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Strategy (2024-2029) and Plan for Gender Equality

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Introduction

The Timișoara Branch of the Romanian Academy, with the abbreviation ARFT, is a public institution with legal personality, ordinator of IIIrd degree, with administrative body, Library, Astronomical Observatory, with two centers and a research institute, which exclusively carries out research activities in the specific fields, as follows:

- CCTFA - Fundamental and Advanced Technical Research Center
 - o Hydrodynamics, Cavitation and Magnetic Fluids Section (SHCLM)
 - o Section of Metal Constructions, Integrity and Durability (SCMID)
 - o Energy Conversion, Vibration, Science and Data Engineering Section (SCEVSID)
- CCDRDR- Research Center for Sustainable Rural Development of Romania
- ISB-TM - Institute of Banatic Studies "Titu Maiorescu"
 - o Department of archeology - history
 - o Department of Philology – Linguistics

The mission of the branch and the component entities consists of:

- carrying out fundamental and advanced scientific research in the following fields: Hydrodynamics of turbomachines and cavitation, Magnetically controllable fluids: synthesis, structure, properties, complex flows, applications, Protection of buildings against extreme actions, Analysis of alternating current electric machines: modeling, design, optimization, test methods, Study of vibrations of mechanical systems by analytical and numerical methods;
- carrying out fundamental and advanced scientific research in the following fields: sustainable development, economic, financial, ecological and social balance, resilience, globalization, European integration, society based on knowledge, communication and information, training and use of the workforce, technical progress, the efficiency of production factors, competitiveness and economic efficiency, macroeconomic balances and correlations, the budget balance and the balance of external payments, the green and digital transition, regional balances and local development, the efficiency of the administration and public services of general economic interest, the improvement of the system of indicators from economy,

evaluation of financial-monetary policies and the banking system, absorption of European funds, international economic and technical-scientific relations, economic-social modeling and forecasting, energy and food security, human development and quality of life, their evaluation methodology and specific policies, economy behavioral, the impact of the demographic situation, the mountain economy, climate change, bioeconomy, other problems faced by the evolution of the economy;

- development and preservation of scientific heritage, by generating, identifying, engaging and promoting projects of major interest;
- participation in the development of studies, programs and supporting works for sectoral and national research and development strategies;
- active involvement in works and analyzes for the foundation and support of some legislative initiatives and development policies, offering consultancy and expertise in supporting the activity of the legislature and the executive.

Through the activity it carries out, the Institute contributes to the development of knowledge and to positively influencing the Romanian society. The Institute participates in the development of interdisciplinary research in partnership with other branches and institutes of the Romanian Academy or with other partners from the country and abroad.

The Plan for Gender Equality (PGE) is an instrument that, on the one hand, reiterates some of the values that govern the institution (such as equality, inclusion, diversity, transparency), and on the other hand proactively responds to some challenges to ensure respecting the principles of gender equality in all institutional processes and practices.

For ARFT it is a priority to ensure a balance and equitable participation in decision-making, through transparent and merit-based recruitment policies, for the integration of gender and diversity dimensions in teaching and research, in the development of educational content and in the design of meaningful learning experiences, in the generation of new knowledge.

The Plan for Gender Equality (PGE) proves ARFT's strong commitment to implement the values, vision and missions for the purpose of the development of the society. PGE is about people. People are the engine of academic life, a core for achieving sustainable excellence in research and education and for building a culture of performance. We rely on people to advance our ongoing efforts to develop and maintain a safe, supportive, friendly and quality work environment where quality education and research can thrive.

In developing this strategy and related plan, ARFT management appointed a research group that reviewed existing requirements, policies, recommendations, examples and case studies related to discrimination, inclusion and gender equality.

Similar plans of some research institutes and universities in Romania and the European space were taken into account, including the EU Strategy for Gender Equality 2020-2025 and the Sustainable Development Goals included in the 2030 Agenda. The resources used are part of the list of references.

