

# **Gender Equality Plan 2022-2025**

*Alexandru Ioan Cuza University of Iași*

# Introduction

Gender equality is a core value of the European Union, a fundamental right and a key principle of the European Pillar of Social Rights. Universities and research institutions in the European Research Area and the European Higher Education Area are committed to strengthening themselves as inclusive institutions of excellence, promoting equal opportunities, non-discrimination, equity and equality, supporting open, democratic and fair societies, as well as sustained growth, entrepreneurship, integration and employment.

In the spirit of European values and requirements, the Gender Equality Plan of *Alexandru Ioan Cuza* University of Iași (UAIC) is a strategic document through which the institution assumes an institutional commitment to promote and monitor gender equality, to integrate gender equality into institutional culture and practices; it is an institutional commitment, a plan that is periodically revised according to the dynamics and needs of the university environment and society.

Gender equality is enshrined at the universal international level through the United Nations Sustainable Development Goals comprised in the UN 2030 Agenda and aims to reduce inequality and eliminate discrimination in all areas.

Taking into account the content of the principle of gender equality, its essential role in society in general and in the academic environment, UAIC's previous experience in the field of gender equality in research activity through the establishment of the Centre for Gender Equality in Science in 2013, the Rector and UAIC Senate undertake to develop UAIC's Gender Equality Plan to ensure gender equality for the period 2022-2025.

By adopting the Gender Equality Plan, based on the internal review and the national and European policies and requirements, the aim is to extend the concrete and effective application of the principle of non-discrimination and gender equality to UAIC's entire academic community, to increase awareness and sensitization among UAIC employees and students on the content and importance of gender equality, in order to prevent contrary conduct.

The Gender Equality Plan is based on a series of objectives in line with the guidelines of the (*European Institute for Gender Equality - EIGE*)<sup>1</sup>, which aim at identifying and implementing innovative strategies to promote cultural change and equal opportunities in universities and research centres:

- promoting equal career development for women and men in order to make the most of their human resources, talents and skills;
- improving decision-making by addressing possible gender imbalances in order to adapt to new demands and opportunities for excellence;
- incorporating gender variables in research;

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<sup>1</sup> EIGE, <https://eige.europa.eu/>

- diversifying approaches/opinions and methodologies in research and teaching processes;
- stimulating cultural change for gender awareness.

## Institutional context

UAIC's mission is "to contribute to the development and spread of knowledge, to educate for the exercise of professions and functions in the spirit of Truth and Good, to preserve and expand the expressions of scientific and cultural creation, and to promote the ideas of free society for the purpose of development" in accordance with the following principles: academic autonomy, academic freedom, free and equal access without any discrimination of sex, age, race, ethnicity, religion or political choice and public accountability. The mission can be achieved through institutional commitment to the principles of gender equality.

*Alexandru Ioan Cuza* University of Iași is the first university in Romania to establish a research, monitoring and documentation centre on gender equality in academia and research, similar to existing gender equality centres in renowned European and world centres. The setting into place of the Centre for Gender Equality in Science was decided by UAIC's Administration Council on 24 July 2013 within the framework of the European project *Structural transformations for achieving gender equality in science* - STAGES, carried out at UAIC by the Centre for Social Management and Community Development. In the framework of the project, a comprehensive and constructive action plan was developed, with more than 30 events and activities to promote gender equality in research and academia at UAIC .

The Gender Equality Plan (2022-2025) of *Alexandru Ioan Cuza* University of Iasi is designed following the previous results of the documentation and research within the project *Structural transformations for achieving gender equality in science* and the of primary data collection on gender equality within the university and the consultation of UAIC's academic and administrative staff.

The plan includes concrete objectives and actions undertaken by UAIC's management which were developed after consultation with the entire academic community (teaching and research staff, representatives from the administration, support services and student representatives), taking into account the perception of UAIC's employees on gender equality compliance.

The plan is a dynamic document, which allows for subsequent modifications and adaptations.

