



Executive Agency for Higher
Education, Research, Development
and Innovation Funding

External Gender Equality Assessment

Executive Unit for Higher Education, Research,
Development and Innovation Funding in Romania



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Executive Summary

In the context of the Horizon 2020 project, [CALIPER](#), the Executive Unit for Higher Education, Research, Development and Innovation Funding in Romania (UEFISCDI) has conducted an analysis in order to investigate the external conditions such as the legal and cultural framework and the existing national innovation ecosystems in Romania and identify where gender imbalances occur, why they are created and by which factors they are influenced.

To perform this external assessment a quadruple helix approach was adopted, by involving stakeholders belonging to the following sectors:

- Academia and Universities
- Industry and Business
- Government and Public Sector
- Civil Society

The assessment focuses on the national legal and policy framework on gender equality. Moreover, it presents data about STEM students, researchers, patent registrations, innovative start-up founders within a gender perspective. Finally, it provides a mapping of the existing collaborations of UEFISCDI with external stakeholders.

These findings may lay the grounds for the design of the UEFISCDI's Gender Equality Plan and its implementation and exploitation by the Institution as envisioned by the [CALIPER](#) project, as well as for the set-up of a Research and Innovation Hub by UEFISCDI to transfer the knowledge and best practices attained during the project beyond academia.



Introduction

Methodology

The external assessment was aimed at investigating UEFISCDI's external conditions such as the legal and cultural framework and the existing local/national innovation ecosystems in Romania and identifying where gender imbalances occur, why they are created, and by which factors they are influenced.

A quadruple helix approach was adopted, by involving stakeholders belonging to the following sectors:

- Academia and Universities
- Industry and Business
- Government and Public Sector
- Civil Society

The first step of the analysis consisted , in defining the **national legal and policy framework** and in particular:

- the existence of any specific national (and/or regional) policies on gender in Higher Education and/or Scientific Research & Innovation;
- how the frameworks define the relationship between gender equality and quality/excellence in
 - research and/or in education;
- in case there are no specific frameworks, if broader national and/or regional policies on Research, Innovation, and Higher education include any measures on gender equality.

For exploring the national (and regional) policy frameworks two methods were proposed: a desk research/policy analysis and interviews with relevant stakeholders (complementary in case the desk research did not produce enough information).

The second step of the assessment focused on the **National and Regional Innovation Ecosystems**. A **context analysis** through a dedicated desk research eventually complemented with interviews with internal stakeholders was implemented. The aim of the context analysis was to have a clear picture of the challenges faced by UEFISCDI in its own innovation ecosystem from a gender perspective. Indeed, the analysis was related to the identification of gaps and challenges related to gender inequalities at different levels (across education, scientific research and knowledge production, transfer to market of research outputs) within innovation ecosystems.

Besides the context analysis a **mapping** was conducted in order to identify existing and potential synergies with external stakeholders, through the following methods:

- a focus group with internal stakeholders¹;
- a survey for external stakeholders;
- a Social Network Analysis (SNA).

Both the focus group and the survey had the purpose of exploring the existing collaborations with external stakeholders from a gender perspective, as well identifying actions already undertaken by stakeholders in order to overcome gender inequalities, potential synergies and risks from further collaborations on gender issues.

¹ Suggested internal stakeholders to involve were: the President and/or vice president(s) research and/or innovation, professors leading researchers/coordinators of clusters or centres or subject areas with a high density of regional cooperation, the Head of administration and heads of research support office and technology transfer office, the Head of continuing professional development/continuing education office, the Head of start-up support service.



The focus group was conducted online due to the covid-19 limitations with four internal stakeholders participating, while the survey was submitted by 13 external stakeholders.

Finally, a **SNA** was conducted by UEFISCDI's researchers with the aim at providing a broad view of national/regional/local networking activities that took place around the Organisation through external projects or joint initiatives. It helped spotlighting gender gaps within every partner's institutions in the leadership of external interactions and identifying how frequently gender issues are taken into account in the external stakeholders' interactions. UEFISCDI focused on collaborations on STEM, in order to narrow the analysis down.

The result of the SNA consists in visual maps spotlighting the collaborations in place with stakeholders belonging to the following categories:

- Academia & Universities
- Industry & Business
- Government & Public Sector
- Civil Society
- Schools
- Others

Per each category a map is created showing those collaborations having female leaderships (from the side of the UEFISCDI) and those focusing and/or taking into account gender issues. KUMU² was used as tool in order to conduct the SNA.

² <https://kumu.io/>



Executive Unit for Higher Education, Research, Development and Innovation Funding in Romania (Research Funding Organisation)

The Romanian national legal and policy framework

The national legal and policy framework is the result of both a desk research and an interview conducted with a representative (female) of the University of Bucharest.

Overall strategic gender equality policies at national level

The Romanian Constitution, adopted in 2003, includes the fundamental principles of the Universal Declaration of Human Rights, with provisions on equal rights and non-discrimination. In particular, article 16 provides that:

1. *“Citizens are equal before the law and public authorities, without any privilege or discrimination”.*
2. *“No one is above the law”.*
3. *“Access to public, civil, or military positions or dignities may be granted, according to the law, to persons whose citizenship is Romanian and whose domicile is in Romania. The Romanian State shall guarantee equal opportunities for men and women to occupy such positions and dignities”.*³

For what concerns gender equality legislation and policies, the following ones are to be mentioned:

- Ordinance No. 137/2000 of the Government on Prevention and Sanctioning Discrimination⁴. It includes provisions on direct and indirect discrimination including sex-based discrimination, victimization, harassment, discrimination on multiple grounds, the right to personal dignity, and affirmative actions. According to this Ordinance, any measure taken by public authorities in favour of a person, group, or community to support *de facto* equal opportunities is not considered discrimination.
- Law No. 202/2002 on Equal Opportunities between Women and Men⁵. This is the key legislative tool and stipulates the following areas as priorities:
 - o Equality of opportunities and treatment for women and men in the labour market;
 - o Equality of opportunities and treatment for women and men in access to education, health care, culture and information;
 - o Equality of opportunities and treatment for women and men in decision-making. The first and the last provisions relating to the labour market and to decision-making are directly relevant and appear to be supportive of the issue of an improved gender balance in the public administration, especially in decision-making positions.
- Law No. 202/2002 also has an important provision on incentive measures to foster gender equality. Article 4, paragraph E states: *“By incentive measures or positive discrimination it is understood those special measures adopted for a temporary period in order to accelerate de facto achievement of equal opportunity between women and men and which are not considered discriminatory actions (...)”.*⁶ This law also provided the legal basis for the country’s Gender Equality Mechanism, which is the ANES (National Agency for Equal Opportunities). During the restructuring of the public administration, the

