



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

*The Institution is committed to equal opportunities principles for all its employees and collaborators and seeks to create a framework for the existing good practices on gender equality inside the organisation and outside its boundaries.*

## ***Gender Equality Status Analysis***



An extensive assessment of **gender bias** and **inequalities** both inside the Institution and in the external Innovation Ecosystem where it is positioned.



This research has been carried out by UEFISCDI in the context of CALIPER project through the funded European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement No 873134.

# Status of Gender Equality inside the Institution

The internal assessment followed the **three ERA priorities on Gender Equality\*** and examined them in the context of **specific activity/service areas** inside UEFISCDI through the collection of qualitative and quantitative data.

The data collection was conducted by the institution researchers, through **desk research, policy analysis, interviews, surveys and focus groups**.



## Key Findings

### HUMAN RESOURCES

UEFISCDI does not apply any evaluation and/or monitoring processes taking into account gender equality, neither **gender-sensitive budgeting**. In addition, **no mentoring programmes** are in place at Institutional level.

In terms of recruitment policies, **the non-discrimination principle applies**.

The recruitment and promotion procedures are public and transparent following national legislation for public servants, **but gender is not taken into account**.

Success rate of men  
and women applicants  
to positions (2019)



\*Council of the European Union (2015). [Conclusions on advancing Gender Equality in the European Research Area](#). RECH 295, COMPET 551, SOC 703



# Status of Gender Equality inside the Institution

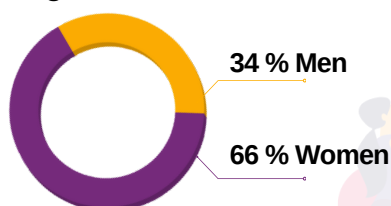
In terms of **work-life balance**, parental leaves have been taken **mainly by females**.

Currently there are no gender-specific data on part time/flexible hours arrangements, tele-working positions, career breaks and drop-outs.

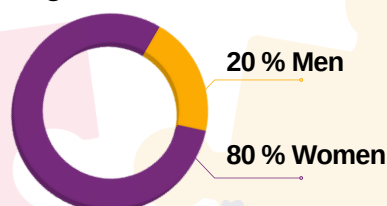
## INSTITUTIONAL GOVERNANCE

The Institution is **quite advanced in the area of institutional governance**, as women represent the 66% of the staff in the middle management, and the 80% in the top-level positions.

Gender ratio in middle management level



Gender ratio in top management level



Likewise, the decision-making bodies are female dominated (75%).

75 %  
Female  
Members

25 %  
Male  
Members

Internal communication can be improved as there are **no guidelines or protocols on gender sensitive language and non-biased communication** and there is a lack of mechanisms to report gender biased language.



# Status of Gender Equality inside the Institution

## RESEARCH FUNDING

There has been **no dedicated funding for specific programs on gender studies**, in the last 3 years.

However, under the Human Resources dimension, there is space for the submission of projects on social sciences and humanities taking into account gender issues.

In addition, there are guidelines on the integration of the gender analysis into research; also call texts mention that in developing and implementing the project, **project managers must take all measures to promote equal opportunities for men and women and to have gender balanced teams**, but **no specific legislation and guidelines** were identified during the present research.

## INTERSECTIONALITY

Within UEFISCDI gender equality is correlated with the principle of non-discrimination and ethics and it is part of the organizational culture. Looking at the projects funded and at the organizational culture, **gender is taken into consideration when related to age and ethnicity**, as they are part of the non-discriminatory policy promoted.

The complete report is publicly available [here](#).



# Status of Gender Equality in the Innovation Ecosystem

The first part of the external assessment included an analysis of the **national legal and policy framework**. The second is, focused on the **National and Regional Innovation Ecosystems**. A **context analysis** was implemented through a dedicated desk research and complemented with interviews with internal stakeholders. In addition to the context analysis, a **mapping** was conducted by UEFISCDI to identify existing and potential synergies with external stakeholders. The mapping comprised a focus group with internal stakeholders, a survey for external stakeholders and a Social Network Analysis.

