepresented sex to participate in the selection process	Ratio of the number of women to men participating in competitions for vacant posts	DRU, Directors Department, Project Managers	Permanent
3	Organisation of events to promote equal opportunities	1 event anannual rganized	Vice-rectors	2023 - 2025
03. PROMOTING AND ENSURING EQUAL PARTICIPATION AND REPRESENTATION IN THE UNIVERSITY COMMUNITY AND DECISION-MAKING BODIES				
1.	Monitoring the selection processes of management personnel so as to ensure the information and fair participation of persons of both sexes	Share of the number of women in total candidates for driving functions $\geq 35\%$	Rector, vice-rectors, directors of ULST structures	Permanent
2.	Monitoring the membership of ULST committees for problem analysis or decision making and ensuring fair participation of members of both sexes	Share of the number of women in the composition of the committees of ULST $\geq 35\%$	Vice-rectors, deans, directors of ULST structures	Permanent
3.	Incorporating the gender perspective and encouraging the balanced presence of women and men in student organisations	The share of the number offemales in student organizations $\geq 35\%$	Student organizations	Permanent

04. INCORPORATING THE GENDER PERSPECTIVE INTO TEACHING, LEARNING AND RESEARCH				
1.	Inclusion of issues related to gender equality, diversity and inclusion in the disciplines of ethics and academic integrity	2 reviewed disciplines	Discipline holders	2024 - 2025
2.	Promoting gender diversity in research teams in accordance with the European Charter of Researchers and codes of ethics and conduct	2 events a promotion	Vice-rector with research Vice-deans with research	2023 - 2025
3.	Incorporating gender perspective and encouraging the balanced presence of women and men in student organizations	2 information sessions	Vice-rector with research Vice-deans with research	2023-2025
05. PROMOTING AN ORGANIZATION FREE OF HARASSMENT AND GENDER-BASED VIOLENCE				
1.	Raising awareness for preventing and addressing situations of gender violence, sexual and psychological harassment, discrimination in all activities of the University	2 awareness campaigns 2 informative materials	DPPD	2023 - 2025