

## **GENDER EQUALITY PLAN IN TRANSILVANIA UNIVERSITY OF BRAŞOV**

Transilvania University of Braşov (UNITBV) is committed to promoting, supporting and monitoring gender equality in scientific research and academic life, in accordance with national and European values and principles. Ensuring gender equality is a cross-cutting priority specific to all the strategic objectives of the university, and it governs academic life, without compromises in terms of quality, competence or performance. Academic community members and governing bodies participate in the application and promotion of the principles of gender equality in all aspects of academic life.

Between 2016 and 2020, the UNITBV students' average distribution by gender was constant, in 2016 the women amounting to 51.58% of the total number of students, whereas in 2020 to 52.24% thereof, with an average of 52.04% women for the five years. Significant differences are registered in the students' gender distribution by fields and study programmes, with a lower number of women in the engineering fields compared to the social and humanistic fields. As regards the academic personnel's gender distribution (both holders of discipline and collaborators), there was an increase in the number of women, from 49.82% in 2016 to 55.29% in 2020, with variations depending on the field of faculties. As regards the women's representation in the management structures, four of the five Vice-Rectors are women and five of the 18 faculty deans are women.

The Gender Equality Plan in Transilvania University of Braşov sets the objectives and directions of action for the period 2021-2024, being a flexible strategic document, which will be periodically updated. For the implementation of the plan, adequate institutional resources will be allocated, the regular evaluation of progress will be ensured and the capitalization of internal expertise will be stimulated.

The Gender Equality Plan in Transilvania University of Braşov is a public document, which can be accessed on the university website, being endorsed by the Executive Board and approved by the University Senate. The resources required for the implementation of the Plan will be allocated depending on needs, and the use of internal expertise will be stimulated for a sustainable organizational change. Data on gender distribution will be periodically collected by resorting to relevant indicators, and the developed reports will be made public. Through training stages and dedicated events, the development and consolidation of an organizational culture that promotes gender equality will be pursued.

The **strategic objectives** on ensuring gender equality in Transilvania University of Braşov aim at:

1. Promoting, supporting and monitoring actions that ensure gender equality within the university.
2. Raising awareness of gender equality issues and promoting a culture of culture that integrates the gender perspective into academic life.
3. Improving the women's representation and participation in decision-making processes; monitoring the relevant indicators on gender equality in the university, and ensuring equal treatment in all aspects of academic life.

**The main measures and directions of action** for the period 2021-2024 include:

1. To establish the Gender Equality Working Group, as a structure coordinated by the Council for Scientific Research, with the role of providing expertise on the implementation of the Gender Equality Plan, on updating the plan and on applying the perspective on gender equality in UNITBV processes.

*Responsible: Council for Scientific Research, Vice-Rector for scientific research and informatization*

*Deadline: February 2022*

2. To introduce or consolidate the perspective on ensuring gender equality in the operational plans of the faculties, the plans of the University's Research and Development Institute, UNITBV regulations and methodologies, in accordance with the institutional strategy and policy on ensuring and developing human resources in research and education.

*Responsible: Director of the Research and Development Institute, Head of the Human Resources Office, Executive Board*

*Deadline: permanent*

3. Gender mainstreaming in the content of research, development, innovation (RDI) projects, grants and contracts, including in terms of promoting gender balance in project teams.

*Responsible: Managers of projects / grants / contracts, Coordinator of the Project Management Office*

*Deadline: permanent*

4. To include the perspective on ensuring gender equality in the documentation of the Ethics Commission in socio-human scientific research regarding the endorsement of research projects / applications for grants / research projects.

*Responsible: Chairman of the Ethics Commission on Socio-Human Scientific Research*

*Deadline: February 2022*

5. To develop a set of relevant indicators on gender distribution in the university, annual data collection and preparation of regular public reports.

*Responsible: Head of the Human Resources Office, University Chief Secretary, Gender Equality Working Group*

*Deadline: permanent*

6. Regular analysis of the training needs on ensuring gender equality among university staff and students.

*Responsible: Faculty Deans, Head of the Human Resources Office*

*Deadline: permanent*

7. To organize training sessions and events dedicated to raising awareness of the forms of gender discrimination in academic life, to ensure the balance between personal and professional life, career development, women's participation in management teams, etc. with the involvement of students and university staff.

*Responsible: Gender Equality Working Group, Faculty Deans, Executive Board*

*Deadline: permanent*

8. To include gender equality issues in training / research events dedicated to the research staff.

*Responsible: Coordinator of the Project Management Office, Director of the R&D Institute, Director of the Interdisciplinary Doctoral School,*

*Deadline: permanent*

9. To promote and disseminate the results of research and education projects investigating gender issues among the academic community.

*Responsible: Coordinator of the Project Management Office, Gender Equality Working Group*

*Deadline: permanent*

10. To introduce courses / modules / themes dedicated to the promotion of gender equality in the curricula of the study programmes from all cycles of education (bachelor's, master's, doctorate) in accordance with the formative objectives and characteristics of the study programmes.

*Responsible: Gender Equality Working Group, Executive Board*

*Deadline: permanent*

11. To organize events, information sessions and debates on institutional policies to encourage and support the balance between work and life: legislation on parental leave, paternity leave, time management, maternity impact on career, workplace harassment, etc.

*Responsible: Head of the Human Resources Office, Gender Equality Working Group*

*Deadline: permanent*

12. To involve the students in the process of promoting gender equality by their defending thematic projects, getting involved in information campaigns, promoting topics related to gender equality in student scientific sessions, summer schools and other events initiated by and / or dedicated to students.

*Responsible: Faculty Deans, Gender Equality Working Group, Vice-Rector for students and the relation with the economic and socio-cultural environment*

*Deadline: permanent*

13. To analyse the women's representation and participation in UNITBV decision-making processes, to identify the barriers and to develop proposals for equal opportunities in all academic processes.  
*Responsible: Gender Equality Working Group, Executive Board*  
*Deadline: permanent*
14. To assess the processes regarding human resource management and development processes: recruitment, selection, professional performance evaluation, etc. for all categories of employees, with a view to ensuring gender equality and to reviewing procedures for eliminating errors, where appropriate.  
*Responsible: Head of the Human Resources Office, Vice-Rector for public relations, Executive Board*  
*Deadline: permanent*

This Plan was discussed and approved in the meeting of Transilvania University Senate of Braşov on 24.11.2021.

Prof. Dr. Eng. Mircea Horia ȚIEREAN,  
President of Transilvania University Senate of Braşov