The document is in line with the European Commission's Gender Equality Strategy 2020-2025<sup>2</sup>, with the Romanian legislation in force, having 5 fundamental areas, which are concretized in the Action Plan, as follows:

Area 1: Gender balance in senior management positions and decision-making bodies;

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<sup>2</sup> European Commission, Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, *A Union of Equality: Gender Equality Strategy 2020-2025*, 2020, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>

Area 2: Gender equality in recruitment, career development, career advancement and staff retention;  
Area 3: Gender mainstreaming in teaching and research programmes;  
Area 4: Work-life balance;  
Area 5: Combating gender-based violence, including sexual harassment.

Areas	Objectives	Activities	Beneficiaries	Time period				Indicators	Responsibles	Correlation with the 2030 Sustainable Development Goals
				2022	2023	2024	2025			
Area 1: Gender balance in senior management positions and decision-making bodies	Objective 1. Establish/update specialised structures supporting gender equality	Activity 1.1. Designate responsible persons/delegates (at the level of faculties, research institutes, administrative units and student bodies with a proactive role), with the tasks of monitoring and evaluating workplace procedures and practices, from the perspective of promoting and ensuring gender equality.	Representatives of academics, researchers, technical and administrative staff with know-how and interest in gender equality	√				Institutional bodies for gender equality	Rector, Vice-Rector, Administration Council, Human Resources and Professional Development Office, Administrative Director General	Objective 10 - Reduced inequalities 10.2 By 2030, empower and promote the social, economic and political inclusion of all people, regardless of age, gender, disability, race, ethnicity, origin, religion or economic or other status 10.4 Adopt policies, in particular tax, wage and social protection policies, with the aim of progressively achieving greater

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									equality	
	Objective 2. Promote gender equality in institutional culture, processes and practices	Activity 2.1. Review (if necessary) UAIC's strategic documents (University Charter, Code of Ethics, Rules of Organization and Functioning, etc.) from the perspective of gender equality and diversity.	Teaching staff, researchers, technical and administrative staff, students	√	√	√	√	Gender-sensitive language and images in institutional documents	Rector, Vice-Rector, Administration Council, Administrative Director General, Digital Communications , Statistics and Informatics Directorate, Office for Educational Marketing, Events and Academic Image	Objective 5 Gender Equality 5.1. Eliminate all forms of discrimination against all women and girls everywhere
		Activity 2.2 Regularly collect quantitative and qualitative data from faculties/departments , in digital format, if possible, reflecting the gender diversity of students and staff. Analysis of these data in a dedicated report so as to monitor the dynamics of diversity in UAIC.	Key actors and decision-makers.	√	√	√	√	Produce an annual report on gender equality	Digital Communications , Statistics and Informatics Directorate, Human Resources and Professional Development Office, Department Directors, Directorate for Student Residences and	

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								Cafeterias		
		Activity 2.3 Plan regular meetings to monitor the Gender Equality Plan (GEP) with key stakeholders in UAIC management to strengthen the plan potential and maximise its impact.	Key actors and decision-makers, departmental delegates		√	√	√	GEP implementation meetings	Rector, Vice-Rector, Administrative Director General Heads of Service/Office, Department Directors	Objective 5 Gender Equality 5.1. Eliminate all forms of discrimination against all women and girls everywhere
		Activity 2.4 Promote initiatives that foster a spread of gender competence at all levels of the organisation, providing training for academics, researchers, technical and administrative staff	Academics, researchers, technical and administrative staff	√	√	√	√	Training for gender-sensitive awareness	Gender Equality Officers	
Area 2: Gender equality in recruitment, career development, career advancement	Objective 1: Promote measures to support gender balance in the recruitment, promotion, career development and staff	Activity 1.1 Support initiatives that promote awareness of the importance of gender equality in recruitment and career advancement.	Members of selection committees and administrative support staff	√	√	√	√	Positive actions in the recruitment processes	Rector, Vice-Rector, Human Resources and Professional Development Office	

