

UEFISCDI Gender Equality Plan 2025–2028 (Draft for Public Consultation)

Introduction

Since 2020, UEFISCDI has been actively engaged in promoting gender equality both institutionally and across the broader research and innovation ecosystem in Romania. Our first Gender Equality Plan (2022–2024) laid the groundwork for important initiatives related to gender balance, awareness, and the integration of the gender dimension into funded projects.

The new GEP 2025–2028 builds upon that vision, designed as both a strategic and operational document based on:

- lessons learned through the European CALIPER project,
- UEFISCDI's active participation in the SEE-ERA and GENDERACTIONplus European networks,
- an internal participatory process,
- and a forward-looking approach to national and international collaboration.

This version is a preliminary working draft, open to public consultation until **August 31, 2025**. We invite you to submit your comments and suggestions at: **alex.dinu@uefiscdi.ro**

General Objectives

1. Strengthen the actions initiated in the first GEP (2022–2024) and ensure their sustainability.
2. Expand the scope of action to a wider audience and the entire research and innovation ecosystem.
3. Systematically integrate the gender dimension across all relevant UEFISCDI processes (evaluation, funding, policy).
4. Promote an equitable and inclusive organizational culture, with emphasis on intersectionality.
5. Build national digital tools to support gender equality policies.

1 Integrating the Gender Dimension in Research and Innovation

Description:

Many research projects continue to overlook the gender dimension in both methodological design and impact assessment. This GEP proposes concrete measures to help both researchers and evaluators systematically address this dimension.

Actions:

- 1.1 Develop a guide for researchers on how to integrate the gender dimension in projects (with examples from various fields).
- 1.2 Create a dedicated guide for evaluators, aligned with UEFISCDI evaluation forms.
- 1.3 Develop an interactive video-based training module for evaluators (with case studies).
- 1.4 Update the application forms used in UEFISCDI-managed funding schemes to include a mandatory field addressing gender aspects.
- 1.5 Revise the evaluation forms to include a dedicated section on gender dimension analysis.

Indicators:

- 2 published and distributed guides (by 2026)
- 1 complete video module available online (by 2026)
- ≥80% of UEFISCDI calls to include gender evaluation criteria (from 2027)
- ≥50 evaluators trained by 2028

Timeline: 2025–2028, with pilot testing in 2026 and full integration by 2027–2028

2 Systematic Use of Gender Equality Resources in Internal Processes

Description:

UEFISCDI has developed several gender-sensitive guides and procedures (e.g., parental leave, recruitment, anti-discrimination), but they are not yet fully embedded across administrative workflows.

Actions:

- 2.1 Integrate existing gender-sensitive guides into standardized procedures (e.g., HR onboarding, team management).
- 2.2 Develop an internal manual on applying gender equality principles in administrative work.
- 2.3 Organize workshops for administrative and HR staff (1 every 2 years).

Indicators:

- Gender-sensitive resources integrated into at least 5 internal procedures (by 2026)
- Internal manual distributed to >80% of staff (by 2027)
- 2 workshops delivered by 2028

Timeline: 2025–2028

3 Creating the National Platform “Și Femeile Vorbesc” (Women Talk Too)

Description:

The lack of visibility for women experts remains a frequently cited barrier by event organizers. This platform will be a national searchable registry of female specialists, categorized by domain, level, and area of expertise.

Actions:

- 3.1 Co-develop a digital platform with advanced filtering and search functionality (2026).
- 3.2 Launch a public nomination and verification system for experts.
- 3.3 Run a national awareness and promotional campaign (media, academic networks, public administration).
- 3.4 Develop partnerships with event organizers and media outlets to promote the platform’s use.

Indicators:

- ≥400 female experts registered by 2028
- ≥10 institutional partnerships with event organizers
- ≥1,000 unique monthly searches (monitored traffic)

Timeline: 2026–2028

4 Transforming gep.uefiscdi.ro into a National Gender Equality Knowledge Hub

Description:

The current site will be transformed into a digital hub for practical resources, case studies, and self-learning content on gender equality in research and innovation.

Actions:

4.1 Complete website redesign between Q4 2025 and Q2 2026 (modern interface and features).

4.2 Create structured thematic categories: research, management, public policy.

4.3 Publish at least 50 translated and adapted resources (from sources like GENDERACTIONplus, Horizon 2020, etc.).

4.4 Launch a dedicated “e-learning corner” with self-paced learning modules.

Indicators:

- ≥2,000 active users annually
- ≥20 training modules published by 2028
- User satisfaction level (via online survey): ≥80%

Timeline: 2025–2028

5 Promoting Intersectionality in Research and Innovation

Description:

Gender must be understood in connection with other axes of discrimination (ethnicity, disability, socio-economic status). The GEP expands its approach to include intersectionality.

Actions:

5.1 Develop a practical guide on applying intersectionality in research projects (2026).

5.2 Deliver interdisciplinary training sessions for staff and researchers (1/year starting in 2026, targeting different topics and audiences).

5.3 Encourage the use of this perspective in project evaluation and selection processes.

Indicators:

- Intersectionality guide published in 2026 and updated annually
- ≥4 training sessions with ≥100 total participants
- 30% of funded projects declare use of an intersectional approach (from 2027)

Timeline: 2025–2028

6 Dedicated Training for National Contact Points (NCPs)

Description:

NCPs play a crucial role in disseminating good practices in research. It is essential that they have a deep understanding of gender-related topics.

Actions:

- 6.1 Adapt Genderactionplus tools to the Romanian NCP context
- 6.2 Create an online training module and hold bi-annual follow-up meetings
- 6.3 Monitor external dissemination of gender equality practices via national and international networks

Indicators:

- ≥30 NCPs trained by 2028
- ≥5 follow-up sessions organized
- ≥10 external dissemination activities reported

Responsible units: NCP Coordinator, GEP Team, GENDERACTIONplus

Timeline: 2025–2028

General Implementation Timeline

Year Key Actions

2025 Public consultation, gep.uefiscdi.ro redesign, researcher guide

2026 Launch of “Și Femeile Vorbesc” platform, evaluator training, intersectionality guide

2027 HR workshop, intersectionality in evaluation, launch of e-learning modules

2028 Monitoring, final evaluation, public report, proposals for GEP 2029+

Monitoring & Transparency

- A dedicated GEP coordination group will oversee the plan’s implementation.
- Annual progress reports will be published at www.gep.uefiscdi.ro.
- Internal and external consultations will take place annually, with the possibility to adapt the plan as needed.