



**PLAN DE ACȚIUNE PENTRU  
IMPLEMENTAREA  
STRATEGIEI NAȚIONALE PRIVIND  
PROMOVAREA EGALITĂȚII DE ȘANSE ȘI DE  
TRATAMENT ÎNTRE FEMEI ȘI BĂRBAȚI ÎN  
PERIOADA 2021-2027**

ACTION PLAN for the implementation of  
National Strategy on the promotion of equal opportunities and equal treatment between women and men in the period  
2021-2027

PILLAR I: EQUAL OPPORTUNITIES AND EQUAL TREATMENT BETWEEN WOMEN AND MEN

Measures/Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
<b>EDUCATION</b>						
<b>GENERAL OBJECTIVE</b> Preventing and fighting gender stereotypes in the system of education						
<b>Specific Objective: 1.1</b> Elimination of gender stereotypes regarding women's and men's roles and responsibilities in the family and in society through appropriate measures in the field of education						
1.1 Campaign within UTCB on respecting the right to equal treatment for people subject to multiple discrimination (disability, ethnicity, socioeconomic status, migration, sexual orientation and religion), addressed to students and employees	<ul style="list-style-type: none"> <li>▪ number of information events organized</li> <li>▪ number of students informed through the campaign</li> <li>▪ number of employees informed through the campaign</li> </ul>	Database of organized information sessions, number of informed students and informed employees	Annual	DRUS (Human Resources and Payroll Department), The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>▪ Financing from the state budget, through the UTCB budget;</li> <li>▪ Financing from external non-refundable funds.</li> <li>▪ Staff with expertise in gender equality</li> </ul>	Low participation among students, master's students, doctoral students, employees
<b>Specific Objective: 1.2</b> The elimination of factors that lead to gender imbalances in certain fields of study, including STEM (Science, Technology, Engineering and Mathematics)						
1.2 a) Developing a mentoring program to encourage balanced participation of women and men in STEM fields.	Mentoring program methodology on encouraging gender-balanced participation in STEM fields	Methodology published on the UTCB website	2022	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>▪ Financing from the state budget, through the UTCB budget;</li> <li>▪ Financing from external non-refundable funds.</li> <li>▪ Staff with expertise in gender equality and methodology development.</li> </ul>	Overburdening the staff assigned to develop the methodology

Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedure	Deadline	Department/ Directorate in charge	Resources	Risks
	<ul style="list-style-type: none"> <li>▪ Number of mentors who are trained for and involved in the program</li> <li>▪ Number of students who have benefitted from the mentoring program</li> </ul>	<ul style="list-style-type: none"> <li>▪ Mentors' database</li> <li>▪ Centralization of the beneficiaries of the mentoring program</li> </ul>	Annually, starting in 2023	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>▪ Financing from the state budget, through the UTCB budget;</li> <li>▪ Financing from external non-refundable funds.</li> <li>▪ Staff with expertise in gender equality and methodology development.</li> </ul>	Uneven distribution of mentors.
1.2 b) Identification of the causes that lead to the decrease in the proportion of women who continue their master's and doctoral studies	One qualitative and quantitative research	Research report (written in Romanian and English) complying with the standards of an academic publication	2022	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>▪ Financing from the state budget, through the UTCB budget;</li> <li>▪ Financing from external non-refundable funds.</li> <li>▪ Staff with expertise in gender equality and methodology development</li> <li>▪ Staff with expertise in gender equality and research</li> </ul>	Difficult access to certain fields of study

