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GENDER EQUALITY PLAN

2026-2029

Carol Davila University of Medicine and Pharmacy of Bucharest

Abbreviations and Definitions

RDI	Research, Development, Innovation
CCP	Career Counselling and Guidance Centre
GE	Gender Equality
EU	European Union
HoD	Head of Department/Division
DAS	Department of Student Entrepreneurship, Alumni, Student Activities, Projects and Programmes.
DSICD	Department of Information Systems and Digital Communications
DS	Department of Social Affairs
HR	Human Resources
GEO	Gender Equality Officer
GEP	Gender Equality Plan
VRs	Vice-Rectors
UMFCD	Carol Davila University of Medicine and Pharmacy
Sex	A set of specific morphological and physiological traits that distinguish organisms into two distinct categories, males and females (https://www.merriam-webster.com/dictionary/)
Gender	The behavioural, cultural, or psychological traits typically associated with one sex (https://www.merriam-webster.com/dictionary/)
Sex vs Gender	A clear distinction is usually drawn between sex and gender, with sex being the preferred term for biological forms, while gender is restricted to its meanings involving behavioural, cultural, and psychological traits. In this dichotomy, the terms male and female refer only to biological forms (sex), while the terms masculine/masculinity, feminine/femininity, woman/girl, and man/boy refer only to psychological and socio-cultural traits (gender). (https://www.merriam-webster.com/dictionary/)

1. Introduction

The “Carol Davila” University of Medicine and Pharmacy, UMFCD, Bucharest, is a state higher education institution of public interest, with legal personality, integrated into the national higher education system, providing university training in the field of medical and pharmaceutical sciences. In accordance with the 2021-2029 Institutional Strategic Development Plan, UMFCD operates on the basis of the following key principles: equal chances of access to the university and the creation of the premises for achieving excellence for all graduates, teaching staff and university support staff. UMFCD recognises that gender equality is a fundamental principle of European democracy and an essential driver of excellence in research, innovation, and medical education. The 2026-2029 Gender Equality Plan (GEP) represents the continuation and deepening of UMFCD's commitment to promoting gender equality, undertaken through the previous plan (2022–2025), and represents evidence of the commitment made by UMFCD's decision-makers to contribute to ensuring the integration of gender equality into all UMFCD policies, as a key factor for the sustainable development of the academic society, including from a social and economic standpoint. The Plan also responds to the European Commission's eligibility requirements for the Horizon Europe programme, which requires all higher education institutions and research organisations in EU member states to hold a gender equality plan as an eligibility condition for funding. The document is intended to provide the general framework for intervention to eliminate any weaknesses identified in this area, by establishing strategic objectives, concrete actions, and measurable indicators intended to ensure an equitable, inclusive academic environment free from any form of gender-based discrimination. Through its mission and the values it has assumed, the GEP ensures and promotes equality and diversity of knowledge and the equitable acquisition of competences for all UMFCD employees and students alike.

The 2026-2029 Gender Equality Plan was drawn up based on contributions from across the university and takes into account all staff who work and study at UMFCD. As such, the GEP proactively addresses:

- raising awareness of gender equality, skills and competences;
- gender balance in decision-making structures and processes, including recruitment;
- gender equality in teaching and research;
- mainstreaming the gender dimension into teaching programmes and throughout the research process.

2. THE CURRENT CONTEXT OF THE GENDER EQUALITY STRATEGY AT EUROPEAN, NATIONAL AND UNIVERSITY LEVEL

2.1. The current context of gender equality at EU level

Within the European Research Area, gender equality in research is one of the priority topics, and research and education institutions are encouraged to develop gender equality action plans. The objectives of gender equality can only be achieved through a structural approach to change across the entire European research and innovation system, involving the joint commitment of research and innovation organisations, their funders, and national authorities, as well as the European Commission.

The UMFCD GEP is a framework document intended to ensure strong alignment with the European context and the strategic guidelines contained in the provisions of the following legislative documents of the European Commission:

- The European Strategy for Gender Equality 2026–2030, adopted on 5 March 2026
- Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe (Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe)
- European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, 2023
- European Skills Agenda for sustainable competitiveness, social fairness and resilience, adopted on 1 July 2020 (European Skills Agenda for sustainable competitiveness, social fairness and resilience)

- European Commission communication entitled “A New ERA for Research and Innovation”, adopted on 30 September 2020

2.2. The current context of the Gender Equality Plan at national level

Law No. 199/2023 on higher education, as subsequently amended and supplemented

Law No. 183/2024 on the status of research, development and innovation staff

Law No. 258/2021 on certain measures to protect employees in the context of parental leave and amending certain normative acts (transposing EU Directive 2019/1158 on work-life balance)