³ Romanian Constitution, TITLE II: Fundamental rights, freedoms and duties, CHAPTER I: Common provisions, ART 16 “Equality of rights”. Source: http://www.cdep.ro/pls/dic/site.page?den=act2_2&par1=2

⁴ Government Ordinance (GO) no. 137/2000, on the prevention and sanctioning of all forms of discrimination <https://ec.europa.eu/migrant-integration/librarydoc/romania-government-ordinance-no-137/2000-on-preventing-and-sanctioning-all-forms-of-discrimination>

⁵ Romanian Constitution - law no. 202/2002 dated 19th of April 2002 regarding gender equality <https://anes.gov.ro/wp-content/uploads/2018/10/Legea-202-din-2002.pdf>

⁶ *ibid.*



National Agency for Equal Opportunities between Women and Men was dissolved in July 2010 for financial reasons, together with a number of other state agencies. In the following years it was redesigned with considerably less power as a Directorate under the Ministry of Labour. Only a central structure was maintained, and the local structures were dissolved. Nowadays, ANES is the agency in charge with developing the National Strategy for Gender Equality.⁷

- Law No. 217/2003 on the Prevention and Sanctioning of Domestic Violence⁸. This law provided the legal basis for the National Agency for Family Protection, which was also dissolved for financial reasons in 2010, then merged with the National Authority for the Protection of Children, and finally redesigned as a Directorate for Children’s Protection under the Ministry of Labour.

There are no positive measures to support gender equality in decision-making, even though the Constitution was drafted after important instruments/measures at international level, such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1979 and the Beijing Platform for Action (BPFA) in 1995. Both these acts clearly state women’s equal participation in decision- making as a goal and set out a range of provisions⁹.

Existence of specific mechanisms to promote the under- represented gender in Higher Education and/or Scientific Research & Innovation at national or regional level

The 2018 female HDI (Human Development Index) value for Romania is 0.809 in contrast with 0.821 for males, resulting in a GDI (Gender Development Index) value of 0.986. In comparison, GDI values for the Russian Federation and Ukraine are 1.015 and 0.995 respectively¹⁰. The GDI measures gender inequalities considering three basic dimensions of human development: health, education and command over economic resources.

Romania has a GII¹¹ value of 0.316, ranking it 69 out of 162 countries in the 2018 index. In Romania, the 18.7% of parliamentary seats are held by women, and the 87.2% of adult women have reached at least a secondary level of education compared to the 93.1% of their male counterparts. Every 100,000 births, 31 women die of pregnancy related causes. Female participation in the labour market is of 45.6% compared to the 64.2% for men¹².

In 2006, the CEDAW Committee noted the low representation of women in public life and decision-making in Romania, including in the public administration, and made the following recommendations:

- to take effective measures to accelerate and increase the representation of women in elected and appointed bodies;
- use of incentives or sanctions for fulfilment of the obligation of local and central public authorities to reach ‘equitable and balanced representation of women and men’ as proclaimed in the Law on Equal Opportunities Between Women and Men;
- utilize temporary special measures including establishment of benchmarks, quotas, numerical goals and timetables, to accelerate women’s full and equal participation in elected and appointed bodies;

⁷ Romanian National Agency for Gender Equality – national legislation regarding gender equality <https://anes.gov.ro/legislatie-nationala-egalitatea-de-sanse/>

⁸ Law No. 217/2003, amended by Law 25/2012 <http://www.evaw-global-database.unwomen.org/en/countries/europe/romania/2003/law-no-217-2003-on-the-preventing-and-fighting-against-family-violence>

⁹ Băluță, Oana, 2011, Gender Equality and Women’s Empowerment in Public Administration. Romania Case Study, United Nations Development Programme <http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-s%20Empowerment/RomaniaFinal%20-%20HiRes.pdf?download>

¹⁰ UNDP, Human Development Report 2019, Inequalities in Human Development in the 21st Century – country profile Romania http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ROU.pdf

¹¹ GII: Gender Inequality Index, it reflects gender-based inequalities in three dimensions – reproductive health, empowerment, and economic activity. Reproductive health is measured by maternal mortality and adolescent birth rates; empowerment is measured by the share of parliamentary seats held by women and attainment in secondary and higher education by each gender; and economic activity is measured by the labour market participation rate for women and men. More information at <http://hdr.undp.org/en/content/gender-inequality-index-gii>

¹² See note n. 352.



- increase efforts in offering or supporting training programmes for current and future women leaders and carry out awareness-raising campaigns about the importance of women's participation in public life and at decision-making levels, as a democratic requirement¹³.

These recommendations have only partly been implemented in Romania.

At the moment, there is no functional mechanism at national level to promote underrepresented gender in Higher Education and/or Scientific Research.

Recent policies are actually at risk of hindering further developments in terms of Gender Equality policies for research and Higher Education in Romania: the article 7 of the National Education Law passed in 2020, has prohibited education regarding the so called "gender identity theory" and is refusing to accept the current scientific consensus which distinguishes between gender and biological sex. On the other hand it has to be noted how there is a broad consensus in the academic environment that this law should not have been approved. In fact, all major universities of Romania contested the law at the Constitutional Court asking to declare it unconstitutional. At the moment this report was finalized, the procedure was still open.

Existence of national policies on implementation of quotas or targets for promoting the underrepresented gender in management positions and committees

Although there is a legislative framework, and a strategy in the field of equal opportunities between women and men for the period 2018-2021¹⁴, the National Education Law (Law no. 1/2011 with subsequent amendments and completions) does not transpose the principle of equal opportunities. In Chapter XI, section 1, it refers to the management structures in state or private higher education institutions, but also to the obligation to respect gender quotas in the management structures. Same failure of transposing national laws in gender quotas can be seen in women's political representation¹⁵.

Existence of national legislation promoting equality and non-discrimination in employment

The Labour Inspectorate is responsible for monitoring that the access to the labour market happens without discrimination and that work provisions for youth and women are respected. The Inspection oversees the enforcement of Law No. 202/2002 in the field of labour relations and occupational safety and health, in both the public and private sectors. According to Law No. 202/2002 on Equal Opportunities between Women and Men, "*The Labour Inspection ensures the control of implementation of measures aiming at the observance of equal opportunities and treatment between women and men in the field of labour relations and occupational safety and health*"¹⁶. A recent institutional study¹⁷ concluded that Labour Inspection "*is the most important implementing, monitoring and control institution for equal opportunities and non-discrimination in work-relations*". Labour Inspection also has regional representation, called Work Regions Inspectorates¹⁸.

