

**UNIVERSITY OF CRAIOVA**

**GENDER EQUALITY REGULATION**

**December 2021**

## **Introduction**

The plan regarding Gender Equality Observance (RGE) elaborated by the University of Craiova (UCV) is contiguous to the one designed by the Executive Unit for Financing Higher Education, Research, Development and Innovation (UEFISCDI) and is an instrument which, on one hand, restates some of the values that govern our institution (such as equality, inclusion, diversity, transparency), while on the other hand it may proactively respond to certain challenges in order to observe the gender equality principles in all institutional processes and practices. Our institutional adherence to this plan is a natural response to the social responsibility preoccupation and this role is strongly sustained by the equality of chances between men and women who hold professional positions of same importance, under conditions of equality of chances, irrespective of the field of work or hierarchical levels, having thus diverse experiences and perspectives and contributing with a complex approach within the organization.

In accordance with *Law 202/2002* regarding equality of chances and treatment between men and women, amended and completed by *Law 178/2018, National Education Law* (no. 1/2011), *Labour Law (Law 53/2003)*, *The Charter of the University of Craiova*, as well as the international agreements signed by Romania that refer to gender equality, within UCV, RGE stands as a foundation of academic life, applicable equally to students, employees (teaching staff, research staff, administrative staff, non-teaching staff), as well as to the partners of the university.

## **Principles**

At the University of Craiova, the gender equality is based and implemented starting from the following principles:

*The principle of equality*, according to which the provisions of the Constitution of Romania are observed, as well as the provisions of the national laws in force and the provisions of the international agreements signed by Romania. This principle sustains an inclusive culture based on the observance of dignity, equality, differences and fight against stereotypes, discrimination, harassment and violence (of any kind). Furthermore, this principle ensures the development and encouragement of critical and creative thinking through the protection of the liberty of expression, and the support of a healthy and safe environment.

*The principle of human dignity*, according to which each person is guaranteed the free development of their personality. This principle sustains mutual respect, as well as the environment that integrates cultural, religious and ideological differences; commitment to some initiatives that enhance the understanding of diversity and transfer of knowledge. Furthermore, the University of Craiova promotes practices and policies that ensure gender equality, as well as balanced representation at all decision levels, of people of all genders, under the conditions of promoting individual or collective measures which reconcile family life and professional life.

*The principle of transparency*, according to which the creation and implementation of own policies are communicated to employees, students and interested social partners. This principle ensures the creation of practices that ensure institutional transparency through the application of the principles of excellence, of equal opportunities and diversity. This principle sustains the entirety of institutional processes that ensure equal and effective opportunities

and access during the lifelong career within the institution (since recruiting to further stages of career development).

*The principle of cooperation and partnership*, in accordance with which, in drafting the gender equality policies, the University of Craiova collaborates with central and local authorities, with non-governmental organizations, and with the civil society.

*The principle of transversality*, in accordance with which the University of Craiova is a part of public, national, and European institutional networks that guarantee gender equality, under the conditions of reaching the individual potential through the promotion of personalized measures.

## **Objectives**

The University of Craiova (UCV) aims, as a **general objective**, at promoting a more inclusive perspectives and organizational culture, both among its employees, and in the interactions with its institutional partners, opening the dialogue within the community involved in research-development-innovation (RDI) activities regarding the importance and benefits of observing the gender equality principles. The measures adopted in this plan regarding RGE aim at:

- promoting mutual respect and ensuring equal opportunities for the employees of UCV;
- recognizing differences as a potential source of growth, both individual and organizational, and to promote and value diversity;
- adopting positive measures meant to address and prevent inequalities, promoting both internally and externally the values that ensure equality of chances in RDI.

For promoting gender equality, UCV aims to fulfil the following **specific objectives**:

1. to create structures that support gender equality;
2. to promote gender equality policies at human resources level;
3. to support gender equality in research;
4. to sustain gender equality in the academic curricula;
5. to promote gender equality in the civil society.

**The Directions of action** that sustain the RGE plan at UCV are the following:

D1: Human Resources

D2: Institutional Governance

D3: Institutional Communication

D4: Sexual/moral harassment

D5: Research funding

### **D1: Human Resources**

#### **D1-1: Recruitment and Selection Process**

**Proposed measure:** *to develop an information kit with specific instructions on how to avoid gender discrimination and recognize and prevent stereotypes in the recruitment process.*

**Objective:** to provide support for recruitment experts in order for them to become more aware of the stereotypes they may unintentionally bring into the selection process.

**Implementation period:** January 2022 – April 2022

**Target audience:** recruitment experts, Human Resources Department, UCV staff

**Secondary objectives:** to increase the level of awareness within the institution regarding any possible form of discrimination that may arise during the selection process; to improve institutional accountability for gender equality, to communicate more effectively the measures on gender-sensitive employment procedures.