Law No. 319/2006 on health and safety at work, as subsequently amended and supplemented

Law No. 206/2004 on good conduct in scientific research, technological development and innovation, as subsequently amended and supplemented

Law No. 53/2003 — the Labour Code, republished with subsequent amendments and supplements

Government Ordinance No. 137/2000 on the prevention and punishment of all forms of discrimination, republished with subsequent amendments and supplements

2.3. The current context of gender equality alignment at UMFC

Members of the academic community are treated with equality, dignity, and mutual respect, with fairness and balance promoted in all relationships and interactions. UMFC promotes academic excellence and equal opportunities, ensuring the conditions necessary for the academic and professional success of all students and members of the teaching and auxiliary teaching staff, with equitable, non-discriminatory access to quality education and the social inclusion of all students.

UMFC operates on the following principles:

- Civic and social responsibility, through public involvement in solving the problems of the healthcare system and in improving its performance
- Excellence in academic performance – from equal chances of access to the university to creating the conditions for the success and excellence of all our university's graduates

- Performance-oriented management and ensuring the continuous improvement of quality in the institutional process
- Institutional transparency, whereby all decisions and activities carried out at the level of UMFCF's management are made public, in order to inform the academic community
- Non-discriminatory access for students and teaching staff and social inclusion, with particular emphasis on persons with disabilities and those from socio-economically disadvantaged backgrounds, thereby bringing together the democratic values that UMFCF places at the centre of student training processes
- Active involvement of students in the decision-making process
- Development of entrepreneurial activities, to capitalise on and strengthen graduates' competences
- Judicious and efficient management of resources, which will bring an institutional benefit in the medium and long term, both in material terms and in terms of human resources
- Promoting the values of student-centred education through the use of new technologies in the training of students and university teaching staff
- Continuous improvement of the quality of the teaching and research process, by increasing institutional capacity, developing material resources, and digitalisation

Internal regulations drawn up in accordance with national legislation that contribute to the implementation of gender equality are:

- the Regulation on the prevention and combating of sex-based harassment, as well as moral harassment in the workplace within UMFCF ¹;
- the Code of Professional Ethics and Conduct² ;
- the Code of Conduct for the prevention and punishment of xenophobia, radicalisation, and hate speech³;

¹ https://umfcd.ro/wp-content/uploads/2025/RUNOS/INFORMATII_UTILITATE/Regulamentul%20privind%20prevenirea%20si%20combaterea%20hartuirii%20pe%20criteriul%20de%20sex%2C%20precum%20si%20a%20hartuirii%20morale%20la%20locul%20de%20munca.pdf

² https://umfcd.ro/wp-content/uploads/2024/CODUL_DE_ETICA_2024/Codul%20de%20Etica%20si%20Deontologie%20Profesionala%20-%202024.pdf

³ <https://umfcd.ro/wp-content/uploads/2024/REGULAMENTE%20UMFCD/Codul%20de%20conduită%20pentru%20prevenția%20și%20sanționarea%20xenofobiei%2C%20radicalizării%20și%20discursului%20instigator%20la%20ură.pdf>

- the Code of Conduct on the prevention and punishment of antisemitic incidents⁴.
- the Code of Conduct for Research Integrity

3. IMPLEMENTATION OF THE GENDER EQUALITY PLAN AT INSTITUTIONAL LEVEL

UMFCD's first Gender Equality Plan (2022–2025) laid the foundations for important initiatives regarding gender balance, raising awareness of the issue, and mainstreaming the gender dimension in funded projects. Concurrently with the development of the GEP, the university appointed a gender equality officer at institutional level, with the following responsibilities: monitoring the implementation and evaluation of the GEP; cooperating and engaging with stakeholders at all levels to ensure the implementation of GEP measures; raising awareness of the benefits of gender equality.

This Gender Equality Plan is grounded in the objectives and activities of the 2021–2029 Institutional Strategic Development Plan and has been drawn up in accordance with the European Commission's guide, and is to have dedicated resources and expertise in the field of gender equality for its implementation, to collect and analyse sex-disaggregated data on staff and students, with annual reporting based on indicators, and to support training and awareness-raising activities on gender equality. The detailed activities will be carried out with the involvement of the entire academic community, teaching, research, support, and technical staff, and will be reflected in the annual operational plans of each division/department/centre of the institution, with indicators and deadlines agreed at institutional level.