The regulatory framework

Law no. 125/2016 regarding Romania's accession to the European Charter for Interdependence and World Solidarity, created by Resolution (89)14, adopted by the Committee of Ministers of the Council of Europe on November 16, 1989, whose continuation was confirmed by Resolution (93)51, adopted by the Committee of Ministers of the Council of Europe on 21 October 1993;

Law no. 66/2016 for the amendment and completion of Government Emergency Ordinance no. 111/2010 regarding leave and monthly allowance for raising children;

Law no. 22/2016 for declaring March 8 as Women's Day and November 19 as Men's Day;

Law no. 23/2015 for declaring May 8 the Day of equal opportunities between women and men; Government Emergency Ordinance no. 111/2010 regarding leave and monthly allowance for raising children, with subsequent amendments and additions;

Law no. 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 terms of access and provision of goods and services;

Government Emergency Ordinance no. 67 of June 27, 2007 regarding the application of the principle of equal treatment between men and women within professional social security schemes;

Law no. 202/2002 republished* on equal opportunities and treatment between women and men regulates measures to promote equal opportunities and treatment between women and men, in order to eliminate all forms of discrimination;

Government Emergency Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination, republished, with subsequent amendments and additions;

Law on paternity leave no. 210/1999, which regulates the granting of paternity leave, in order to ensure the effective participation of the father in the care of the newborn and Government Emergency Ordinance no. 117/2022 for the amendment and completion of the Law on paternity leave no. 210/1999;

Decree no. 342/1981 on the ratification of the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW), signed by the United Nations General Assembly and formulated in Resolution 34/180 of December 18, 1979, entered into force on September 3, 1981, according to the provisions of art. 27(1), ratified by Romania on January 7, 1982.

2030 Agenda

Romania, as a member state of the United Nations (UN) and the European Union (EU), expressed its adherence to the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda, adopted by the UN General Assembly Resolution A/RES/70/1, during the Summit for Sustainable Development in September 2015. Objective number 5 of the 2030 Agenda refers to Gender Equality and aims to: eliminate all forms of discrimination and violence against all women and girls; elimination of all practices harmful to women; recognizing unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and promoting shared responsibility in the household and family; ensuring the full and effective participation of women and equal opportunities in holding leadership positions at all levels of decision-making in political, economic and public life; ensuring universal access to health (Source: [https:// developmentdurabila.gov.ro/web/obiective/odd5/](https://developmentdurabila.gov.ro/web/obiective/odd5/)).

Inclusion and equal opportunities in ARFT

Within the ARFT, both women and men have equal chances to advance in their career and also have the same level of remuneration. In recent years, more and more women are working and obtaining higher qualifications, occupying more and more decision-making positions.

Over time, the emphasis has been placed on collaboration with colleagues regardless of gender, both from the country and from outside the country in order to organize conferences and develop articles.

Data collection

Staff

Among the 78 employees of ARFT, at the level of 2023 (December 2023), there were 28 women and 50 men.

In total, in 2023 there were 8 management positions, 21 scientific researchers 1st degree

(CSI), 6 scientific researchers IInd degree (CSII), 10 scientific researchers IIIrd degree (CSIII), 4 scientific researchers (CS), 1 research assistant and 28 positions other functions.

Staff	Women	Men	Total
CEO	-	1	1
Director of Centre	-	1	1
Director of Institute	-	1	1
Scientific coordinator of Centre	1	-	1
Library Director	-	1	1
Chief accountant	1	-	1
Head of Service	1	1	2
Total	3	5	8

Researchers	Women	Men	Total
Scientific researchers I st degree	1	20	21
Scientific researchers II nd degree	2	4	6
Scientific researchers III rd degree	4	6	10
Scientific researcher	3	1	4
Research assistant	0	1	1
Total	10	32	42

