



UNIVERSITY
OF ŽILINA



GENDER EQUALITY PLAN OF THE UNIVERSITY OF ŽILINA (2021 – 2025)



1. GENDER EQUALITY AT UNIZA

“The promotion of equality between women and men is a task for the Union, in all its activities, required by the Treaties. Gender equality is a core value of the EU, a fundamental right and key principle of the European Pillar of Social Rights. It is a reflection of who we are. It is also an essential condition for an innovative, competitive and thriving European economy. In business, politics and society as a whole, we can only reach our full potential if we use all of our talent and diversity.”

(A Union of Equality: Gender Equality Strategy 2020-2025) [1]

Through its **Code of Ethics**, University of Žilina is committed to “*comply with the principle of equal treatment, which prohibits discrimination based on gender, religion or belief, race, nationality or ethnic origin, disability, age, sexual orientation, marital status and family status, skin colour, language, political or other opinion, national or social origin, property, birth, or other status, or on the grounds of reported criminality or other antisocial activity. In adhering to the principle of equal treatment, UNIZA respects public decency and protection against discrimination; at the same time, it fully supports equal opportunities and equal representation of men and women in all areas of its activities and advocates for the elimination of gender disparities between women and men in terms of participation, opportunities for access, rights, and outcomes in any area of its activities.*”

In practical terms, the commitment to the principle of equal treatment in the area of gender equality is implemented through the proposed Gender Equality Plan of the University of Žilina for 2021–2025, adopted by the university management and consisting of three parts. The first one is general: A. Gender-equal UNIZA, and the other two are specific: B. Reconciliation of work and private life (Work-life balance), C. Physical and psychological violence. The Plan follows its predecessor, prepared within the framework of the implementation of the CHANGE project – Challenging Gender (In)Equality in Science and Research. This project received funding from the EU Framework Programme for Research and Innovation called Horizon 2020, which was implemented from May 2018 to October 2022. Because of this Plan, in 2018, the university embarked on a journey to promote gender equality.

The initial Gender Equality Plan of the University of Žilina was developed within the CHANGE project. Following the preliminary quantitative and qualitative analyses, the Plan was implemented. Its focus became various **activities that raise awareness of gender equality issues**, primarily at the university itself. Among these activities were, for example, articles in the journal *Reporter (Spravodajca)* of the University of Žilina, trainings, photo exhibition, presentations of research activities of successful female researchers, panel discussion, and others. Information obtained from initial analyses was combined with the data from the Employee Satisfaction Survey carried out in summer 2019. It was the first survey of its kind conducted at the university, with a 46.3% participation rate. Based on this survey, several specific measures were adopted and incorporated into the collective agreement, in particular those promoting **reconciliation of work and private life (work-life balance)**. UNIZA has applied for a grant to set up a pre-school facility for the children of university community members to facilitate a better work-life balance. The university seeks to take a comprehensive approach to the issue at hand. This includes recommendations to consider parental responsibilities in the fulfilment of work obligations, maintaining contact with parents on maternity or parental leave, or inviting children to the university as part of its activities during school holidays. UNIZA will continue to **monitor its gender equality status** and its development over time, adjusting monitored indicators if necessary. The monitoring results will be published regularly in the Annual Report on the Activities of the University of Žilina, and the university management will be briefed on them at its meetings.



The next step was the discussion on the **gender-sensitive language** and its adoption in the selected university documents, as well as the gradual introduction of the gender dimension into teaching practice, highlighting the positive sides of this approach.

Our goal is to **institutionalise** the principles of equal opportunities, specifically the principles of **gender equality**, which will be represented by the **Equal Opportunities Ambassador** from among the university's management, who will oversee the implementation of the submitted plan, update it if necessary, and regularly, but at least once a year, inform the university's management about its progress. The position of Ambassador will be established to improve the coordination and evaluation of activities promoting equality and to monitor any problems which may need to be addressed. UNIZA is obliged to continue its established activities, such as training on unconscious bias, gender equality and gender-sensitive language for different target groups, along with popularisation activities directed at the academic community and beyond (including the promotion of informatics studies among high school female students as part of the *Aj Ty v IT* (Female Potential in ICT) initiative, **consideration of the gender dimension in pedagogical practice and its more significant expansion into the area of research**. The Personnel Department shall develop a mass media training for researchers with the aim of influencing **the gender balance of public debates**. Team CHANGE shall design a concept of a **mentoring programme** primarily supporting women's career growth, which will be put into practice.

UNIZA strictly **opposes any form of violence, whether physical or psychological** (including sexual harassment as defined in the Anti-Discrimination Act). Members of the Ethics Committee, including employees of the Counselling and Career Centre, will receive proper training. Complaints/suggestions related to violence can be submitted not only under Article 11 of the Code of Ethics ("Submission of complaints/suggestions to the Ethics Committee and Ethics Committee proceedings") but also directly to the superior staff member of the Counselling and Career Centre, who will turn it over to the chairperson of the Ethics Committee.

The university will continue to utilise the outputs acquired through the CHANGE project until its scheduled completion. After completion, it shall draw from the knowledge base that was acquired during the project. Responsibility for the measures implemented by the CHANGE team will be transferred to other organisational units (as shown in the table "Overview of Planned Measures"). The financial resources necessary for the implementation of the activities scheduled within the framework of the submitted Gender Equality Plan 2021-2025 shall be provided by the budgets of the UNIZA organisational units responsible for specific activities.