**Activities:** to research into cases of best practices regarding protocols about gender equality; to develop the first draft of the information kit; to gather feedback from partners on the information kit draft; to organize a training program with recruitment experts and the Human Resources Department in order to present to them the measures proposed in the information kit; to inform the UCV staff about any changes made to the selection procedure; to assess the level of knowledge acquired by the recruitment experts regarding the ways in which they can ensure gender equality in the selection process.

**Performance indicators:**

- in the short term: over 90% of employees are aware of the existence of recruitment protocols on gender equality;
- in the medium term: over 80% of recruitment experts are able to deal with any situation that could generate discrimination.

**Results:** 1 information kit; 1 training session.

**Responsible people/ bodies:** Deans, Heads of UCV Administrative Units, UCV Human Resources Department - Payroll

## **D1-2: Career Advancement**

**Proposed Measures:**

### ***A. Mentorship Program for Leadership Positions***

*Objective:* to increase the number of employees prepared to occupy leadership positions

**Implementation period:** January 2022 – November 2022

**Target audience:** all employees

**Secondary objectives:** to increase by 50% the number of employees who, as a result of the mentoring program, become aware of their leadership skills; to increase by 50% the pool of employees trained to advance to leadership positions

**Activities:** to assess leadership qualities and skills; to develop a shadowing program (each participant is assigned a colleague from the university management team in order to have access to his/her routine for a period of time); to select candidates with potential; to develop mentoring and personalized coaching programs for the selected candidates

**Results:** 10-15 employees who attended the program

**Performance indicators:**

- in the short term: to raise awareness of the importance of mentoring programs;
- in the medium term: when leadership positions are available, more than 70% of the candidates will have attended the program;
- in the long term: former program participants become mentors for future generations of employees.

**Responsible people:** Vice-Deans, Deans, Heads of UCV Administrative Units

## ***B. Internal Development Program***

**Objective:** on the one hand, the employees participating in the program shall discover their latent potential and the skills that they do not fully use, and on the other hand, the heads of departments/ units shall be aware of these skills of their colleagues, as well as their other areas of interest

**Implementation period:** January 2022 – November 2022

**Target audience:** the employees holding operational positions; the heads of departments/ units

**Secondary objectives:** to help employees match their skills with job responsibilities; to help the heads of departments/ units to distribute tasks according to the employees' skills

**Activities:** to assess skills and competences, both by the employees holding operational positions and by the heads of departments; to develop a career plan (a collaborative action between the employees holding operational positions and the management); to assess the program

**Results:** each participant develops a career plan

**Performance indicators:**

- in the short term: over 25% of employees are enrolled in the program;
- in the medium term: to increase by 50% the number of participants who, during the program, become aware of their skills and the extent to which they are used accordingly;
- in the long term: when assessed, more than 60% of the participants agree that their skills are used to the best of their capacity.

**Responsible people:** Heads of Departments, Heads of UCV Administrative Units

## **D2: Institutional Governance**

**Proposed measure:** *to create an institutional body for gender equality*

**Main objectives:**

- to establish a committee at the level of UCV intended to monitor the observance of gender equality drawing up an annual report on this issue; the committee shall comprise both representatives of the employees (teaching staff in the field of social sciences – sociology, political sciences, legal sciences, etc.) as well as representatives of the students;
- to include in the Ethics Commission of UCV a specialist member in matters of gender equality;
- to review the regulations, methodologies and other documents issued by UCV with a view to respecting gender equality.

**Implementation period:** January 2022 – July 2022

**Target audience:** all employees

**Secondary objectives:** to identify employees who are the best candidates to be part of this committee; to identify external partners who can be part of this committee; to make the committee operational; to vest the committee with institutional authority.

**Activities:** to hold discussions with the management team of UCV in order to identify the best internal and external candidates; the actual selection; to develop mechanisms in order to ensure that the committee becomes operational and is vested with institutional authority; to develop operating procedures in order to supervise the implementation of the RGE plan.

**Results:** 5 employees + (1-2) external partners make up the committee for the RGE

**Performance indicators:**

- in the short term: more than 10 employees express their interest in being part of the body;
- in the medium term: over 75% of the indicators in the RGE plan are achieved;
- in the long term: the body remains operational even after the end of the implementation of the REG plan

**Responsible bodies:** the Council of Administration, the Senate of UCV, the Ethics Commission of UCV

### **D3: Institutional communication**

**Proposed measure:** *the development of an informational kit regarding communication in the field of RGE*

**Objective:** ensuring that the entire institutional community, both internal and external, respects the principles of gender equality.

**Implementation period:** January 2022 – May 2022.

**Target audience:** all UCV employees, UCV international relations and communication departments.

**Secondary objectives:**

- adopting communication protocols that respect the principles of gender equality and an inclusive and non-discriminatory language;
- training for employees on the recognition of discriminatory language and non-discriminatory language tools;
- improving internal and external institutional communication skills.