Existing policies at national level for reducing unequal gender division of labour related to housework and family care

Work-life balance is not a priority area for national policy makers, even if related measures and interventions are widely acknowledged as crucial for gender equality and women's empowerment. Romania has provisions of various types of leaves, but a critical gap is the lack of adequate childcare services/facilities. One aspect that should be addressed is that the current policies impacting on work-life balance are women-centred, with incentives for men being only updated in latest years. The lack of incentives must be understood within the

¹³ Ministry of Labour - Romanian National Strategy for promoting gender equality 2018-2021
http://www.mmuncii.ro/j33/images/Documente/MMJS/Transparenta-decizionala/5003-20171026_StrategiaNat_pilonES.pdf

¹⁴ *ibid.*

¹⁵ Romanian National Agency for Gender Equality – national legislation regarding gender equality
<https://anes.gov.ro/legislatie-nationala-egalitatea-de-sanse/>

¹⁶ See note n. 347.

¹⁷ https://www.undp.org/content/undp/en/home/librarypage/democratic-governance/public_administration/gepa2.html

¹⁸ Ministry for Sustainable Development - Romania's Sustainable Development Strategy 2030, 2018, pp 43-45.
<http://dezvoltaredurabila.gov.ro/web/wp-content/uploads/2019/03/Romanias-Sustainable-Development-Strategy-2030.pdf>



broader socio-political context, which has seen an awakening of traditional gender roles. Nowadays, the government supports a greater co-responsibility of the domestic burden, along with the increase of the participation of women in the labour market.

A positive aspect is that fathers have the right to paternity leave and that there is also the provision for parental leave, which both parents can access. The EU represented an important incentive for the national government to start focusing on gender equality. Although the financial benefits are small, the principle is important. Policies that help families to access childcare are a vital instrument for gender equality in the public administration as well. This is because they increase the women's participation in the labour market and help to mitigate gender segregation, and therefore to reduce the gender pay gap¹⁹.

There is no coherent strategy, neither any policy, for reducing unequal gender division of labour related to housework and family care and promoting and harmonious family life. However, besides the regulated parental, maternity and paternity leaves, a network of nurseries and kindergartens exists.

Existing framework conditions regarding childcare facilities

In Romania, people who have worked for 12 months before the date of birth of their child can benefit either from:

- a leave of two years, as well as a monthly compensation equivalent to 85% of the average net income over the last 12 months. Compensation may not exceed 8,500 RON/month (about 1750 EUR/month).

The “second” parent has the right to one month of parental leave. The second parent can either:

- Request one month of leave. Compensation and leave are suspended for this month and the “first” parent will have the choice of taking an unpaid leave or coming back to work.
- Inform the Labour Inspectorate that he or she will not opt for the one month leave a minimum of 60 days prior to the baby's first birthday. The leave of the first parent and the compensation is reduced by one month in this case.

These provisions do not apply if the workers return 9 months after the birth of the child.

Maternity leave and allowance are granted to pregnant women or women who have given birth during the last 6 to 8 weeks (postpartum women), for a total of 126 calendar days.

Maternal risk leave may be granted to pregnant or postpartum women who are not on maternity leave and whose employer cannot guarantee working conditions that are free of risks for their health and/or the one of the child. Maternal risk allowance may be granted for up to 120 days before and after maternity leave on the recommendation of a family doctor or obstetrician and gynaecologist.

To receive maternity/paternity leave and allowance, parents must meet the following conditions:

- mother/father is legally resident in Romania;
- mother/father live together with the child or children for whom they are requesting the allowance;
- mother/father contributed for at least 6 months to the social insurance system during the last 12 months prior to the maternity leave.

To receive maternal risk leave, the following conditions must be met:

- the mother is legally resident in Romania;

¹⁹ Hurubean, Alina, 2013, Post-communist Romanian feminism and gender equality. Between stereotypes, conceptual ambiguities and thinking outside the box - Analyze – Journal of Gender and Feminist Studies http://www.analyze-journal.ro/library/files/numarul_1/alina_hurubean.pdf



- the mother is employed and request this leave before your maternity leave or, if you are postpartum or breastfeeding, you apply for this benefit after your maternity leave ends and only if you do not request child-raising allowance for a child aged up to 2 years.

Maternity allowance is paid to the mother for 126 calendar days while she is on leave. This period is made up of 63 days of leave before the birth and 63 days after the child is born. The first 42 days of leave after the child is born are compulsory. Maternity allowance is equal to the 85% of the average monthly income earned by the mother during the last 6 months prior to maternity leave. This allowance is paid for the 126 days of maternity leave, even if the child is stillborn. It is not subjected to the income tax system, but recipients must pay a contribution of 10% to the health insurance system. Maternal risk allowance is equal to the 75% of the mother's average monthly income over the last 10 months before the benefit was requested. It is paid for a period of up to 120 days. The maternity or maternal risk allowance is paid by the employer in case of employees. Persons who are self-employed or authorized individuals must submit their application for maternity leave and allowance to their local Health Insurance Authority.

In the case of executive/managerial positions, the maternity model can act as an obstacle for women in decision-making positions. Indeed, the two or three years of parental leave have long-term consequences on women's professional experience and incomes, and also negatively impact their retirement benefits. Expectations about women's roles, a lack of gender equality in educational policies and a lack of facilities to support work-life balance do not help to overcome this model.

The lack of childcare services further increases women's social vulnerability. Employment rates of 25-49 years people with and without children are different for women and men. There is already a gender gap in the employment rate of 25-40 years old people without children, but this gap considerably increases when women have children (69.6% for women in comparison to the 83.5% for men).

Parental leave covers the first two years after the birth, but children can only be enrolled at kindergarten when they are three years old. There is therefore a gap of one year when the family is entirely responsible for childcare. Families rely on informal care by grandparents, other relatives or on baby-sitters, if income permits. The number of state-funded care facilities has dramatically decreased. The situation is even more dramatic for families living in rural areas, where there is a desperate shortage of care facilities. In terms of progress, Romania is far from meeting Barcelona targets on child coverage. There is therefore a critical gap between state supply of childcare services and demand, especially from women²⁰.

Employment conditions at university and research organization

The national law 319/2003 regarding employment in research in Romania does not address gender equality or equal opportunities²¹.

