

STRATEGY / PLAN FOR GENDER EQUALITY

Content

1. Introduction
2. Diagnosis of the Current Situation
3. Objectives and Visions
4. Concrete Strategies and Measures
5. Monitoring and Evaluation

1. Introduction

By equal opportunities and treatment between women and men, according to Law 202/2002, with subsequent additions and amendments, "it is understood the consideration of the different capacities, needs and aspirations of men and women, respectively, and equal treatment of them". In this context, a series of measures are regulated regarding the elimination of various forms of discrimination based on the gender criterion, in all areas of public life in Romania.

Therefore, gender equality emphasizes the elimination of forms of discrimination of any kind, so that women's and men's access to economic, social and political life is achieved equally and impartially.

By adopting the Treaty of Amsterdam, signed in 1997 by the heads of state and government of the European Union, which entered into force in 1999, the member countries of the European Union undertake to promote and apply the principle of gender equality at all levels and in all community activities (gender mainstreaming process).

Equality between women and men is a fundamental value of the European Union. Universities and research institutions in the European Research Area (ERA)

and the European Higher Education Area (EHEA) aim to integrate this principle in all their activities.

We can affirm that "gender equality in education" implies observing and respecting the norms regarding of non-discrimination, the measure of their fulfillment, as well as educational techniques that can be applied on the subject of gender equality. Thus, it is important to mention that the legislative framework which must be in place view of the matter of gender equality in education - national and international legislation that presents Romania's legal obligations related to non-discrimination on the basis of sex and the approach to gender equality in education, and which were taken into account when was developing this strategy.

The Istanbul Convention, adopted by the Council of Europe in 2011 and ratified by our country in 2016, represents the international treat, treat which protects democracy, human rights and the rule of law.

In Law no. 30/2016 of March 17, 2016, for the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence, adopted in Istanbul on May 11, 2011, provides that "the parties will take, where appropriate, the necessary steps for to include teaching material on issues such as equality between women and men, non-stereotypical gender roles, mutual respect, non-violent conflict resolution in interpersonal relationships, gender-based violence against women and the right to personal integrity, adapted to the evolving capacity of students, in the formal curriculum and at all levels of education".

Regarding the internal legislative framework, relevant in approaching the present strategy, respectively the Higher Education Law no. 199/2023, is based on compliance with the principle of equity and ensuring equal opportunities and non-discrimination.

In order to ensure the access of people in risk situations to education, support measures can be instituted to prevent such cases.

In Romania, higher education is conducted both in the Romanian language, in the languages of national minorities and in languages of international circulation, thus respecting religious non-discrimination.

In the same time, the Romanian state ensures the citizens of Romania, the citizens of the member states of the European Union, the citizens of the states belonging to the Swiss Confederation, as well as the British citizens, as beneficiaries of the Agreement on the withdrawal of the United Kingdom of Great Britain and Northern Ireland from the European Union and the European Community Atomic Energy 2019/C 384 I/01, fair access to higher education, without any form of discrimination.

Summing up, the higher education law contains provisions aimed at prohibiting any form of discrimination in terms of women's and men's access to continuing education. Thus, the obligation is established for all social actors who have an important role in the instructive-educational processes to include in the national education programs themes and activities related to gender equality, as well as to establish non-discriminatory practices based on the criterion of sex, respectively real measures to guarantee equal opportunities and equal treatment between women and men, according to the legislative framework in force.

By Ordinance no. 137/2000 with subsequent amendments and additions, regarding the prevention and sanctioning of all forms of discrimination, the contraventional aspects regarding the acts of discrimination in the field of education, in all phases or stages of the educational system, were regulated.

We believe that equal opportunities and treatment between women and men is the expression of the Romanian state's institutional concern for the promotion of values that support gender equality. By developing public policies in this field in the future, positive results will be brought to the social environment.

At the SCOSAAR level, in terms of the recruitment process, no issues related to gender equality were reported. This was possible because in the recruitment

process have been respected the internal regulations, the national legislation, which expressly provide for non-discrimination on the basis of gender, were respected in the recruitment process.

The SCOSAAR gender equality plan represents a strategy adapted to the institution's needs.

2. Diagnosis of the Current Situation

Research and higher education institutions work for the benefit of people. While higher education institutions contribute to the training of future professionals, women and men, research organizations investigate a wide range of topics, hence the need to identify gender disparities in academia and, equally, to identify mechanisms to eliminate them.

Stereotypes and prejudices are based on the human tendency to label events and people around. Conformity can sometimes make us vulnerable to cognitive errors that can lead to harmful attitudes and sometimes to discrimination against people and groups.

According to the European Commission's publication *She Figures* (Gender in research and innovation: statistics and indicators) for the year 2021, it shows the existence of positive trends regarding gender parity at the level of doctoral university studies as well as a slight increase regarding the proportion of women holding the highest academic positions (26.2%) compared to the existing data from the last edition (24.1%).