## Key Findings

### NATIONAL LEGAL AND POLICY FRAMEWORK

Principles of equal rights and non-discrimination are included in the Romanian Constitution.

Major national legislations include:



The Ordinance No. 137/2000 of the Government on Prevention and Sanctioning Discrimination

The Law No. 202/2002 on Equal Opportunities between Women and Men

The Law No. 217/2003 on the Prevention and Sanctioning of Domestic Violence

At the moment, 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.



# Status of Gender Equality in the Innovation Ecosystem

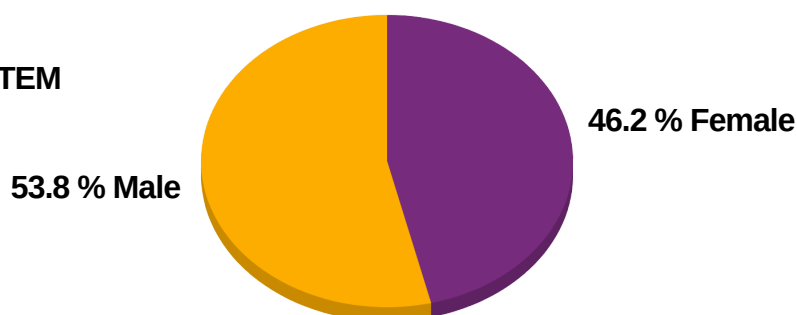
Romania has provisions of various types of parental leaves, but a critical gap is the lack of adequate childcare services/facilities.

## ANALYSIS OF NATIONAL INNOVATION ECOSYSTEMS

About the integration of gender in scientific research, according to the ERA Progress Report in 2018, Romania achieved its best score regarding the inclusion of gender in research content.

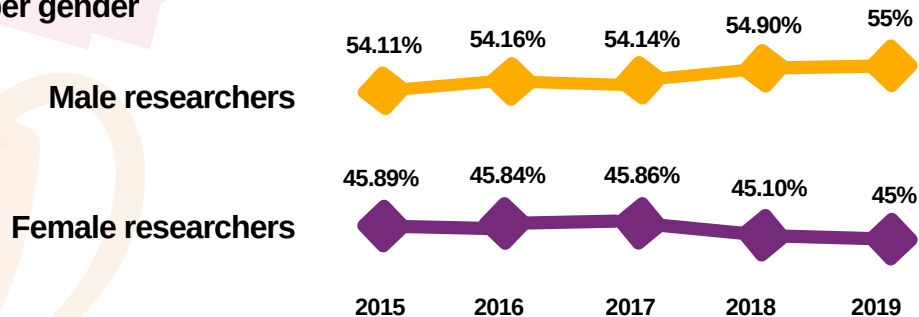
The collected data show that the share of male and female STEM researchers is similar.

Gender ratio of STEM researchers (2018)



The evolution of the researchers' employment rate in the examined period (2015-2019) appears lineal and slightly better for men.

Employment rate in Research & Innovation per gender



There is still a **great imbalance in patent registration teams and founders of start-ups**. This can be commented also considering that at the moment **no national strategy for empowering women in entrepreneurship is in place**.



# Status of Gender Equality in the Innovation Ecosystem

## SOCIAL NETWORK ANALYSIS

In terms of the social network analysis, **84 stakeholders** were identified.

The majority of them belongs to the Industry & Business sector, which is mainly represented by both large companies and SMEs.

Thanks to the high numbers of female employees in UEFISCDI, **41** of the collaboration projects of the 84 total are led by women. However, **only 2 collaborations focus on gender issues.**

According to the research, most external stakeholders **do not take enough measures** to mitigate gender equality challenges within their own organisations, even though they recognize benefits in overcoming 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.

The complete report is publicly available [here](#).



**This research has been conducted in the context of Horizon 2020 project, CALIPER.**

The results will be used for the project's next implementation phases.

UEFISCDI is one of the 9 Research Organisations across Europe which participates in CALIPER to develop a **Gender Equality Plan (GEP)** and engage the local Innovation Hubs to transfer the gained knowledge beyond academia.

### Discover more about CALIPER



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