Existence of national programs which promote the integration of gender in the content of scientific research

Romania achieved its best scores in Priority 4 (Gender equality and gender mainstreaming in research). The country's performances positioned it either above (Cluster 2) or well above (Cluster 1) the ERA average²².

Romania's greatest score was registered in this priority, namely for its inclusion of gender dimension in research content. Indeed, the country's score on this indicator was more than twice the level measured for Member States overall. It also performed very well on the headline indicator, the share of women among

²⁰ Emergency Act no. 111 date 8th December 2010 regarding maternity leave

<https://anes.gov.ro/wp-content/uploads/2017/09/10.-OUG-Nr-111-din-2010-privind-concediul-si-indemnizatia-lunara-pentru-cresterea-copiiilor.pdf>

²¹ European Commission. (2019). ERA Progress Report 2018 – country profile Romania.

<https://op.europa.eu/en/publication-detail/-/publication/30043562-34c3-11e9-8d04-01aa75ed71a1/language-en>

²² *ibid.*



Grade A positions in the higher education system. Finally, the country performed above both the ERA average and the EU-28 benchmark for its share of PhD female graduates²³.

According to the RIO Report 2017 on Romania, although the share of female researchers in 2015 (46.23%) was above the EU average (33.4%)²⁴, the participation of women in research was slightly higher in the social sciences and humanities field (around 52%) than in natural and agricultural sciences (around 45%)²⁵. Overall, since the gender division among researchers is rather equal in Romania, no major policy developments in this respect were observed during the reference period²⁶.

National/ policies and legal frameworks on sexual/gender harassment in the workplace

The reference provision is the Ordinance n. 137/2000 of the Government on “Prevention and Sanctioning Discrimination”²⁷. The Ordinance includes provisions regarding direct and indirect discrimination including sex-based discrimination, victimisation, harassment, discrimination on multiple grounds, the right to personal dignity, and affirmative actions. According to this Ordinance, any measure taken by public authorities in favour of a person, group or community to support de facto equal opportunities is not considered discrimination. The Ordinance also provides the legal basis for the country’s mechanism for combating discrimination - the National Council Combating Discrimination (NCCD) - and specifies instruments for litigation, either directly petitioning the NCCD or addressing the Court of Justice. The NCCD has responsibilities in the areas of prevention, mediation, investigation, sanctioning and monitoring and is an institution under Parliamentary control. NCCD elaborates and implements public policies in the anti-discrimination field and can facilitate consultations with public authorities, NGOs, trade unions interested in combating discriminations and protecting human rights. The consultation process is important, and the gender equality expertise of NGOs and academia is a central resource for government when elaborating and implementing gender equality policies. Unless the decisions of NCCD are contested in court, sanctions with regard to discrimination cases are mandatory. On the issue of sexual harassment, Article 2, paragraph 5 of the Ordinance No. 137/2000 defines the concept of harassment. The same as Law No. 202/2002 on “Equal Opportunities between Women and Men” also defines the concept of sexual harassment in particular, stating that “*by sexual harassment it is understood any undesirable sexual-related behaviour – verbal, nonverbal or physical – which is intended to negatively affect the dignity of person and/or to create a degrading, intimidating, hostile, humiliating or offensive environment*”²⁸. While there is a legislation on sexual harassment in the workplace, there are no institutional mechanisms for prevention and evaluation, as there are no mentions of sexual harassment in most of the workplaces’/universities’ ethics codes.

Funding opportunities for collaborative actions on gender equality at national and regional level

There are no funding opportunities for collaborative actions on gender equality at national and regional level. Most of the NGOs active in this field perform voluntary work or get funding from other kind of projects.

²³ European Commission. (2019). She Figures 2018.

<https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1>

²⁴ Chioncel, M; del Rio, J-C, RIO Country Report 2017: Romania, EUR 29169 EN, Publications Office of the European Union, Luxembourg. https://www.researchgate.net/publication/324900025_RIO_Country_Report_2017_Romania_Research_and_Innovation_Observatory_country_report_series

²⁵ Zamfir A., Hjalmsardóttir E. H., Research & Development through a gender lens – the case of Romania and Iceland. August 2017 HOLLISTICA – Journal of Business and Public Administration 8(2). Available at https://www.researchgate.net/publication/319618701_Research_Development_through_a_gender_lens_-_the_case_of_Romania_and_Iceland

²⁶ UNDP, Human Development Report 2019, Inequalities in Human Development in the 21st Century – country profile Romania http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/ROU.pdf

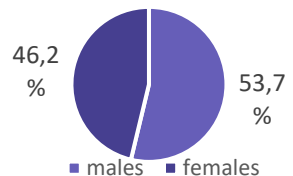
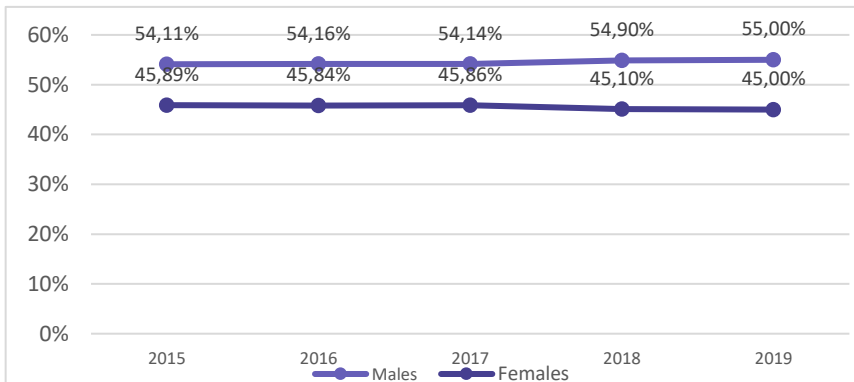
²⁷ See note n. 346.

²⁸ Discrimination in higher education – Research report – Iordache, 2018 <http://www.romaniacurata.ro/wp-content/uploads/2016/03/Raport-de-cercetare-Mob-univ-2.pdf>



The UEFISCDI national and regional innovation ecosystem

The following table presents the results of the context analysis conducted by UEFISCDI in terms of quantitative and qualitative indicators.

