

GENDER EQUALITY PLAN
IN
POLITEHICA UNIVERSITY TIMIȘOARA
2022-2025

I. INTRODUCTION

Founded in 1920, based on Royal Decree no. 4822 of 11.11.1920, Politehnica University Timisoara is today one of the traditional Romanian schools, recognized nationally and internationally, both through the activity of generations of teachers and graduates, as well as through the exceptional activity of prestigious academics.

In the spirit of tradition, the mission of Politehnica University Timisoara consists in satisfying the competence requirements of the societal environment, by ensuring higher professional training, at university and postgraduate level. Bearing fundamental values, the mission reflects the concern for the future of society, by drawing directions for its development at local, regional, national, international level.

The mission of Politehnica University Timisoara, assumed by the University Charter, is:

- a) to generate, respectively to transfer to society knowledge through advanced scientific research, research, development and innovation, respectively by disseminating the results through publication and / or implementation;
- b) to provide higher vocational training at university level – where appropriate: In the Bologna paradigm, on all three cycles of it – bachelor, master, doctoral – or in the special regulated system – as well as at postgraduate level and in the concept of lifelong learning, for the purpose of personal development and professional integration of the individual and in order to satisfy the need for competence of the societal environment;
- c) to contribute to the establishment of directions for the development of society, at local, regional, national and international level;
- d) to cultivate, promote and defend the fundamental values crystallized throughout the evolution of humanity: freedom of thought, expression and action, justice, truth, equity, honesty, fairness, dignity, honor.

In this institutional context and in accordance with the applicable legal provisions, Politehnica University Timisoara adopts this Gender Equality Plan, which establishes the main objectives and directions of action, applicable in the Community of Politehnica University Timisoara, as defined by the incident legislation and internal regulations.

II. CONTEXT:

Under the motto “it is not the walls that make a school but the spirit that reigns in it” by King Ferdinand I, Politehnica University Timisoara aims to promote a more inclusive organizational culture, both among employees and students, and in interactions with institutional partners, by opening the dialogue within the university community on the importance and benefits of respecting the principles of gender equality.

Gender equality is a corollary of equal rights and freedoms and a guarantor of equal opportunity. It also fosters skills development and new knowledge by including everyone, regardless of gender, promoting a better and motivating working environment and, consequently, higher levels of productivity and employee satisfaction. The UPT is therefore committed to ensuring the promotion and incorporation of a culture of diversity and inclusion based on respect and equal opportunities. Such a culture, integrated into the UPT identity, will serve as a reference for the internal and external activities of the organization.

III. CURRENT SITUATION:

In 2021 Politehnica University Timisoara was the first university in Romania to sign the Diversity Charter, through which it assumed the role of strengthening its voluntary commitment to make diversity, equal opportunities and social inclusion recognized and respected values within the Romanian society.

The commitments undertaken by the Politehnica University of Timisoara by signing the Diversity Charter are in line with the action directions on equal opportunities:

- Developing an organizational culture based on mutual respect, trust, recognition and valorization of individual differences and skills;
- Applying the principles of non-discrimination and equal opportunities in decision-making and human resources management, with a special focus on recruitment, training, remuneration and professional promotion of employees;
- Reflecting the diversity of the Romanian society in all its forms in the management and human resources processes;
- Conducting awareness programs and training of the management team and employees in relation to the benefits of diversity;
- Organization of actions to encourage non-discrimination and diversity

IV. LEGAL AND INSTITUTIONAL FRAMEWORK:

4.1. Applicable national laws:

- Law 53/2003 – Labor Code, with subsequent modifications and completions,
- Law 1/2011 National Education Law,
- Law 202/2002, regarding equal opportunities for women and men

- Government Ordinance 137/2000 regarding the prevention and sanctioning of all discrimination
- Emergency Government Ordinance 96/2003 regarding the protection of motherhood at the working place.

4.2. Internal documents of the Politehnica University of Timisoara:

- The Charter of the Politehnica University of Timisoara;
- The Code of Ethics and Deontology of the Politehnica University of Timisoara;
- The rules of operation of the Ethics Commission of Politehnica University Timisoara;
- The internal regulations of the Politehnica University of Timisoara

V. ACTION DIRECTIONS ; OBJECTIVES. MEASURES

The directions of action that underpin the Gender Equality Plan are:

- Human Resources
- Institutional governance
- Institutional communication
- Sexual and moral harassment
- Research funding
- Ecosystem of innovation

Within these directions of action, the university sets its specific objectives and plan of measures to achieve the objectives:

5.1 HUMAN RESOURCES

Objective: to avoid gender stereotypes in the recruitment process and in the interaction with employees.

Proposed measures:

- to develop an informative kit with specific instructions on how to avoid gender discrimination and recognize and prevent stereotypes in the recruitment process.
- to identify cases of good practice and adopt them in institutional regulations
- to organize training sessions with the decision staff from UPT in order to introduce to them the proposed measures
- to inform UPT employees of their rights and obligations in the field of gender equality

Objective: To increase efficiency and improve the relationship between work and personal life.

Proposed measures:

- information sessions with department managers in order to implement the measures
- information sessions among colleagues on the importance of the transition period and how to show their support

5.2. INSTITUTIONAL GOVERNANCE

Objective:

The creation of a body whose main activity is to ensure gender equality in the UPT, to implement and supervise the Gender Equality Plan.

Proposed measures:

- to develop instruments to ensure operationalization and investment with institutional authority
- to develop operating procedures to supervise the implementation of the Gender Equality Plan

5.3. INSTITUTIONAL COMMUNICATION**Objective:**

Ensuring that all institutional communication, both internal and external, respects the principles of gender equality .

Proposed measures:

- Research on examples of information kits on non-discriminatory communication and examples of good practice
- Development of the information kit
- Adopting protocols on the internal and external communication
- Organizing information sessions

5.4. SEXUAL AND MORAL HARASSMENT**Objective:**

Raising awareness of the issue of sexual and moral harassment, the recognition of abuse and ways of identifying and differentiating, defining boundaries and concepts.

Measures proposed:

- Good practice case research and case studies on informative kits on sexual and moral harassment
- Organizing training sessions to present the content

5.5. RESEARCH FUNDING**Objective:**

Taking active measures to encourage women's participation in research projects

Proposed measures:

- Identifying ways in which women researchers can be encouraged to engage in research areas
- Identifying and adapting examples of good practice on the evaluation of research projects that do not discriminate on the basis of gender;
- Development and dissemination of information materials on gender equality in research.

5.6. ECOSYSTEM OF INNOVATION**Objective:**

Increasing the representation of women in guest panels

Proposed measures:

- Identifying and adapting examples of good practice on the evaluation of research projects that do not discriminate on the basis of gender;
- Development and dissemination of information materials on gender equality in research.