It is necessary that when we make decisions in the evaluation of people we have to try to avoid making judgments based on our previous experience and approach a view as objective as possible.

By using stereotypes, we produce a generalized view of a person or group - a view that is rigid, simplistic, distorting (borderline), typically negative and unfavorable to that person or group.

Identifying the influencing factors requires an analytical approach to the cultural, social and institutional factors which have generated and contribute to the perpetuation of these inequalities.

The National Agency for Equal Opportunities between Women and Men is the institutional guarantor of respect for equal opportunities and treatment between women and men, of the elaboration and implementation of the legislative framework at the national level. Its role is to ensure the implementation and monitoring of the application of the provisions of Law no. 202/2022 on equal opportunities and treatment between women and men, republished, with subsequent amendments and additions.

3. Objectives and Visions

SCOSAAR has up to this point a strategic institutional approach to the issue of gender equality, general principles and values related to respect for human rights, freedom and academic autonomy, the quality of teaching and research.

Gender equality in leadership is a fundamental element in the current organizational context, having a major impact on performance. Excellence, efficiency, innovation, quality is closely related to respecting the principles of equality, equity, non-discrimination. Promoting measures in the field of gender equality has already proven to be a stimulator of the development of institutions that have undertaken such strategies.

Some issues related to gender equality can be theoretically addressed and resolved within already existing commissions, such as the Ethics Commission. A

gender balance at the leadership level not only reflects a progressive and equitable approach, but is also a proven factor in increasing innovation and performance. Thus, promoting gender equality in leadership is not only a matter of compliance with ethical norms, but also a smart strategy that brings value to the entire organization.

The evaluation/self-evaluation procedures of the existing doctoral schools do not explicitly contain indicators related to the observance of the principles of gender equality and the promotion of some initiatives in the field. Thus, there would be a need for a series of measures through which the recruitment and promotion policies support the increase in the quality and performance of employees while respecting and supporting the principles of equal opportunities and gender.

Integrating the gender dimension in interdisciplinary academic research, within certain research structures, especially in the area of social and political sciences, there is also a consolidated interest in research in the field of gender studies. The data collection system can be developed to gradually integrate more advanced gender indicators (for example, the idea that research data should also have information on the gender of researchers and research results in articles and research projects).

Ensuring work-life balance involves promoting a satisfactory balance between family and professional commitments by establishing a flexible working schedule scheme and by strengthening equal opportunities between women and men both at work and at home .

Prejudice is often the basis of acts of discrimination. That is why it is necessary to prevent and combat discrimination, as well as gender-based violence. The right to non-discrimination and to equality of opportunity and treatment is a fundamental human right, guaranteed by domestic and international law, which underlies all other human rights. There are situations when the differential treatment is justified - such as in the case of the imposition of conditions of professional expertise - therefore, in this case there is no act of discrimination. Inter-institutional

communication for gender equality can be achieved through cooperation with the competent authorities/institutions in the matter (we mean ANES, as well as other public authorities with duties and responsibilities in integrating the principle of equal opportunities and treatment between women and men in their area of responsibility competence).

4. Concrete Strategies and Measures

Promoting equality in the workplace aims at the balanced participation of women and men in the decision-making process in order to eliminate gender disparities within the organization - a strategy that can be achieved by:

- the identification and implementation of measures and good practices that promote equal opportunities and treatment in terms of participation in the decision;
- combating formal and informal factors that prevent/limit women's and men's fair access to management positions.

Supporting women in leadership requires, in the initial phase, the amendment/revision of internal documents so that they more visibly enunciate the principle of equal opportunity between women and men, thereby constituting the necessary legal framework for the promotion of leadership.

At the level of the European Union, the successful reconciliation of professional life with private life can be achieved by increasing the degree of provision of services intended for all people active on the labor market to balance work and private life, which can be achieved through:

- increasing the degree of awareness regarding the balance between professional and family life, by carrying out a research on public perception regarding the need to ensure the balance between professional and family life, in order to identify possible impediments to the effective implementation of the new regulations, by identifying

good practices for achieving balance between professional and family life and by drafting a best practices guide for the purpose of distributing it to the actors involved.

-prevention of factors that can determine phenomena such as mental wear and exhausted at work;

- increasing awareness of the need for alternative and/or complementary formal education services.

At the level of the administrative structures within SCOSAAR, in 2023, 97% of the staff is female.

Female PhD supervisors hold a higher share of the management positions within the Doctoral Schools (60% women and 40% men). Also, within the CSUD, the greater weight is given by the representatives of the female gender 67% compared to the representatives of the male gender 33%.

SCOSAAR doctoral students are 56% female and 44% male.

Within the Romanian Academy, there are no inequities in terms of gender equality.

5. Monitoring and Evaluation

An internal report on the Periodic Evaluation of the Strategy for Gender Equality will be drawn up annually.

The internal report will be discussed and approved during the meeting of the Doctoral University Studies Council.

The findings made will allow the adoption of measures and activities of adjustment and improvement, so that the results can be optimized.