



CALIPER
Gender Equality in STEM Research

Linking Research & Innovation for Gender Equality

UEFISCDI - Gender Equality Plan 2024

Decemeber 2023

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Introduction

The Gender Equality Plan (GEP) for 2024 reflects a strategic and collaborative approach to promoting gender equality in research and innovation. Anchored by UEFISCDI's commitment and the broader objectives of the CALIPER project and Genderactionplus project, the GEP outlines actions aimed at integrating gender considerations into the fabric of research processes and policies. It represents a forward-thinking effort to ensure that gender equality is not merely an aspirational goal but a tangible reality within the Romanian research community.

The GEP 2024 is structured around targeted actions, each with a clear set of goals, activities, and indicators. From establishing guidelines that embed gender dimensions in research content to enhancing the expertise of evaluators in gender principles, the plan is a multifaceted document that speaks to the various layers within the research and innovation ecosystem. It envisions a cultural shift where gender-based violence is vehemently rejected, and the visibility of women specialists is markedly increased.

Furthermore, the plan is a participatory blueprint, inviting contributions and feedback from a wide range of stakeholders. It's designed not only to drive change within UEFISCDI but also to serve as a benchmark for other institutions. The GEP 2024 aims to be a dynamic and living document, reflecting the evolving challenges and successes of integrating gender equality into the Romanian R&I sector.



1. ACTION: Establishing Guidelines for Gender Dimension in Research

Sources: UEFISCDI, CALIPER Project, European Commission Standards

Area of Action: Research funding

Target audience: Researchers, Funding Applicants, Project Managers

Target: All research content and activities funded or overseen by UEFISCDI

Timeframe: January 2024 – December 2024

Goals & Objectives

The goal is to integrate gender dimensions comprehensively into research content to promote equality and inclusiveness.

Objectives:

- To provide clear guidelines for gender integration in project design, implementation, and evaluation.
- To ensure that research content reflects gender diversity and inclusivity.

Activities and Available Resources

Activities:

- Develop and disseminate guidelines.
- Train internal stakeholders on applying these guidelines.
- Monitor and evaluate guideline integration into research projects.

Targets & Indicators

Outcomes:

- A set of published guidelines.
- Short & medium-term: 100% of projects reviewed for guideline integration.
- Long term: Established gender equality and inclusiveness as a standard in research evaluation.

Facilitating & Hindering Contextual Factors

Facilitating factors include existing policy frameworks and institutional commitment to gender equality. Potential hindrances could be resistance to change or a lack of awareness on gender issues in research.



2. ACTION: Promotion of Benchmark Results from Genderactionplus project (GA+)

Sources: GA+ Reports, CALIPER Project Outputs

Area of Action: Transfer to Market

Target audience: Romanian Research Community, R+I Hub Members

Target: Research entities and innovation stakeholders in Romania

Timeframe: January 2024 – December 2024

Goals & Objectives

The goal is to share and leverage findings from GA+ to foster a gender-aware research environment.

Objectives:

- To increase awareness of gender benchmarking results.
- To stimulate gender-sensitive research practices through dissemination.

Activities and Available Resources

Activities:

- Organize events to present GA+ findings.
- Publish articles on gender benchmarks in research.
- Partner with research bodies for wider dissemination.

Targets & Indicators

Outcomes:

- A series of dissemination events conducted.
- Increased mention of gender benchmarks in research publications.
- Broader engagement in gender-sensitive research practices.

Facilitating & Hindering Contextual Factors

Facilitators include the availability of comprehensive GA+ data and engagement of the research community. A hindrance could be a limited reach or engagement from the intended audience.



3. ACTION: Enhancing Evaluator Expertise in Gender Equality

Sources: Internal Training Resources, CALIPER Project Guidelines (from previous GEP)

Area of Action: Research funding

Target audience: Research Evaluators, Assessment Staff

Target: Personnel involved in research assessment at UEFISCDI

Timeframe: January 2024 – December 2024

Goals & Objectives

The goal is to improve evaluators' ability to incorporate gender equality principles into research assessments.

Objectives:

- To provide gender equality training for research evaluators.
- To establish a standard of gender equality in research assessments.

Activities and Available Resources

Activities:

- Develop gender equality training modules.
- Conduct training sessions for evaluators.
- Create and provide access to online learning resources.
- Implement a certification system for evaluators trained in gender equality.

Targets & Indicators

Outcomes:

- A certain number of evaluators trained in gender equality.
- A certification program established and operational.
- Positive feedback from trained evaluators on the applicability of the training.