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and staff retention;	retention									positions at all levels of political, economic and public life
		Activity 1.2 Promote gender balance in selection committees for the recruitment of teaching staff, researchers, technical and administrative staff, as well as in selection committees for PhD programmes and research grants.	Members of committees and administrative support staff	√	√	√	√	Positive actions in the recruitment processes	Rector, Vice-Rector, Human Resources and Professional Development Service	Objective 5 Gender Equality 5.1. Eliminate all forms of discrimination against all women and girls everywhere
		Activity 1.3. Disseminate and promote good career practices - role models for women (scientists, researchers and academics). Ensure visibility of women's contributions to education and research and the benefits of diversity of teaching and research teams.	Academic staff, researchers, technical and administrative staff, students		√	√	√	Initiatives to raise awareness of female role models  Initiatives to raise awareness of gender diversity in research teams	Gender Equality Officers	Objective 8 8.5 By 2030, full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of

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									equal value.	
		Activity 1.4 Create a framework (mentoring/courses) to promote visibility, self-confidence, negotiation and leadership skills, especially for under-represented groups.	Newly recruited staff, academics and researchers		√	√	√	Initiatives to raise awareness of female role models  Initiatives to raise awareness of gender diversity in research teams	Gender Equality Officers	Objective 5 Gender Equality 5.1. Eliminate all forms of discrimination against all women and girls everywhere
Area 3: Gender mainstreaming in teaching and research programmes	Objective 1: Mainstreaming gender in teaching, research and innovation processes	Activity 1.1. Organise internal seminars/training workshops on the use of the gender perspective in research to stimulate recognition of its economic, social and innovation value.	Academic staff, researchers, students, scientific community		√	√	√	Participation in training seminars on integrating gender analysis methods by gender and research area	Gender equality officers, academic staff, researchers	Objective 10 10.3. Ensure equal opportunities and reduce inequality of outcome, including through the elimination of discriminatory laws, policies and practices, and promote appropriate legislation, policies and actions to this end.
		Activity 1.2 Promote	Academic staff,		√	√	√	Research groups,	Rector, Vice-	Objective 10

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		and support gender mainstreaming research projects and create interdisciplinary research groups interested in addressing gender equality and diversity.	researchers, students, scientific community					Gender Mainstreaming Research Projects	Rectors, Senate, Administrative Council, Deans, Vice-Deans, Department Directors	10.3. Ensure equal opportunities and reduce inequality of outcome, including through the elimination of discriminatory laws, policies and practices, and promote appropriate legislation, policies and actions to this end.
		Activity 1.3 Institutional recognition of those dissertations, doctoral theses and research projects that have used the gender dimension in their research (e.g. awards, other types of recognition).	Students, Masters, PhD students, post-docs, academic and research staff		√	√	√	Research projects, dissertations and PhD theses with a gender focus	Rector, Vice-Rectors, Senate, Deans	Objective 10 10.3. Ensure equal opportunities and reduce inequality of outcome, including through the elimination of discriminatory laws, policies and

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										practices, and promote appropriate legislation, policies and actions to this end.
	Objective 2: Promote gender mainstreaming in curricula	Activity 2.1. Workshops aimed at integrating gender equality and diversity issues into curriculum design, learning activities and/or syllabus, as support for academic staff.	Academic staff		√	√	√	Courses on specific gender dimensions by research area	Vice-Rectors, Deans, Department Directors	Objective 4 Quality education 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and training for vulnerable people, including persons with disabilities, indigenous peoples and children in vulnerable situations
		Activity 2.2. Organise training	Academic staff, students		√	√	√	Training programmes/tool	Vice-Rectors, Deans,	Objective 4. Quality

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		programmes/tools in all faculties and at all levels (bachelor, master, doctorate) on the importance of gender equality and diversity.					s on the importance of gender equality and diversity	Department Directors	education - Ensuring quality education and promoting lifelong learning opportunities for all.  Objective 5. Gender equality - Achieve gender equality and empower all women and girls.	
		Activity 2.3 Initiate and promote national and international partnerships with other universities for the development of programmes in gender studies and for the transfer of good practices in diversity management.	Academic and research staff, students at all levels of study		√	√	√	National and international partnerships, Gender studies programmes, Transfer of good practices	Rector, Vice-Rectors, Directors of teaching and research departments, International Relations Office	Objective 4. Quality education - Ensuring quality education and promoting lifelong learning opportunities for all.

