Sustainable Development Goals – SDG

SDG 5. GENDER EQUALITY

SDG[1]	DESCRIPTION[2]	OUC ACTIONS/ACTIVITIES
	SDG 5 includes 9 targets and 14 indicators to measure progress towards gender equality and the empowerment of all women and girls. SDG 5 aims: - to end all forms of discrimination against all women and girls everywhere (5.1); - end violence and exploitation against women (5.2); - end harmful practices such as child, early and forced marriage and female genital mutilation (5.3); - increase the value of unpaid care and promote shared domestic responsibilities (5.4); - ensure women's full participation in leadership and decision-making (5.5); - and ensure access to universal reproductive	***Gender Equality and Equal Opportunities Plan*** Ovidius University of Constanța developed its Gender Equality and Equal Opportunities Plan for the 2023–2026 period. The plan was approved by the University's Board of Administration on 26 April 2023 (Decision No. 544) and by the University Senate on 12 May 2023 (Decision No. 209). https://www.univ-ovidius.ro/images/2023-2024/planuri_si_doc_strategice/GenderEquality%26EqualityOpportunityPlan.pdf ***Management of Ovidius University of Constanța (2024–2029 Term of Office)*** The UOC management team for the 2024–2029 term of office, appointed on 18 July 2024 following consultation with the University Senate, consists of one Rector (male) and seven Vice-Rectors, four women and three men. https://www.univ-ovidius.ro/uoc/conducerea-universitatii/ ***Election of the President of the University Senate (2024)*** In 2024, elections were held for the position of President of the University Senate. Three candidates ran for office: two women and one man. The position was ultimately filled by a woman. https://www.univ-ovidius.ro/alegeri-uoc/alegeri-senat-universitar-mandat-2024/ At the Faculty of Civil Engineering, the management positions (Dean and Head of Department) are currently held by women. Women account for 50% of the academic staff members serving on the Faculty of Civil Engineering Council. Furthermore, all four student representative positions on the Faculty Council are held by female students. In 2024, elections were also held to fill the student representative positions in the University Senate for the 2024–2029 term of office. The results were as follows: - women: 12 - men: 7

	and health rights (5.6). The means of achieving the goals are: - promoting women's equal rights to economic resources, property and financial services (5.a); - promoting women's empowerment through technology (5.b); - and adopting, strengthening policies and enforcing legislation for gender equality (5.c). At the national level, the specific targets under the 2030 Agenda are: - Further reduce the gender pay gap; - Eliminate all forms of violence against women and girls in the public and private spheres, including trafficking, sexual exploitation and other forms of exploitation; - Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	The elected composition of the Central Electoral Bureau of Ovidius University of Constanța, representing the academic staff from all 16 faculties, was as follows: - women: 28 - men: 29 https://www.univ-ovidius.ro/images/2023-2024/alegeri/pv_BEC_validare_alegeri_departamente_2023.pdf **Relevant National Legislation in Force** ***Law No. 202/2002 on Equal Opportunities and Equal Treatment for Women and Men*** This law regulates measures to promote equal opportunities and equal treatment for women and men in Romania, with the aim of eliminating all forms of sex-based discrimination in both the public and private sectors. Main Areas Regulated - Areas of application: Employment and labour relations, education, healthcare, culture, information, and access to goods and services; - Prohibitions: Direct and indirect discrimination based on sex, harassment, sexual harassment and gender-based violence are prohibited; - Responsible institutions: 1. ANES (National Agency for Equal Opportunities between Women and Men) – coordinates national policies on gender equality; 2. CONES / COJES (National and County Commissions for Equal Opportunities between Women and Men) – coordination bodies operating at national and territorial levels; 3. The Labour Inspectorate and the National Council for Combating Discrimination (CNCD) – monitor compliance with the law and impose sanctions for violations. - Penalties: Violations of the legislation are punishable by administrative fines, generally ranging from RON 3,000 to RON 100,000, depending on the specific offence and the applicable legal provisions; - Legal action: Any person who considers themselves discriminated against may bring a case before the competent court within a maximum of three years from the date on which the discriminatory act occurred. The burden of proof rests with the defendant (the party accused of discrimination). https://lege5.ro/Gratuit/gm3denryga/legea-nr-202-2002-privind-egalitatea-de-sanse-si-de-tratament-intre-femei-si-barbati ***Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence*** The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, commonly known as the Istanbul Convention, is the first legally binding international treaty establishing a comprehensive legal framework for protecting women and victims of domestic violence.

		Key Information and Timeline - Adoption: 11 May 2011, in Istanbul, Türkiye; - Entry into force at international level: 1 August 2014; - Ratification by Romania: Signed in June 2014 and ratified through Law No. 30/2016 of 17 March 2016, with specific reservations concerning certain articles; - Monitoring mechanism: Implementation is monitored by GREVIO (Group of Experts on Action against Violence against Women and Domestic Violence) and the Committee of the Parties. Main Objectives - Prevention: Preventing violence against women, domestic violence and gender-based discrimination; - Protection: Protecting victims and ensuring access to appropriate support measures, such as emergency helplines, shelters and counselling services; - Prosecution and Punishment: Bringing perpetrators of acts of violence to justice through effective sanctions; - International Cooperation: Promoting international cooperation and integrated policies among institutions. https://rm.coe.int/168046253e
	The general label for Sustainable Development	

1 Images taken from the website: https://knowODDs.jrc.ec.europa.eu/.
1 The descriptions were developed based on the following: https://knowODDs.jrc.ec.europa.eu/, https://sdg-tracker.org/; https://www.undp.org/sustainable-development-goals, https://dezvoltaredurabila.gov.ro/.