Area	Indicator	Results																	
Talents and workforce education and acquisition	High School and Higher Education students in STEM by gender, at regional and national levels	<p>Bachelor’s or equivalent level (2018)²⁹: males/thousand inhabitants: 11.9; females/thousand inhabitants: 8.3</p> <p>Master’s or equivalent level (2018): males/thousand inhabitants: 5.6; females/thousand inhabitants: 5.4</p> <p>Doctoral or equivalent level (2018): males/thousand inhabitants: 0.3; females/thousand inhabitants: 0.2</p>																	
	Researchers in STEM by gender in R&I, at national and regional levels	<p>STEM researchers (2018)³⁰</p>  <table border="1"> <caption>STEM researchers (2018)</caption> <thead> <tr> <th>Gender</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>males</td> <td>53,7 %</td> </tr> <tr> <td>females</td> <td>46,2 %</td> </tr> </tbody> </table>	Gender	Percentage	males	53,7 %	females	46,2 %											
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Evolution of employment rate in R&I by gender	<p>Employment rate in R&I evolution³¹:</p>  <table border="1"> <caption>Employment rate in R&I evolution</caption> <thead> <tr> <th>Year</th> <th>Males (%)</th> <th>Females (%)</th> </tr> </thead> <tbody> <tr> <td>2015</td> <td>54,11%</td> <td>45,89%</td> </tr> <tr> <td>2016</td> <td>54,16%</td> <td>45,84%</td> </tr> <tr> <td>2017</td> <td>54,14%</td> <td>45,86%</td> </tr> <tr> <td>2018</td> <td>54,90%</td> <td>45,10%</td> </tr> <tr> <td>2019</td> <td>55,00%</td> <td>45,00%</td> </tr> </tbody> </table>	Year	Males (%)	Females (%)	2015	54,11%	45,89%	2016	54,16%	45,84%	2017	54,14%	45,86%	2018	54,90%	45,10%	2019	55,00%	45,00%
Year	Males (%)	Females (%)																	
2015	54,11%	45,89%																	
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2019	55,00%	45,00%																	

²⁹ National Institute for Statistics, Romania <https://insse.ro/cms/>

³⁰ *ibid*

³¹ *ibid*



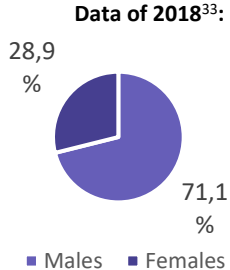
Leadership	Patents registrations by gender	<p>Patent registration teams ³²:</p> <p>One woman – 2.37%; All women team – 1.63%; Team with at least 60% women – 6.28%; Mixed team – 8.29%</p> <p>Team with at least 60% men – 13.93%; All men team – 26.57%; One man – 40.93%</p>
	Founders and leaders of innovative enterprises and start-ups by gender	<p>Data of 2018³³:</p>  <p>28,9 % 71,1 %</p> <p>■ Males ■ Females</p>
Knowledge and tech production issues	Level of integration of gender as a scientific research dimension	<p>In Table 7.19 of the Report of European Commission (2019) the total percentage of the country’s publications with a sex or gender dimension in their research content for the period 2013 – 2017 is 0.54 %. (EU-28: 1.79%)</p> <p>In Table 7.20 the percentages by fields are given: natural sciences 0.21%, engineering & computing 0.09%, medical sciences 2.72%, agricultural science 0.34%, social sciences 1.05% and humanities & arts 1.94%³⁴.</p>
	Level of consideration of the gender dimension in product/service development	There are no such information available.
Broader issues featuring the R&I ‘cultures	Gender sensitiveness/family friendliness of supporting services to start up and entrepreneurship	In Romania, at the moment, there is no national strategy for empowering women in entrepreneurship. Instead, in the last years there have been various programs and events dedicated to support women in business.
	Perception of existing stereotypes/bias on gender and innovation/ entrepreneurship	<p>In Romania, the main barriers in creating a strong entrepreneurial cultural among women are:</p> <ul style="list-style-type: none"> - Stereotypes and biases regarding women in STEM; - A traditional perspective about women’s role in society and in family; - Poor work-life balance for women.

Table 1_Results of the context analysis conducted by UEFISCDI

³² European Commission. (2019). She Figures 2018. <https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1>

European Commission. (2019). ERA Progress Report 2018 – country profile Romania. <https://op.europa.eu/en/publication-detail/-/publication/30043562-34c3-11e9-8d04-01aa75ed71a1/language-en>

³³ MasterCard Index of Women Entrepreneurs, 2018 https://newsroom.mastercard.com/wp-content/uploads/2018/03/MIWE_2018_Final_Report.pdf

³⁴ European Commission. (2019). She Figures 2018. <https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1>



UEFISCDI Mapping of external stakeholders and SNA

Results of the focus group with internal stakeholders

As far as the **focus group** is concerned the most relevant insights are reported below. The focus group was conducted online due to the covid-19 limitations. Four internal stakeholders participated, all females, among which 3 experts and 1 head of department.

The focus group opened with a discussion about the current **existing or prospective collaborations on broader areas** beside gender equality: participants reported that there are various existing partnerships mostly in the higher education area with national stakeholders. Moreover, there are existing partnerships with international organizations aimed at supporting and promoting research and innovation, science education, digitalization, sustainable and smart development, energy, climate, policy recommendations, intellectual property and social impact. UEFISCDI focuses on the development of a sustainability oriented organizational culture, which includes a variety of new topics for cooperation (i.e. promoting women in science, environmental protection, and actions with social impact). They collaborate with different kind of stakeholders, ranging from public administration institutions to research institutions, higher education institutions, SME, corporations, hubs and accelerators.

The group was then asked to focus on the ways in which gender inequalities represent a **challenge** for external stakeholders. They all agreed that the main issue is that in most of the organization's contexts gender inequalities are not considered or even not perceived as such, although in their opinion the problem is real, since there are various entirely male teams and there are only a few projects in which women hold management positions.

When it comes to the **benefits** of overcoming gender inequalities, participants agreed that dealing with the issue would bring positive outcomes, like developing better policies for encouraging women in different domains, reaching gender balance in terms of accessing and promotion procedures at higher educational and RDI levels, as well as increasing the overall quality of the work.

About the **actions** that external stakeholders put in place on gender equality, participants could not recall any particular measures, apart from assuring the presence of at least one woman in the management or implementation teams.

With reference to **complementarities and synergies** with their own institution and the impact for internal institutional change, focus group participants stated that given the low awareness about this topic, a first important step would be to organize actions aimed at raising the awareness. Moreover, a participant proposed to increase the attention on the topic of women empowerment in managerial positions, through the organization of management courses to help building managerial skills. These actions would be in line with the RFO's organisational culture, which lays on the concept of sustainability and social impact.

