

SEE^{ER}A

South East Europe—
European Research Area

University of Bucharest

GEP Progress

SEE-ERA Onsite 2nd Consortium meeting
18 –19 of September



Funded by
the European Union



GEP stage & total duration: January 2025 – December 2028. 2nd cycle currently in implementation.

What we have achieved/ worked on so far (February – August 2025)

- Supported the launch of the postgraduate programme “Equal Opportunities Expert” in collaboration with ANES – October – December 2025
- Introduced parent-friendly format for one national & one international conference organised by UB’s Faculty of Sociology & Social Work – October 2025
- Created two tools for monitoring gender equality (for employees & students)
- New structure & collaboration protocol for handling sexual harassment cases, with one Vice-Rector directly overseeing gender equality
- Ongoing communication & dissemination; updated “Gender equality” page on UB’s official website; created a dedicated page centralising gender-related PhD theses on GEP website
- We are seeing the GEP’s impact in the area of personnel training, with new initiatives we have supported (e.g., new “Diversity Management” training taking place September – October 2025).

GEP actions for the next period (until February 2026)

- Review & update the sexual harassment procedure this fall (working with the Ethics Committee, the Service for Inclusion & the Vice-Rector)
- Create & promote informational material on inclusive language
- Launch an online campaign for UB staff regarding existing facilities in national & institutional legislation
- Prepare & publish the first annual GEP implementation report

Challenges & lessons learnt

- Coordinating with multiple actors (Vice-Rector, Ethics Committee, Inclusion Service) for the sexual harassment procedure showed the need for clearer collaboration protocols & shared responsibilities.
- GEP initiatives have impacted UB's culture due to active promotion and continuous engagement & visibility.
- Participation in EU projects proved essential, offering tools and valuable peer learning.

+ UB ranked 3rd in the world for SDG "gender equality"!



Times Higher Education
Impact Rankings 2025

Thank you!

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