The university management believes that the implementation of this plan will result in a deeper understanding of the gender equality principles among members of the UNIZA academic community and their practical application. We believe that the institutions that embrace diversity and strive to create suitable working and learning conditions for all, without the constraints of gender stereotypes, shall prove successful in the world of education, science and research. Gender equality is therefore not only a value in and of itself, but: *„the application of the principle of equal opportunities and gender equality contributes significantly to the quality of research and to the development and strengthening of scientific and technological innovations. Equal opportunities are associated with excellence - as well as with wider applicability of the results.“* [2] **The University of Žilina hereby reaffirms its commitment to create an environment of respect for all**, to actively promote cooperation and a vibrant UNIZA community that goes beyond the boundaries of a formal community formed only by an existing employment relationship or enrollment in a study programme.

In Žilina, 5 October 2021

Prof. Ing. Jozef Jandačka, PhD

Rector



2. GENDER EQUALITY PLAN 2021–2025

A. Gender-Equal UNIZA

OBJECTIVE	MEASURE	RESPONSIBLE	PERIODICITY/DATE DUE	
Institutionalisation of gender equality	Establishment of the post of Equal Opportunities Ambassador	Rector	January 2022	
Advancement of the academic community in the area of gender sensitivity	Training – unconscious bias and gender equality in academic practice	compulsory training for senior staff voluntary training for people interested in gender equality issues	Team CHANGE (subsequently: Department of Personnel and Social Work)	every two years
	Training: Gender equality and gender-sensitive language (target group: UNIZA Personnel Department)	Team CHANGE	November 2021	
Enhancing the profile of women in public spaces	Mass media communication training for female researchers	Personnel Department	April 2022	
Statistical evaluation of gender equality	Monitoring of the representation of women in the student and staff sections of the academic community	staff section student section	Department of Personnel and Social Work Department for Education	once a year
Promoting women's career development	Mentoring programme with a minimum of 50% female representation	programme setting	Team CHANGE	March 2022
		programme coordination	Team CHANGE (subsequently: Department of Personnel and Social Work)	
Enhancing the profile of women in the academic community	Rector's Award	UNIZA management	once a year	



Increased emphasis on a gender perspective in research and teaching activities	Gender dimension in pedagogical practice (training for new teaching staff)	Institute of Lifelong Learning	within the framework of adaptive training of university teachers
	Gender dimension in research	Institute of Lifelong Learning	continuously within the framework of adaptive training of university teachers
More women in STEM (IT) fields of study	Aj Ty v IT (Female Potential in ICT)	Faculty of Management Science and Informatics	once a year
More men in teacher education programmes	Educational workshop for high school boys I teach	Faculty of Humanities	October 2023

B. Reconciliation of work and private life (Work-Life Balance)

OBJECTIVE	MEASURE	RESPONSIBLE	PERIODICITY/DATE DUE
Identification of needs	Benefits	Reassessing and expanding the offer of benefits	Department of Personnel and Social Work
		Communicating benefits	
	Employee satisfaction survey	Quality Council, in collaboration with the Department of Personnel and Social Work	every two years
Creating a designated space for employees' children	Establishment of a nursery for employees' children	UNIZA management	September 2022



Inclusion of future generations at the university	Family Day at UNIZA	UNIZA management and the Department for International Relations and Marketing	once a year
	Kids at the University (on the occasion of International Family Day on 15 May, employees can bring their kids to work to spend the day with them – both in the office and during lectures)	Equal Opportunities Ambassador	once a year
Considering parental responsibilities in the fulfilment of work obligations	Recommendation: Schedule meetings to start no later than 2:00 p.m.	Disclosure requirement: Equal Opportunities Ambassador	February 2022
	Upon agreement with the immediate superior, the possibility of part-time work for a parent providing permanent care for a child up to 15 years of age under the Labour Code [7] or for a person providing care for another person Upon agreement with the immediate supervisor and the dean of the faculty, as well as the university rector, parents with children under the age of 7 may take a one-semester sabbatical to devote themselves intensively to research for their dissertation or habilitation thesis. (Also applicable to persons who demonstrably provide care for another person.)	Immediate superior in collaboration with the dean/rector	continuously throughout the year
Reintegration of employees into the work process	Maintaining contact with staff on maternity and parental leave (via UNIZA announcements, memos from departments)	Department for International Relations and Marketing, department offices	continuously throughout the year

Physical and Psychological Violence

OBJECTIVE	MEASURE	RESPONSIBLE	PERIODICITY/DATE DUE
Establishing a process for the prevention and elimination of physical and psychological violence	Training: Gender equality and sexual harassment at a higher education institution	Team CHANGE	April 2022
	Inclusion of the issue of physical and psychological violence in the training of new teaching staff	Institute of Lifelong Learning	October 2022
	Inclusion of the issue of physical and psychological violence in the training of new UNIZA employees	Department of Personnel and Social Work	September 2022



Setting up the complaint/suggestions process

CHANGE team in collaboration
with: equal opportunities
ambassador and UNIZA
management

April 2022

Monitoring issues related to physical and psychological violence

Equal Opportunities
Ambassador

once a year

Monitoring the lighting conditions on the university campus

Department of Economic
Administration

once a year



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ABBREVIATIONS USED:

OMVaM: Department for International Relations and Marketing

ÚCV: Institute of Lifelong Learning of the University of Žilina

FHV: Faculty of Humanities of the University of Žilina