When it comes to **overlapping/competitive actions**, participants focused on possible activities, not strictly competitive with the external stakeholders. For instance, they propose that the private sector could organize a kind of "Leaders Academy", where participants could learn and acquire skills that are important in order to become a project coordinator/manager, and where women can be selected. Other possible activities identified were:



- Creating joint projects with gender balanced teams;
- Extra points in project evaluation for female / joint teams in areas / domains where the number of female researchers / experts is low;
- Extra financing for institutions with internal gender balance practices and policies;
- Organizing workshops and events to raise awareness at stakeholders' level.

Speaking about possible **risks** which could derive from collaboration, the participants stressed the possible misinterpretation of measures implemented by the organizations involved, due to different institutional cultures. Moreover, if the partner organisations do not have a clear vision towards sustainability, there is the risk of not having a real dialogue in the advancement of the collaboration.

Results of the survey to external stakeholders

The survey was submitted by 13 external stakeholders: 3 private companies, 4 associations/NGOs, 3 Universities and 3 public institutions, dealing with a variety of activities/business: European AAL Projects, ROP (Regional Operational Programme), social enterprise acceleration and incubation, promoting civic culture and social impact, science and innovation policies, research financing, philanthropy, marketing, Higher Education, research and innovation, political sciences and transport consultancy.

Concerning the **types of collaboration** such external stakeholders have in place with UEFISCDI, they are mainly related to partnerships or collaborations in EU and national projects. With a stakeholder, a collaboration about mentorship is in place.

The survey tackled the same topics addressed during the focus group with internal stakeholders.

External stakeholders were asked to explain how gender inequalities **challenge** their own organizations. Most of the stakeholders did not perceive gender equality challenges within their own organization, while other listed some of them. They mentioned the lack of commitment toward policies for female entrepreneurship, female access to employment and career progression, and toward the gender dimension of innovation. Also sensitive communication represents a challenge for some of them, as well as the low representation of females in forums, conferences, public debates in international relations, political studies, security studies, and the general low number of female researchers with respect to male ones.

With reference to the **potential benefits** of addressing such challenges, the NGOs pointed out the improved horizontal communication and awareness this would bring in their community; universities underlined the possible wider perspectives/approaches in research; the public institution highlighted the contribution of the improved policies on the regional development, while some of the respondent companies stated the quality of their work and the internal procedures might improve in terms of work life balance.

Most of the **actions and measures** undertaken from the external stakeholders to address gender inequalities are related to the gender balanced distribution of employees and their role and “power” in internal decisions. Besides this, one of the respondents reported about the project FEMINA - Female participation in high-tech enterprises – which aims at promoting female engagement in the high-tech sectors. In this context, the implemented or planned measures consisted in the alignment of the regional practices regarding gender equality – particularly in high-tech enterprises – in the Bucharest-Ilfov Region, to a benchmarked standard agreed by all project partners. This would foster the design of some concrete measures to be introduced in the area of governance/management or of structural change of the 2014-2020 Regional Operational Programme.

On the companies' side, one of them launched *StepFWD*, a pre-acceleration program for early-stage start-ups with diverse teams: a prerequisite to participate was to have at least one female among the founders.



Universities, instead, mentioned an annual conference (FANEL - F from female), at Central European Level, in which the panels' speakers are only women specialists in areas like international relations, security studies, etc. as well as a master's degree in minority and gender policies within the Faculty of Political Science.

The following questions explored which **form of cooperation** stakeholders envisage with UEFISCDI in order to overcome gender equality. Most of the stakeholders are open to collaborate with the RFO on the issue of gender equality. The actions proposed are various: collaboration in new projects concerning women in scientific areas, promotion of raising awareness campaigns on gender equality to avoid stereotypes or harassment - in attitude, in language, etc. In addition, UEFISCDI can play an important role in the design and implementation of the policy addressed by the FEMINA project.

Participants did not identify any **overlapping/competitive actions** with UEFISCDI.

Finally, **potential risks** of the cooperation were addressed. The risk of giving more attention to women rather than to valuable researchers (even when males) emerged, as well as the one of continuing a discourse on gender inequalities without taking into consideration UEFISCDI's specificities and power relations.

Results of the SNA

UEFISCDI is the national funding agency for scientific, research and innovation fields in Romania, therefore it has many interactions with various types of stakeholders. It also contains several departments, each of them having its own area of specialization. When UEFISCDI's researchers gathered information for the SNA, they involved people directly implicated in the projects: in particular, colleagues of the "Policies for Higher Education, Science, Innovation and Entrepreneurship Department" and of the Innovation Café (an UEFISCDI initiative that reunites the quadruple helix actors around a common subject debated during each edition of the event).

Overall **84 external stakeholders** were included in the mapping. The great majority of stakeholders belong to the "industry & business" sector (44 out of 84, representing the 53%), followed by "government & public sector" stakeholders (22, representing the 26%), "Academia & Universities" stakeholders (12, representing the 14%), "civil society" stakeholders (4, represents the 5%) and "others" (2, representing the 2%). As a RFO, many representatives of the industry sector participate in calls for programs and access funds necessary to develop their businesses. Moreover, UEFISCDI and, in particular, the "Policies for Higher Education, Science, Innovation and Entrepreneurship Department", focuses on the RDI and entrepreneurship policy support and development, thus most interactions occur with the business environment made by large, small and medium companies. Innovation Café is an initiative developed by the department in order to strengthen the relations between the business and research domains, to mediate networking and collaborations. The most relevant stakeholders involved in the RDI domain are national administrative authorities (the Romanian Ministry of Education and Research; the Regional Development Agency for Bucharest-Ilfov region), universities (Politechnica University of Bucharest; West University in Timisoara), research institutes ("Horia Hulubei" National Institute for R&D in Physics and Nuclear Engineering), professional associations (ANIS - Employers' Association of the Software and Services Industry in Romania; ARIES - Romanian Association for Electronic Industry and Software) and of course, large, medium and small companies (Siveco Grup, TechHub Bucharest, Impact Hub Bucharest, GapMinder, Bitdefender, etc).

Looking from a horizontal perspective, UEFISCDI has also strong relationships with entities from the government and public sector due to the nature of its activity, as part of the national administrative & governmental system. A few institutions from the academia and the civil society sectors interact with the mentioned department, however they have strong connections with other departments from UEFISCDI.