	Women	Men	Total
Other functions	14	14	28
Total	14	14	28

	Women	Men	Total
TOTAL employees	28	50	78

PhD students

ARFT, in collaboration with subordinate institutes and centers, are involved in the organization of doctoral studies with the common goal of increasing the quality of human resources and gender equality through:

- ensuring a body of high-quality doctoral supervisors;
- ensuring the appropriate organizational framework for the participation of doctoral students in research teams for the elaboration of scientific papers from the annual research program of the institutes, respectively the centers and the development of transferable skills in the context of teamwork;
- ensuring doctoral students' access to specialized publications;
- ensuring doctoral students' access to logistic resources;
- joint organization of national and international scientific conferences dedicated to young researchers, doctoral students and postdoctoral researchers and/or sections dedicated to them within the national and international scientific events of institutes and research centers in the ARFT network.

Analyze

ARFT carried out internal analyzes of the collected data, as well as the review of existing policies on gender equality and inclusion.

The institute is engaged in the development and PGE implementation for the period

2024-2029. In this regard, specific guidance and training will be provided. Furthermore, members of the ARFT collective will be encouraged to participate in mutual information sharing exercises to learn from experience and jointly design non-discriminatory, gender-sensitive policies and practices.

Staff

In recent years, the number of women employed in the ARFT has increased slightly, reaching around 35.9% in 2023.

The differences are not large, therefore it can be said that there is a relative gender balance at all staffing levels. The gender distribution of ARFT positions does not reveal discrimination.

Data on personnel and their distribution by hierarchical positions were analyzed within the ARFT for the development of this plan.

The Strategy for Gender Equality (SGE) 2024 – 2029 and The Plan for Gender Equality (PGE)

Based on the analyzes carried out and on the basis of European and national recommendations and policies, ARFT has developed and adopted this Gender Strategy, accompanied by the implementation plan. ARFT, by approving this strategy on gender equality and the associated plan, decided to include in the duties of employees from the Human Resources department the position of **Responsible for gender equality (RGE)** within the institution.

The role of the Gender Officer will be to actively monitor the implementation of the Plan for Gender Equality, to report any difficulties in its implementation to the management of the institute and to centralize proposals for improving the plan as they arise. The person responsible for gender equality will follow developments at the level of legislation (national and European), plans and strategies of similar institutions, having the obligation to signal to the ARFT management the necessary adjustments to SGE/PGE in this regard. The gender manager is appointed by the ARFT management for a period of 5 years.

The Strategy for Gender Equality (SGE) 2024 – 2029

SGE includes the following areas of intervention and objectives for 2024-2029:

Area of intervention	Objectives
1. Work-life balance. Organizational culture	Support in achieving a career-life balance and promoting gender equality in ARFT's institutional culture.
2. Gender equity in leadership and decision-making	Promoting gender equality in institutional processes and practices in leadership and decision-making processes within ARFT.
3. Gender equality in recruitment and career development	Promoting gender equality in recruitment and development in career of ARFT staff.
4. Integrating the gender dimension into research and educational content	Strengthening the gender perspective in the ARFT research process.
5. Measures against gender-based violence and sexual harassment	Raising awareness of the importance of gender equality, respectively defining boundaries and concepts.