Facilitating & Hindering Contextual Factors

Facilitating factors include commitment from the top management and availability of expertise in gender equality. Hindrances could be time constraints for evaluators to engage in training or lack of immediate applicability in daily assessment routines.



4. ACTION: Building Stakeholder Capacity for Gender Equality

Sources: R+I Hub Collaborations

Area of Action: Transfer to Market

Target audience: Stakeholders in Research and Innovation

Target: Stakeholders with a role in promoting gender equality in research

Timeframe: January 2024 – December 2024

Goals & Objectives

The goal is to enhance stakeholder awareness and ability to foster gender equality in research and innovation.

Objectives:

- To provide stakeholders with the knowledge and tools to promote gender equality.
- To establish networks that support ongoing gender equality practices.

Activities and Available Resources

Activities:

- Host workshops and webinars on gender equality.
- Develop and distribute resources and toolkits.
- Facilitate networking and establish a community of practice.

Targets & Indicators

Outcomes:

- Increased number of stakeholders equipped with gender equality tools.
- Formation of a sustainable community of practice for gender equality.

Facilitating & Hindering Contextual Factors

Facilitators include existing networks and stakeholder willingness to participate. Hindrances could include resource limitations and varying levels of stakeholder engagement.



5. ACTION: Zero-Tolerance Policy Against Gender-Based Violence

Sources: Internal Policy Documents, CALIPER Project Framework

Area of Action: Sexual & Gender Harassment

Target audience: All UEFISCDI Staff and Stakeholders

Target: Prevention and addressing of gender-based violence in research settings

Timeframe: January 2024 – December 2024

Goals & Objectives

The goal is to eradicate gender-based violence in research and innovation activities.

Objectives:

- To implement a comprehensive zero-tolerance policy.
- To promote a safe and respectful work environment.

Activities and Available Resources

Activities:

- Formulate and enforce a zero-tolerance policy.
- Provide training on recognizing and responding to gender-based violence.
- Establish reporting and support mechanisms.
- Promoting the recent national framework regarding GBV in public entities

Targets & Indicators

Outcomes:

- Policy documentation and training materials developed and distributed.
- A decrease in reported cases of gender-based violence (in academia and research)
- Positive feedback on the policy's clarity and effectiveness.

Facilitating & Hindering Contextual Factors

Facilitating factors include leadership support and a clear legal framework. Potential hindrances could be under-reporting due to cultural stigma or lack of awareness.



6. ACTION: Establishing a National Task Force for Gender Equality Policies

Sources: UEFISCDI Internal Strategy Documents, CALIPER Project Recommendations

Area of Action: Transfer to Market

Target audience: Policy Makers, Research Institutions, Stakeholder Groups

Target: Implementation of gender equality policies at a national level

Timeframe: January 2024 – December 2024

Goals & Objectives

The goal is to advance gender equality policies in the national research and innovation sectors.

Objectives:

- To define and implement strategic actions for promoting gender equality.
- To engage various stakeholders in a concerted effort for policy advancement.

Activities and Available Resources

Activities:

- Define the task force's objectives and member responsibilities.
- Develop and execute a strategic plan for gender equality promotion.

Targets & Indicators

Outcomes:

- A functional and active task force.
- Strategic plan adopted and in action.
- Reports on progress and tangible achievements in gender equality.

Facilitating & Hindering Contextual Factors

Facilitating factors include collaboration from national authorities and stakeholder commitment. Hindrances might involve coordinating among diverse institutions and ensuring consistent action across different sectors.



7. ACTION: Creation of a Public Database of Women Experts

Sources: R+I Hub Community Contributions, Public Nominations

Area of Action: Transfer to Market

Target audience: Event Organizers, Academic Institutions, Research Bodies

Target: Increase visibility and representation of women experts in various fields

Timeframe: January 2024 – December 2024

Goals & Objectives

The goal is to compile a comprehensive list of women specialists to ensure their representation as speakers at events.

Objectives:

- To create a publicly accessible and endorsable list of women experts.
- To facilitate the involvement of women in speaking engagements across disciplines.

Activities and Available Resources

Activities:

- Collaborate with stakeholders to nominate women experts.
- Develop a platform for list creation, feedback, and endorsement.
- Promote the list's use to event organizers and institutions.

Targets & Indicators

Outcomes:

- An established and utilized database of women experts.
- Increased number of women speakers at events.
- Regular updates and endorsements of the database.

Facilitating & Hindering Contextual Factors

Facilitating factors include stakeholder engagement and the ease of access to the platform. Hindrances could be lack of awareness of the initiative or insufficient promotion of the database.