When analyzing the **intensity of collaborations**, most connections are "one time" connections (46 out of 83, representing 55,5%), 24 are of "frequent" and only 13 are "solid" collaborations. Most of the identified stakeholders ("one time" collaborations) take part in the Innovation Café events. "Frequent" and "solid" connections are the ones with those stakeholders with which UEFISCDI shares common projects or activities, or collaborates on daily basis (such as the Ministry of Education and Research). In general, depending on the



areas of expertise, “frequent and solid” relations are the ones with stakeholders that share the same “interests” as UEFISCDI and “one time” relations are with stakeholders that belong to an “unfamiliar” field of experience.

When taking into consideration the **geographical dimension**, many collaborations are with national entities (37 out of 83, representing the 44,5%) followed by local entities (31, representing 37,3%).

Concerning the **topic** of the collaborations, the most frequent topic is “scientific research” (24 out of 83, representing almost the 29%), while 19 collaborations concern “transfer to market”, 18 “science communication”, 15 “education” and 7 “raising awareness”.

Regarding **collaborations led by women**, it is worth to mention that UEFISCDI is an organization where the number of female employees is greater than the number of male employees. And although the General Director’s position is occupied by a man, the Deputy General Director is a woman. According to the analysis, about half of the projects are led by women (41 out of 84, representing the 49%). Of these 41 collaborations, 30 are related to STEM and medical sciences (the rest being collaborations on humanities, social sciences, etc.).

Till the CALIPER project, UEFISCDI was not involved in any project with a specific focus on gender. That is why only 2 collaborations (representing the 1%) **focus on gender issues**. Such collaborations are related to 2 stakeholders that implemented gender programs: ANIS and the Romanian Ministry of Research and Education.

The following pictures represent the results of the SNA conducted by UEFISCDI according to the kind of stakeholders. Therefore, 5 different maps are displayed, one for each category of stakeholders: “academia & university”, “industry & business”, “government & public sector”, “civil society” and “others”.

Per each map it is possible to identify the different departments of UEFISCDI involved in the collaborations with the different external stakeholders (the nodes with a small green circle), the collaborations having female leaderships (the yellow nodes) and the ones focusing and/or taking into account gender issues (red lines).