**Activities:**

- research on examples of information kits on non-discriminatory communication and examples of good practice;
- development of the informative kit;
- adoption of protocols regarding internal and external communication;
- organization of a training session;
- evaluation of acquired knowledge;
- the introduction of optional courses and seminars, in which the issue of gender equality is studied;
- the creation of an interdisciplinary master's degree in the field of social sciences, which will analyse the issue of gender equality;
- concluding a partnership between UCV and the European Institute for Gender Equality (EIGE), an autonomous body of the European Union;
- the organization by UCV of an annual conference involving important actors from the region (local authorities, school inspectorates, cultural institutions, etc.);
- participation in radio and TV shows to promote gender equality;
- the promotion by UCV specialists of gender equality during meetings with high school students in the region.

**Results:** 1 informative kit, 1 training session, 1 communication protocol developed by the communication department; digital materials (course/seminar) for students/masters

**Performance indicators:**

- in the short term: over 90% of the employees learn about communication protocols; over 80% of the employees participate in the training session;
- in the medium term: over 70% of the employees understand the importance of the existence of such communication protocols and the use of non-discriminatory communication;

- in the long term: over 80% of the employees recognize discriminatory language when they are evaluated; more than 60% of the employees use the new protocols in their daily internal and external communication.

**Responsible bodies:** International Relations and Academic Image Vice-Rectorate

#### ***D4: Sexual and moral harassment***

**Proposed measure:** *the development of an information kit on sexual and moral harassment*

**Objective:** raising the level of awareness regarding the problem of sexual and moral harassment, the recognition of abuses and the ways of identification and differentiation, the definition of limits and concepts.

**Implementation period:** January 2022 – May 2022

**Target audience:** all employees

**Activities:** research on good practices and case studies on information kits on sexual and moral harassment; development of the informative kit; organizing a training session to present the content; evaluating the knowledge acquired by the employees following the training session

**Results:** 1 informative kit; 1 training session

**Performance indicators:**

- in the short term: over 90% of informed employees
- in the medium term: when assessed, more than 80% of the participants are able to recognize the different types of bullying and indicate what measures to take
- in the long term: more than 80% of the employees are familiar with the concepts/differences/types in the sphere of moral and sexual harassment and know what actions to take if they recognize such a situation

**Responsible bodies:** the UCV Ethics Commission, the Deans, the Heads of UCV Administrative Units

#### ***D5: Research funding***

**Proposed measures:**

**A. Analysis regarding women's participation in research projects**

**Objectives:**

- understanding the reasons why women participate in smaller numbers in research projects;
- encouraging research on gender equality, by introducing an interdisciplinary research direction at the university level;
- supporting the creation of interdisciplinary research teams in the field of gender studies, including students from the interdisciplinary master's degree in the field of social sciences;
- publishing articles, books, participating in conferences on topics related to gender equality.

**Implementation period:** January 2022 – December 2022

**Target audience:** researchers applying to RDI projects with UCV affiliation

**Secondary objectives:**

- understanding the way in which this reduced participation affects the content of the research;
- identifying ways in which women researchers can be encouraged to engage in male-dominated research fields.

**Activities:** identification of the pool of projects relevant to the analysis; carrying out the analysis; the conclusions of the analysis; proposing recommendations; promoting analysis results and recommendations.

**Results:** creating a work guide (*policy paper*)

**Performance indicators:**

- in the short and medium term: analysing over 50% of the projects carried out in UCV
- in the long term: the proposed recommendations are taken into account when future RDI project proposals are developed

**Responsible bodies:** Vice-Rectorate for Scientific Research and Relations with the Economic Environment

### ***B. Training session for UCV researchers on writing projects that include aspects of RGE***

**Objective:** ensuring that when writing projects that have a gender equality component, researchers will consider the necessary ethical approach.

**Implementation period:** January 2022 - November 2022.

**Target audience:** teaching staff-researchers of UCV

**Secondary objective:** the development of informative materials on the ways in which their evaluation activity can be subject to gender discrimination

**Activities:**

- research on examples and cases of good practice regarding the evaluation of research projects that do not discriminate on the basis of gender;
- the development of informative kits regarding the gender dimension and how it must be taken into account when projects are evaluated;
- organization of training sessions/video materials.

**Results:** 1 informative kit, 1 information session/video material

**Performance indicators:**

- in the short and medium term: more than >80% of the researchers attend the training sessions, go through the informative materials
- in the long term: 50% reduction in cases of misinterpretation of gender issues in research projects

**Responsible bodies:** Vice-Rectorate for Scientific Research and Relations with the Economic Environment

This regulation was adopted during the meeting of the University of Craiova Senate on 21<sup>st</sup> December 2021.