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										Objective 5. Gender equality - Achieve gender equality and empower all women and girls.
Area 4: Work-life balance;	Objective 1: Promoting work-life balance	Activity 1.1. Establish departments/services within the institution to support the upbringing, care and education of children and the care of family members with special needs	Academic, and research staff, technical and administrative staff			√	√	Support departments and services for the upbringing, care and education of children and members with special needs in employees' families	Rector, Vice-Rectors, Administrative Director General, Senate, Administrative Council	Objective 8 8.5 By 2030, full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.
		Activity 1.2. Carry out feasibility plans for setting up new services (e.g. contractual	Academic, and research staff, technical and administrative staff			√	√	Feasibility plans for setting up or contracting new care services for the employees'	Rector, Vice-Rectors, Administrative Director General, Senate,	Objective 8 8.5 By 2030, full and productive employment

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		arrangements with various providers of family care services and help with household chores, up to the organisation of summer camps, childcare) for international conferences, congresses or mobilities.					children and families	Administrative Council	and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.	
		Activity 1.3. Implement ICT-based systems to increase working time flexibility and mobility of students and staff.	Students, Academic and research staff, technical and administrative staff		√	√	√	Creation and implementation of ICT systems, Modernisation and capacity building of existing systems	Rector, Adminsitrative Director General, Directorate for Digital Communications , Statistics and Informatics	Objective 8 8.5 By 2030, full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value..
		Activity 1.4. Prepare/Implement a best practice guide on	Administrative, and technical staff, academic		√	√	√	Best practice guide on respecting the	Directorate for Economic and Human	Objective 8 8.5 By 2030, full and

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		respecting the right to free time and personal life.	and research staff					right to free time and private life	Resources	productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.
Area 5: Combating gender-based violence, including sexual harassment	Objective 1: Raise awareness of the importance of equality issues and strengthen positive attitudes towards diversity	Activity 1.1. Information campaign on discrimination (including discriminatory language), violence (including gender-based violence), harassment (including sexual harassment).	Students, Academic and research staff, Technical and administrative staff		√	√	√	Information campaign on discrimination, webpage on the university website	Vice-Rector, Office for Educational Marketing, Events and Academic Image, GEP Implementation Officers	Objective 3. Health and well-being - Ensuring healthy lives and promoting well-being for all at all ages.
		Activity 1.2 Develop an internal electronic tool for reporting sexual harassment and discrimination.	Students, Academic and research staff, Technical and administrative staff		√	√	√	A tool to safely report incidents of sexual harassment and discrimination.	Digital Communication, Statistics and Informatics Directorate	Objective 3. Health and well-being - Ensuring healthy lives and promoting

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										well-being for all at all ages. Objective 5. Gender equality - Achieving gender equality and empowering all women and girls. Goal 16: Peace, justice and effective institutions - Promoting peaceful and inclusive societies for sustainable development, access to justice for all and building effective, accountable and inclusive institutions at all levels.
		Activity 1.3. Improve the University's Code of Ethics with	Students, Academic and research staff,		√	√	√	Updating the University's Code of Ethics,	Senate Ethics Committee	Objective 5. Gender Equality -

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		provisions related to sexual harassment and elaborate/update the procedure for investigating and resolving situations of sexual harassment and discrimination.	Technical and administrative staff					Updating the procedure for investigating and resolving situations of harassment and discrimination		Achieve gender equality and empower all women and girls. Objective 16: Peace, justice and well functioning institutions - Promote peaceful and inclusive societies for sustainable development, access to justice for all and the creation of effective, accountable and inclusive institutions at all levels.