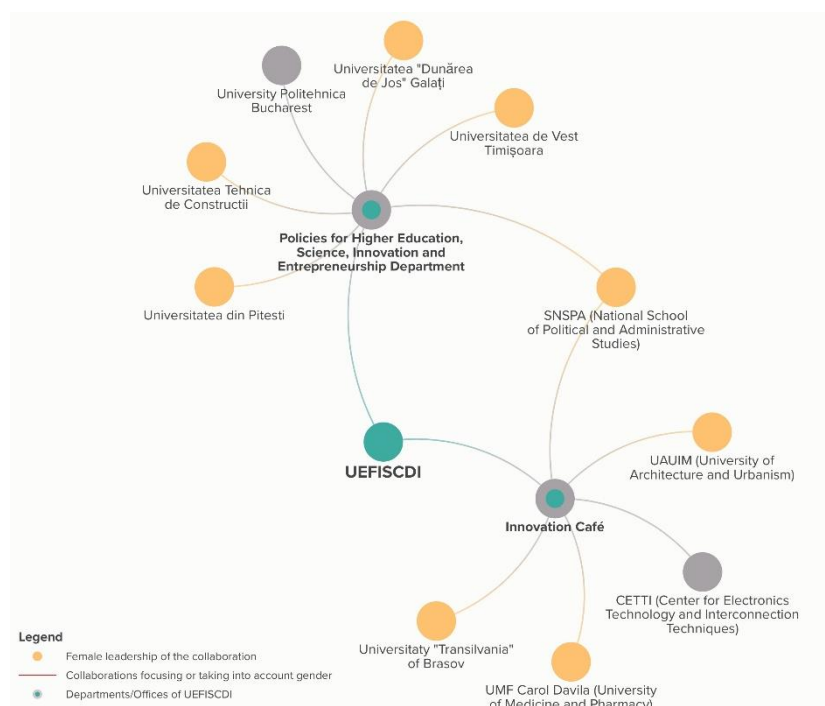


Figure 1_UEFISCDI collaborations with "Academy & Universities" stakeholders



External Gender Equality Assessment – UEFISCDI

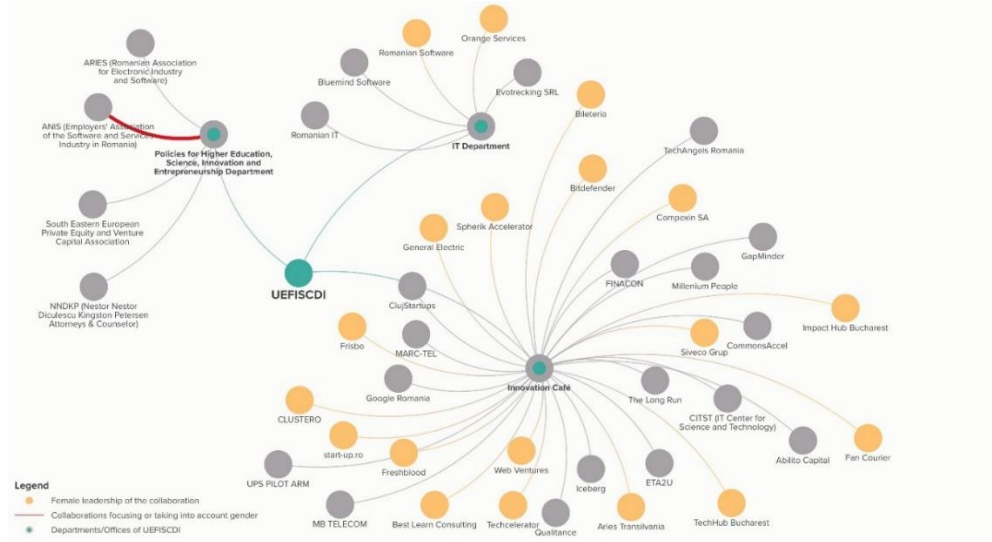


Figure 2_UEFISCDI collaborations with "Industry & business" stakeholders

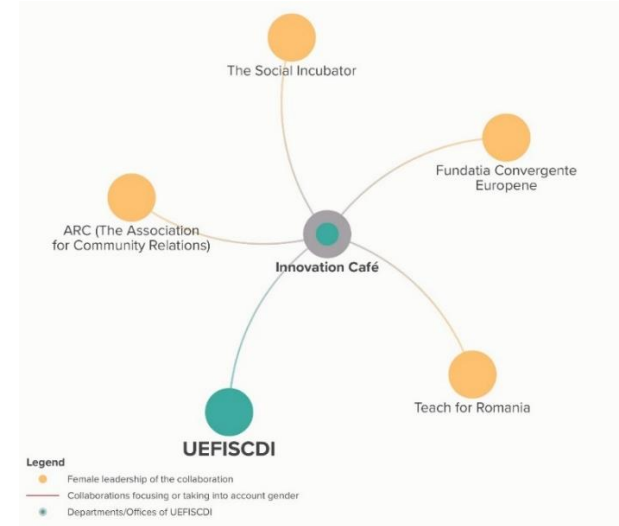


Figure 3_UEFISCDI collaborations with "Civil society" stakeholders

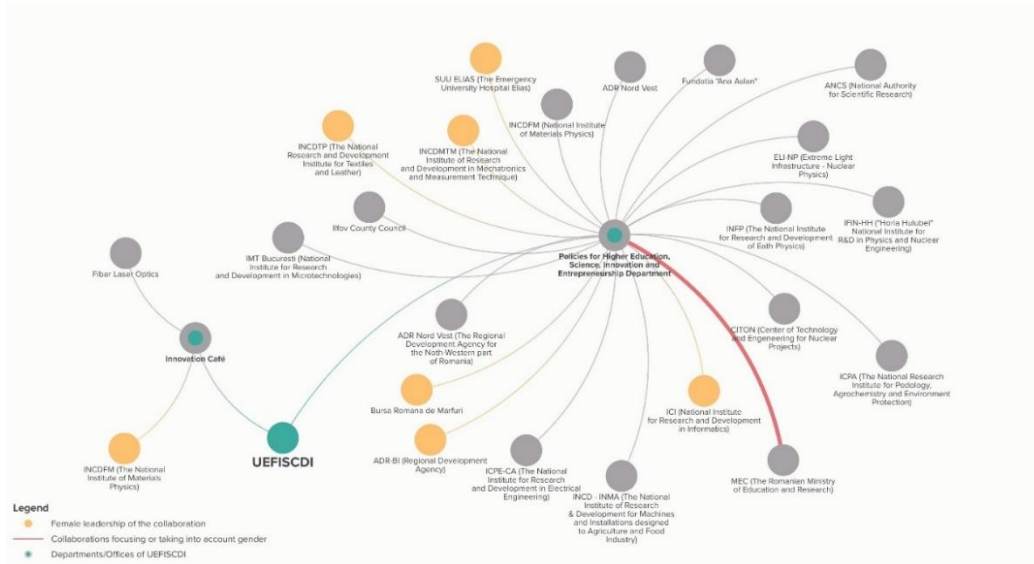


Figure 4_UEFISCDI collaborations with "Government & public sector" stakeholders

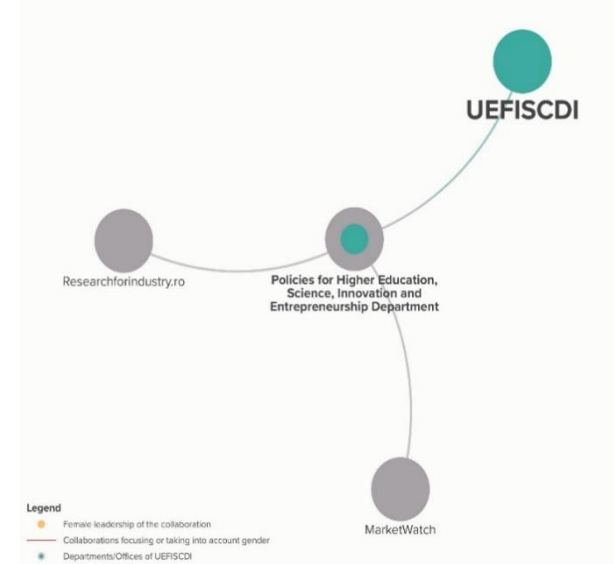


Figure 5_UEFISCDI collaborations with "others"



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Final remarks on the external assessment of UEFISCDI

In Romania, **principles of equal rights and non-discrimination are included in the Romanian Constitution**. Other national provisions specifically tackle sex-based discrimination, equality of opportunities and treatment for women and men in the labour market, in accessing education, health care, culture and in decision-making, even though positive measures are not foreseen. Indeed, in 2006, the CEDAW Committee pointed out that in Romania there is low representation of women in public life and decision-making and provided with some recommendations which have only partially been implemented.

At the moment, also, **there is no functional mechanism at national level to promote underrepresented gender in Higher Education and/or Scientific Research**.

Work-life balance is not a priority area for national policy makers, even if related measures and interventions are widely acknowledged as crucial for gender equality and women's empowerment. Romania has provisions of various types of leaves (i.e. maternity, paternity and parental leaves), but **a critical gap is the lack of adequate childcare services/facilities**. In general, the lack of incentives/measures must be understood within the broader socio-political context, which has seen an awakening of traditional gender roles.

About the integration of gender in scientific research, according to the ERA Progress Report 2018³⁵, **Romania achieved its best score in the priority related to the inclusion of gender in research content** and data show that the share of male and female STEM researchers is quite similar. Indeed, the share of female researchers in 2015 (46.23%) was above the EU average (33.4%), showing that **gender division among researchers is rather equal in Romania**, therefore no major policy developments in this respect were observed. The evolution of the employment rate in the considered period (2015-2019) appears lineal, while still a great unbalance is visible as concerns patent registration teams and founders of start-ups. This can be commented also considering that no national strategy for empowering women in entrepreneurship is in place at the moment.

About the analysis of the collaborations in place with UEFISCDI, various existing partnerships exist mostly in the higher education area with national stakeholders. They also collaborate with public administrations, research institutions, SMEs, companies. According to the results of both the focus group and the survey, most **external stakeholders do not perceive gender equality challenges within their own organisations**, even though they recognize benefits in overcoming gender inequalities. The actions already undertaken mainly concern the balanced gender distribution of employees and the implementation of specific projects.

About potential synergies with UEFISCDI, the organisation of actions aimed at raising the awareness was pointed out as well as the collaboration in new projects concerning women in scientific areas.

Concerning the SNA, 84 stakeholders were identified, the majority of them belonging to the "industry & business" sector, which is mainly represented by both large companies and SMEs. Regarding **collaborations led by women**, it is worth to mention that UEFISCDI is an organization where the number of female employees is greater than the number of male employees. According to the analysis, about half of the projects are led by women, while only 2 collaborations focus on gender issues.

³⁵ <https://op.europa.eu/en/publication-detail/-/publication/30043562-34c3-11e9-8d04-01aa75ed71a1/language-en>