Measures / Results of actions	Indicators	Monitoring and Evaluation Procedure	Deadline	Department/ Directorate in charge	Resources	Risks
<b>LABOUR MARKET</b>						
<b>GENERAL OBJECTIVE</b> Ensuring equal opportunities for women and men in the labor market, especially in terms of employment rate, income and fields of employment						
<b>Specific Objective: 2.1</b> Promoting the gender perspective in employment, mobility and labor migration policies						
2.1. a) Monitoring the integration of the gender perspective in policies aimed at employment, mobility and labor migration	An annual report on the monitoring of the careers of the UTCB Alumni	Policy analysis document (legislative outlook / public policy analysis / proposal of measures / solutions for the integration of the gender perspective)	Annually	UTCB, Industry partners, employers of UTCB alumni	<ul style="list-style-type: none"> <li>Financing from the state budget, through the UTCB budget;</li> <li>Financing from external non-refundable funds.</li> <li>Staff with expertise in gender equality and development of gender methodologies and expertise in the legal field</li> </ul>	Lack of involvement of industry partners and failure to transmit the requested data in a timely manner
2.1. b) Training/information workshops for local decision-makers in the field of employment, mobility and labor migration policies regarding the integration of the gender dimension and the right to equal treatment in these fields.	<ul style="list-style-type: none"> <li>An elaborate training/information module</li> <li>number of organized training / information sessions</li> <li>number of trained / informed persons</li> <li>the per cent of respondents among the participants in the training sessions who declare that they apply the learned notions in their professional activity</li> </ul>	<ul style="list-style-type: none"> <li>Document published on the UTCB website</li> <li>Database regarding organized training/information workshops and the number of participants</li> <li>Evaluation questionnaire, completed 3 months after the organization of the workshops</li> </ul>	Every 2 years, starting in 2022	DRUS	<ul style="list-style-type: none"> <li>Financing from the state budget, through the UTCB budget;</li> <li>Financing from external non-refundable funds.</li> <li>Staff with expertise in gender equality and employment, mobility and migration policies</li> </ul>	Poor coverage of organized training/information sessions



Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedure	Deadline	Department/ Directorate in charge	Resources	Risks
<b>Specific Objective: 2.2</b>						
Consolidation of the principle of equal remuneration between women and men through transparency, both in the public and in the private sector, including through the appropriate application of the legislation in force in the field of remuneration						
2.2.a) The effective application of the principle of equal remuneration for equal work and work of equal value between women and men by implementing Committee Recommendation no. 2014 / 124 / EU regarding the consolidation of the principle of equal pay between men and women	<ul style="list-style-type: none"> <li>The current level of implementation of Committee Recommendation 2014/124/EU</li> <li>Proposals for completing the legislation in order to include clear rules regarding work of equal value and salary transparency, in accordance with Title II of EC Recommendation no. 2014/124/ EU</li> </ul>	Salary correspondence table	2023	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Financing from the state budget, through the budgets of the responsible institutions;</li> <li>Financing from external non-refundable funds.</li> <li>Staff with gender equality and legislative expertise</li> </ul>	Change of vision at government level regarding legislative priorities
2.2 b) Carrying out an awareness campaign among employees regarding the phenomenon of discrimination at work, with a view to the differences in remuneration between women and men	<ul style="list-style-type: none"> <li>number of organized information sessions</li> <li>number of informed persons</li> </ul>	<ul style="list-style-type: none"> <li>Employee database</li> <li>Database regarding organized sessions and the number of beneficiaries</li> </ul>	Annually	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Financing from the state budget;</li> <li>Financing from external non-refundable funds.</li> <li>Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>Lack of cooperation from certain employers</li> <li>Poor campaign coverage</li> </ul>
2.2 c) The regular and rigorous collection and publication of statistical data regarding gender that should support the analysis of and fighting against pay disparities.	<ul style="list-style-type: none"> <li>A collaborative protocol on the reporting of pay statistics;</li> <li>A standardized database to analyse pay disparities (depending on gender)</li> </ul>	<ul style="list-style-type: none"> <li>Protocol signed on personal data and processing for statistical purposes</li> <li>An analysis report regarding the pay gap using the data obtained</li> </ul>	Annually, starting with 2022	DRUS	<ul style="list-style-type: none"> <li>Financing from the state budget;</li> <li>Staff with expertise in data collection and processing</li> </ul>	<ul style="list-style-type: none"> <li>Lack of involvement of staff who are responsible for failing to submit requested data on time</li> </ul>

Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
<b>Specific Objective: 2.3</b> Reducing the risk of poverty and exclusion of women, through better employment on the labor market and reduced discrimination						
2.3. a) Participation of women in lifelong learning programs for the development of skills and qualifications leading to increased employment and labor market mobility	Partnership agreement concluded with ANOFM on the provision of data, the organization of vocational training programs for women who look for employment.	Database on the number of organized learning programmes and number of women beneficiaries	Annually, starting with 2022	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>▪ Financing from the state budget;</li> <li>▪ Financing from external non-refundable funds.</li> <li>▪ Staff with gender equality expertise</li> </ul>	Poor coverage of organized learning programs
	<ul style="list-style-type: none"> <li>▪ number of organized programs</li> <li>▪ number of women beneficiaries of professional training programs aimed at women looking for a job</li> <li>▪ the per cent of respondents among the participants in the training sessions, who declare that in their current activity they apply the developed skills/qualifications</li> </ul>	Evaluation questionnaire of the training programs, completed approximately 3 months after their completion				

Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
<b>Specific Objective: 2.4</b> Promoting a non-discriminatory and inclusive workplace environment						
2.4 a) Training of DRUS staff to identify and intervene in cases of discrimination at work (harassment, employment and promotion discrimination)	<ul style="list-style-type: none"> <li>▪ One developed training module</li> <li>▪ number of organised training sessions</li> <li>▪ number of people trained</li> <li>▪ % of respondents from among the training session participants who apply the concepts learned</li> </ul>	<ul style="list-style-type: none"> <li>▪ Document published on the UTCB website</li> <li>▪ Database regarding organized training sessions and the number of people trained</li> <li>▪ Session evaluation questionnaire completed 3 months after the completion of the training sessions</li> </ul>	Annually, starting with 2022	DRUS	<ul style="list-style-type: none"> <li>▪ Funding from the state budget;</li> <li>▪ Financing from external non-refundable funds</li> <li>▪ Staff with gender equality expertise</li> </ul>	Lack of specialized trainers in the field
2.4 b) Conducting an awareness campaign among employees regarding the multiple dimensions of discrimination at the workplace, including in the hiring process	<ul style="list-style-type: none"> <li>▪ number of organized information sessions</li> <li>▪ number of informed persons</li> </ul>	<ul style="list-style-type: none"> <li>▪ Database with concluded partnerships</li> <li>▪ Database regarding organized sessions and the number of beneficiaries</li> </ul>	Annually	DRUS	<ul style="list-style-type: none"> <li>▪ Funding from the state budget;</li> <li>▪ Financing from external non-refundable funds</li> <li>▪ Staff with gender equality expertise.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Lack of cooperation from certain DRUS employees</li> <li>▪ Poor coverage of the campaign</li> </ul>

Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
2.4 c) Elaboration of a good practice guide by the responsible authorities for the management of cases of discrimination at the workplace.	A good practice guide for the management of cases of discrimination at the workplace.	The guide published on the UTCB website.	2022	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Financing from external non-refundable funds.</li> <li>Staff with expertise in discrimination at the workplace</li> </ul>	Lack of involvement by the responsible people
2.4 d) Ensuring the visibility of employees sanctioned for harassment and discrimination at the workplace based on gender and sex criteria.	Implementation of explicit rules regarding measures necessary for visibility	Publication of the sanctioning act on the UTCB website	2024	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Financing from external non-refundable funds.</li> <li>Staff with legislative expertise.</li> </ul>	Low interest from staff responsible for implementing the rules

## BALANCE BETWEEN PROFESSIONAL AND PRIVATE LIFE

### GENERAL OBJECTIVE

Increasing the number of services intended for all people active on the labor market for balancing work and private life

### Specific Objective: 3.1

Alignment of the domestic legal framework with European Union standards regarding work-life balance

### Specific Objective: 3.1

Increasing awareness of work-life balance among people active on the labor market

3.1. a) Information campaigns regarding the conditions and benefits of accessing paternity leave	<ul style="list-style-type: none"> <li>number of partners involved in carrying out information campaigns</li> <li>number of participants in information campaigns</li> <li>number of developed informative materials distributed during the campaigns.</li> </ul>	<ul style="list-style-type: none"> <li>Database on concluded partnership agreements (NGOs with gender equality specialists)</li> <li>Database regarding information activities organized annually (number of materials)</li> </ul>	Annually	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget</li> <li>Financing from external non-refundable funds.</li> <li>Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>Limited number of participants;</li> <li>Poor coverage of the campaign</li> </ul>
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		distributed, number of participants, depending on gender)				
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Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
3.1. b) Organizing campaigns to raise awareness of the use of alternative work tools, namely flexible time work and telework for parents (remote work)	<ul style="list-style-type: none"> <li>▪ number of partners involved in carrying out information campaigns</li> <li>▪ number of participants in information campaigns;</li> <li>▪ number of informative materials which are developed and distributed within the information campaigns</li> </ul>	<ul style="list-style-type: none"> <li>▪ Database of concluded partnership agreements</li> <li>▪ Database regarding the campaigns organized annually (number of materials distributed, number of participants, depending on gender)</li> </ul>	Annually	DRUS	<ul style="list-style-type: none"> <li>▪ Funding from the state budget</li> <li>▪ Financing from external non-refundable funds.</li> <li>▪ Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>▪ Limited number of participants;</li> <li>▪ Poor coverage of the campaign</li> </ul>
3.1. c) Carrying out a research on the perception of UTCB employees regarding the need to ensure the balance between professional and family life, in order to identify possible impediments to the effective implementation of the new regulations	<ul style="list-style-type: none"> <li>▪ A qualitative and quantitative research</li> </ul>	Research report	2022	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>▪ Funding from the state budget</li> <li>▪ Funding from external non-refundable funds.</li> <li>▪ Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>▪ Poor coverage of the campaign</li> </ul>

Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
3.1 d) Identifying good practices for achieving balance between professional and family life and drafting a best practice guide meant for distribution	<ul style="list-style-type: none"> <li>a Good Practice Guide written on the topic of balance between professional and family life.</li> <li>number of employees to whom the best practice guide was distributed (in print/in on-line format).</li> </ul>	<ul style="list-style-type: none"> <li>The Guide made available on the UTCB website</li> <li>A database with the employees to whom the guide was distributed</li> </ul>	2024	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds.</li> <li>Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>Poor coverage of the campaign</li> </ul>
3.1. e) Organization of information sessions for employees regarding the new regulations on the balance between professional and private life		<ul style="list-style-type: none"> <li>Database of concluded partnership agreements.</li> <li>A database of the information sessions that have been organized and the number of participants.</li> </ul>	Annually	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Administrative and support staff from the local authority</li> </ul>	<ul style="list-style-type: none"> <li>Poor coverage of the campaign</li> <li>Low number of participants</li> </ul>
<b>Specific Objective: 3.2</b>						
Prevention of factors that cause phenomena such as wear and tear and exhaustion at work (Burnout Syndrome)						
3.2. a) Organization (for example by promoting mechanisms to balance professional life with family life) of training workshops for personnel in the field of human resources regarding the prevention of factors that determine wear and tear and exhaustion at work)	<ul style="list-style-type: none"> <li>developed training module</li> <li>number of concluded partnerships</li> <li>number of training workshops for the staff in the field of human resources</li> </ul>	<ul style="list-style-type: none"> <li>Document published on the UTCB website</li> <li>Database with the concluded partnerships</li> <li>Database of training</li> </ul>	Annually	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>Lack of specialized trainers in the field</li> <li>Lack of cooperation from certain employers</li> <li>Low number of participants</li> </ul>

	▪ number of participants in the training sessions.	workshops and workshop participants				
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Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
3.2. b) Information sessions among employees regarding the rights and responsibilities of employees concerning working conditions and working hours in order to balance work and private life	<ul style="list-style-type: none"> <li>▪ Number of concluded partnerships</li> <li>▪ Number of information sessions among employees</li> <li>▪ Number of participants to information sessions</li> </ul>	<ul style="list-style-type: none"> <li>▪ Database with the concluded partnerships</li> <li>▪ Database of training workshops and workshop participants</li> </ul>	Annually	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>▪ Funding from the state budget;</li> <li>▪ Funding from external non-refundable funds</li> <li>▪ Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>▪ Lack of specialized trainers in the field</li> <li>▪ Lack of cooperation from certain employers</li> <li>▪ Low number of participants</li> </ul>
<b>Specific Objective: 3.3</b> Raising awareness of the need for alternative and/or complementary formal education services in nurseries						
3.3. a) Providing nursery and/or daycare services (depending on identified needs)	<ul style="list-style-type: none"> <li>▪ Number of concluded partnerships (The City Hall of District 2 Bucharest)</li> <li>▪ Number of the service beneficiaries</li> </ul>	<ul style="list-style-type: none"> <li>▪ Report on needs identification regarding nursery services</li> <li>▪ Database with the number of service beneficiaries</li> </ul>	2026	Board of Administration, UTCB Senate	<ul style="list-style-type: none"> <li>▪ Funding from the state budget;</li> <li>▪ Funding from external non-refundable funds</li> <li>▪ Staff from the NGO level</li> </ul>	<ul style="list-style-type: none"> <li>▪ Insufficient financial and logistics resources.</li> <li>▪ Limited number of beneficiaries.</li> </ul>



Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
<b>PARTICIPATION IN THE DECISION</b>						
<b>GENERAL OBJECTIVE</b> Balanced participation of women and men in the decision-making process in public and political life						
<b>Specific Objective: 4.1</b> Identifying and implementing measures and good practices that promote equality of opportunity and treatment in terms of participation in decision-making in the public and private environment						
4.1 a) Carrying out analyses on the balanced participation of women and men in the decision-making process in UTCB	<ul style="list-style-type: none"> <li>An analysis on the balanced participation of women and men in the decision-making process in UTCB</li> <li>A database of women and men that occupy decision-making positions in UTCB</li> </ul>	Analyses published on the UTCB website	Annually	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>Accuracy of collected data</li> </ul>
4.1 b) Identifying good practices that can improve gender balance regarding participation in the decision-making process	<ul style="list-style-type: none"> <li>Good practice guide</li> <li>number of the distributed good practice guides</li> </ul>	<ul style="list-style-type: none"> <li>the publication of the good practice guide on the UTCB website</li> <li>Database of the employees to whom the guide has been distributed</li> </ul>	2023	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>Limited dissemination of good practice examples.</li> <li>Limited financial resources.</li> </ul>
<b>Specific Objective: 4.2</b> Combating formal and informal factors that prevent equal access of women and men to leadership positions, in the public and private sectors						

<p>4.2 a) Study on understanding the "glass ceiling" phenomenon and taking measures to eliminate it</p>	<ul style="list-style-type: none"> <li>▪ One study on understanding the "glass ceiling" phenomenon</li> </ul>	<p>Research report (written in Romanian and English) complying with the standards of an academic publication</p>	<p>2024</p>	<p>The Ethics Committee of UTCB</p>	<ul style="list-style-type: none"> <li>▪ Funding from the state budget;</li> <li>▪ Funding from external non-refundable funds</li> <li>▪ Staff with gender equality expertise</li> </ul>	<p>Lack of interest at management level</p>
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Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
	<ul style="list-style-type: none"> <li>number of implemented measures contributing to the elimination of the glass ceiling phenomenon</li> </ul>	Report monitoring the implementation of the proposed measures	2027	The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Staff with gender equality expertise</li> </ul>	<ul style="list-style-type: none"> <li>Lack of interest at management level</li> <li>Lack of cooperation from the Ethics Committee</li> </ul>
4.2 b) Creating support networks to help increase women's access to leadership positions in the public and private sector	<ul style="list-style-type: none"> <li>Support networks</li> <li>Number of women who are members of support networks which are meant to increase women's access to leadership positions</li> </ul>	<ul style="list-style-type: none"> <li>A database of support networks which have been set up and the number of women members</li> <li>Activity reports of the networks which have been set up</li> </ul>	2026	UTCB staff		Limited number of network members
<b>GENDER INTEGRATION APPROACH</b>						
<b>GENERAL OBJECTIVE</b>						
Improving the process of developing and implementing public policies using the gender integration approach						
<b>Specific Objective: 5.1</b>						
Respecting the principles of gender budgeting at all levels of public administration						
5.1 a) Carrying out an audit of gender budgeting for public policy in the field of education implemented between 2021-2027.	<ul style="list-style-type: none"> <li>Gender budgeting audit planning</li> <li>One gender budgeting audit to be conducted between 2021 - 2027</li> </ul>	<ul style="list-style-type: none"> <li>Attendance lists/ agenda of the talks</li> <li>Summary document published on the UTCB website</li> </ul>	2027	The Ethics Committee of UTCB, The Board of Administration, The UTCB Senate	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Staff with expertise in budgeting and gender equality</li> </ul>	Low interest

Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
5.1 b) Development, in partnership with civil society, of a course meant to teach the principles of gender budgeting (economic studies)	<ul style="list-style-type: none"> <li>number of partnerships concluded with NGOs</li> <li>a course developed on the theme of gender budgeting principles</li> <li>number of people who participated in the course</li> </ul>	Supporting documents (e.g. course materials, attendance lists)	2027	The Management Department	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Staff with expertise in budgeting and gender equality</li> </ul>	Low interest among the teaching staff
5.1 c) Conducting a gender impact assessment of budget allocations in selected areas (construction industry, labor market, etc.)	One gender impact study of budget allocations in selected areas (construction industry, labor market), to be conducted	Research report published on the UTCB website	2027	DRUS, The Management Department, The Economic Directorate	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Staff with expertise in budgeting and gender equality</li> </ul>	Some publicly reported data do not allow for a gender budgeting impact study
<b>Specific Objective: 5.2</b> Raising awareness of the need to include an equal opportunities expert and equal opportunities technician in both the public and private sector						
5.2 a) Mandatory nature of the employment/appointment of the equal opportunities expert and the equal opportunities technician in UTCB	The Ethics Committee of UTCB	The Rector's decision to appoint the expert and the technician	2024	DRUS, The Ethics Committee of UTCB, The Board of Administration, The Rector of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Staff with expertise in budgeting and gender equality</li> </ul>	Low interest at management level
5.2 b) Development of an exchange program of good practices between experts/technicians in equal opportunities and organization of an annual information sessions	<ul style="list-style-type: none"> <li>One methodological framework for the exchange of good practices</li> <li>number of organized information sessions</li> <li>number of informed equal opportunities experts and technicians</li> </ul>	<ul style="list-style-type: none"> <li>Summary document published on the UTCB website</li> <li>A database of the organized sessions and the number of participants</li> </ul>	Annually, starting with 2022	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>Funding from the state budget;</li> <li>Funding from external non-refundable funds</li> <li>Staff with expertise in budgeting and gender equality</li> </ul>	Poor representation of experts/technicians in equal opportunities

Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
<b>Specific Objective: 5.3</b> The inclusion of the principles of the intersectional approach in the formulation and implementation of public policies						
5.3 a) Carrying out a study to identify ways to include the intersectional approach within public policies	One study on the inclusion of the intersectional approach in public policies	Research report published on the UTCB website	2027	The Ethics Committee of UTCB, DRUS	<ul style="list-style-type: none"> <li>▪ Funding from the state budget;</li> <li>▪ Funding from external non-refundable funds</li> <li>▪ Staff with expertise in budgeting and gender equality</li> </ul>	Data accuracy
<b>Specific Objective: 5.4</b> Strengthening the institutional capacity to implement gender policies at the level of central and local public administration						
5.4 a) Introducing the obligation to consult the gender expert in the activity of the joint committee, according to Article 13 of Decision no. 833/2007 regarding the rules for the organization and operation of joint committees and the conclusion of collective labor agreements		<ul style="list-style-type: none"> <li>▪ Attendance lists/ agenda of the talks</li> </ul>	2023	DRUS, The Ethics Committee of UTCB	<ul style="list-style-type: none"> <li>▪ Funding from the state budget;</li> <li>▪ Funding from external non-refundable funds</li> <li>▪ Staff with expertise in budgeting and gender equality</li> </ul>	Low interest at management level



Measures/ Results of actions	Indicators	Monitoring and Evaluation Procedures	Deadline	Department/ Directorate in charge	Resources	Risks
<b>MONITORING</b>						
<b>GENERAL OBJECTIVE</b>						
To report on the degree of implementation of the activities undertaken under the Equal Opportunities and Equal Treatment between Women and Men Pillar						
<b>Specific Objective: 6.1</b>						
Report on the degree of implementation of the activities undertaken under the Equal Opportunities and Equal Treatment between Women and Men Pillar						
6.1 a) Monitoring the measures contained in the Action Plan - Equal opportunities and equal treatment between women and men	One developed data reporting and monitoring procedure;	Annual report on the degree of implementation of activities	Annually	DRUS, The Ethics Committee of UTCB	The UTCB Budget	The accuracy of the collected data
<b>Specific objective: 6.2</b>						
Final evaluation of the Pillar Equal opportunities and equal treatment between women and men						
6.2 a) Carrying out an analysis on the fulfillment of the objectives assumed by UTCB in the framework of the National Strategy on promoting equal opportunities between women and men and preventing and combating domestic violence 2021-2027 - Equal opportunities and treatment between women and men Pillar	One analysis on the fulfillment of the objectives undertaken in the framework of the National Strategy on the promotion of equal opportunities between women and men and preventing and combating domestic violence 2021- 2027 – Equal opportunities and treatment between women and men Pillar	One analysis on the fulfillment of the objectives undertaken in the framework of the National Strategy on promoting equal opportunities between women and men and preventing and combating domestic violence 2021-2027 – Equal opportunities and equal treatment between women and men Pillar	2027	Structures involved in implementing the specific objectives	Within the approved budget	<ul style="list-style-type: none"> <li>▪ Accuracy of the collected data.</li> <li>▪ Lack of involvement of responsible persons.</li> <li>▪ Non-transmission of data.</li> </ul>

Drafted by,  
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