The gender equality plan

Areas of intervention	Objectives	Measures	Indicators	Responsible for implementation
1. Work-life balance. Organizational culture	Support in achieving a career-life balance and promoting gender equality in ARFT's institutional culture	Use of means electronics for increasing flexibility in work and planning/ effectiveness work meetings	Elaborate procedure related to use electronic tools at work	The management of ARFT, REG
		Support a flexible work schedule, including the possibility of part-time or remote work	Elaborate procedure related to flexible working arrangements	The management of ARFT, RGE, HR manager of ARFT
		Establishment of specific positions within the ARFT to monitor/evaluate the implementation of the Gender Equality Plan	Functional institutional structure created regarding gender equality within ARFT	The management of ARFT
		Institutionalizing a routine of reviewing/ incorporating a gender perspective into all ARFT procedures	Procedure developed for assessing/incorporating a gender perspective in ARFT procedures	RGE
		Actions on the occasion of some special events	Analyzes that include size gender	RGE
		Integrating the gender dimension in the organizational analyzes carried out	Annual review reports on the state of the organization will include the gender dimension as part of the review where possible	The management of ARFT, RGE
2. Gender equity in leadership and decision-making	Promoting gender equality in institutional processes and practices in leadership and decision-making processes within ARFT	Re-examination/ revision of ARFT internal promotion procedures to include the principle of gender equality	Number of revised procedures	The management of ARFT, RGE, HR manager of ARFT
		Entering information on the number and age of children, leave for raising children (based on the agreement of	ARFT employee database supplemented with information on the number and age of	The management of ARFT, RGE, HR manager of ARFT

		the employees) in the ARFT employee database	children, parental leave and analysis of this data in annual reports	
		Annual collection of ARFT employees' opinions on possible measures to improve compliance with the principle of equality of gender within the institute	Annual research in the ARFT framework	The management of ARFT, RGE
		Correlation of the Gender Equality Plan with other strategic documents developed within the ARFT	The periodic revisions of the strategic documents of ARFT	The management of ARFT, RGE
3. Gender equality in recruitment and career development	Promoting gender equality in recruitment and development in career of ARFT staff	Re-examination/ revision of employment procedures, so as to include the principle of gender equality formulated; job advertisements will avoid discriminatory wording	Number of procedures reviewed Job advertisement template developed that is neutral from the point of view of potential gender discrimination	The management of ARFT, RGE, HR manager of ARFT
		Promotion of courses and trainings on gender equality	Number of participations in gender equality courses and training among ARFT employees New employees receive information on gender equality culture in ARFT and are informed about SGE	ARFT staff, RGE
4. Integrating the gender dimension into research and educational content	Strengthening the gender perspective in the ARFT research process	Organizing internal debates on use the gender perspective in the research activity	The number of participants in the organized debates	ARFT staff, RGE
		Promoting gender equality research projects that incorporate gender equality as a major dimension	Number of participants in presentations of research projects on gender equality	ARFT staff, RGE

5. Measures against gender-based violence and sexual harassment	Raising awareness of the importance of gender equality, respectively defining boundaries and concepts	Organizing debates with the following themes: discrimination; violence; harassment (including sexual harassment)	The number of participants in the debates organized about discrimination; violence; harassment	ARFT staff, RGE G
		Review of the Ethics Code of the ARFT from the perspective of combating sexual discrimination, gender-based violence and sexual harassment	Report on Ethics Code of the ARFT from the perspective of sexual discrimination, gender-based violence and sexual harassment	RGE
		Promoting inter-institutional collaboration, especially with the research institutes of the Romanian Academy, with similar plans regarding gender equality, for the common support of gender equality as the main objective of the strategic directions of development of the Romanian Academy	Annual report on joint actions with other institutions regarding the promotion of gender equality	RGE

PGE monitoring and evaluation

ARFT's plan for gender equality (PGE) will be implemented over the next 4 years. The responsible equality gender (REG) has active functions in the implementation of the plan, going to collaborate closely with the management of ARFT to identify and mobilize resources in order to achieve the objectives of the PGE.

The implementation will be closely monitored by RGE, and will periodically evaluate the progress made in implementing the plan. If necessary, measures will be proposed to ensure the achievement of the Plan's objectives. The measures will become part of the Gender Equality Plan in the following year (or whenever needed).

The annual reports of the RGE will be distributed and presented during the internal debates of the ARFT. In the analysis of the personal data provided by the human resources manager within the ARFT framework, all those who have access to this information undertake to respect the confidentiality of the information provided and to process it according to GDPR rules.

List of sources used

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