The Plan includes actions across five thematic areas: (1) work-life balance and organisational culture; (2) gender equality in recruitment and career progression; (3) gender balance in leadership and decision-making; (4) combating gender-based violence, including sexual harassment; (5) mainstreaming the gender dimension into the content of research and teaching

⁴ <https://umfcd.ro/wp-content/uploads/2024/REGULAMENTE%20UMFCD/Codul%20de%20conduită%20privind%20prevenția%20și%20sanționarea%20incidentelor%20antisemite.pdf>

Area 1. Work-life balance and organisational culture

Specific objective: Creating an inclusive organisational culture that supports work-life balance and promotes gender equality awareness among all members of the university community.

Actions	Result indicators	Deadline
Raising awareness of gender equality through: - organising annual training/awareness sessions for teaching staff, administrative staff, and students - drafting a guide on inclusive and gender-sensitive communication	- No. of awareness sessions organised - Guide developed	annual 2027
Supporting work-life balance through: - assessing staff needs regarding schedule flexibility - implementing flexible working policies wherever possible	- Study on staff needs regarding schedule flexibility completed - Flexible working policies defined	2027, annual update 2027, annual update

Area 2. Gender equality in recruitment and career progression.

Specific objective: Ensuring fair and transparent recruitment, promotion, and professional development processes that eliminate structural gender barriers; reducing gender disparities in academic career progression

Actions	Result indicators	Deadline
Reviewing recruitment procedures to eliminate gender bias and ensuring a balanced gender presence on competition and evaluation committees	% of competition committees with a balanced composition	Ongoing, with annual evaluation.
Annual analysis of the distribution of staff by sex and by teaching/research rank	Annual data disaggregated by sex and teaching rank	Ongoing, with annual evaluation.
Pay and benefits equality through analysis of any pay differences based on gender at equivalent ranks and transparent reporting of results	Annual report on average pay level by gender and teaching/research rank, including calculation of the gender pay gap	2027

Reducing gender disparities in academic career progression by launching a mentoring programme for early-career teaching staff, with attention to gender balance	Mentoring programme defined	2028
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Area 3. Gender balance in leadership and decision-making

Specific objective: Promoting the balanced participation of women and men in the university's leadership and decision-making structures.

Actions	Result indicators	Deadline
Monitoring the balanced gender representation of persons in leadership structures (Senate, Board of Directors, faculty councils, deans' offices)	% of women and men in the Senate, Board of Directors, faculty councils • % of women in leadership positions	2026–2029 Annual monitoring
Ensuring gender balance in committees set up at UMFCF level	% of committees with a balanced composition (min. 40%)	Evaluated annually

Area 4. Measures against gender-based violence, including sexual harassment

Specific objective: Ensuring a safe academic environment, free from any form of gender-based violence, sexual harassment, or discrimination, for both staff and students, and the effective functioning of the institutional mechanism for preventing and resolving cases of sex-based harassment.

Actions	Result indicators	Deadline
Making the committee for receiving and resolving harassment cases operational, ensuring balanced gender representation	Rector's Decision issued/updated; % of women/men on the committee	2026
Monitoring the implementation of and compliance with the provisions of the Regulation on the prevention and combating of sex-based harassment, as well as moral harassment in the workplace within UMFCF	Report on the number of incidents recorded; how they were resolved; the recommendations issued	End of the first quarter of each year
Training sessions for the heads of functional structures (heads of department, deans' offices) on recognising, preventing, and	No. of heads trained; % coverage of functional structures	2027, annual

managing sex-based harassment and moral harassment, in accordance with Article 8 of the Regulation		
Information sessions for all staff (teaching, administrative) on forms of harassment (physical, verbal, non-verbal – Article 18 of the Regulation), employee rights, and institutional obligations	No. of participants; % of total staff	Annual

Area 5 Mainstreaming the gender dimension into research, innovation, and teaching

Specific objective: Systematically mainstreaming the gender dimension into the content of research and the educational process, with an emphasis on the medical relevance of sex and gender differences.

Actions	Result indicators	Deadline
Monitoring balanced gender representation in the leadership and composition of research project teams	• % of project coordinators by gender and teaching/research rank • % of researchers on project teams by gender and teaching/research rank	Annual
Mainstreaming the gender perspective into the university curriculum by identifying disciplines in which the gender dimension is relevant and introducing topics on gender-sensitive medicine into the curricula	• No. of disciplines integrating the gender dimension • No. of new topics on gender-sensitive medicine introduced into the curricula •	2028
Promoting gender-sensitive research by including the gender dimension in research projects and by organising workshops on mainstreaming the gender perspective into research design	• No. of internal research projects addressing the gender dimension • No. of workshops organised	
Promoting the collection and reporting of sex-disaggregated data in clinical and preclinical research and drawing up internal recommendations for UMFCF researchers	• % of clinical studies with sex-disaggregated data reported Internal guide developed and disseminated	Annual 2028