

**GENDER EQUALITY PLAN 2021– 2025**

A. Gender-Equal UNIZA										
	OBJECTIVE	MEASURE		RESPONSIBLE	PERIODICITY/DATE DUE	status of plan performance	new objective	PERIODICITY/DATE DUE	responsible person	
1.	Institutionalisation of gender equality	Establishment of the post of Equal Opportunities Ambassador		Rector	March 2022	fulfilled Prof. Ing. Jozef Ristvej, PhD, EMBA, who was appointed as an UNIZA equal opportunities ambassador in December 2021.				
2.	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	CHANGE team (subsequently: Department of Personnel and Social Work)	Every two years	2/2024 Rector's Advisory Board	Further training for UNIZA senior staff, included in Action Plan, point 10.5 for HRS4R	Q2/2025	Vice-rector for International Relations and Marketing and HR	
			voluntary training for people interested in gender equality issues			several voluntary trainings took place	Expanding the regular Health and Safety training to include a new module: Training – unconscious bias and gender equality in academic practice	Q2/2025	HR and Health and Safety Officers	
		Training: Gender equality and gender-sensitive language (target group: UNIZA Department for International Relations and Marketing, Counselling and Career Centre,				February 2022	fulfilled			
3.	Enhancing the profile of women in public spaces	Mass media communication training for researchers		Department for International Relations and Marketing	June 2022	fulfilled <a href="https://www.youtube.com/@unizaofficial/search?query=maruniak">https://www.youtube.com/@unizaofficial/search?query=maruniak</a>	the objective remains	Q4/2025	Department for International Relations and Marketing	
4.	Statistical evaluation of gender equality	Monitoring of the representation of women in the student and staff sections of the academic community	staff section	Department of Personnel and Social Work	Once a year	fulfilled	expansion of the female/male ratio evaluation in the annual report	Q1/2025	HR	
			student section	Department for Education		not fulfilled			Department for Education	
5.	Promoting women's career development	Mentoring programme with at least female participation	programme setting	Team CHANGE	March 2022	not fulfilled, incorporated into the Action Plan, point 11 for HRS4R	Introduction of a workplace mentoring system for new employees. Adding rules of mentoring programme into the Staff Regulations.	3Q/2026	individual workplaces, HR	
			programme coordination	CHANGE team (subsequently: Department of Personnel and Social Work)					HR	
6.	Increased emphasis on a gender perspective in research and teaching activities	The gender dimension in educational practice and research Gender dimension in research		Institute of Lifelong Learning	Continuously within the framework of adaptive training of university teachers	ongoing	the objective remains	continuously	Institute of Lifelong Learning	
7.	More women in STEM (IT) fields	Aj Ty v IT (Female Potential in ICT)		Faculty of Management Science and Informatics	Once a year	ongoing	the objective remains	continuously	Faculty of Management Science and Informatics	
8.	More men in teacher education programmes	Educational workshop for high school boys		Faculty of Humanities	October 2023		irrelevant due to the ongoing restructuring of the Faculty of Humanities			
B. Reconciliation of work and private life (Work-Life Balance)										
9.	Identification of needs	Benefits	Reassessing and expanding the offer of benefits Communicating benefits	Department of Personnel and Social Work	several times a year	ongoing	the objective remains	continuously	Department for International Relations and Ma	
		Employee satisfaction survey		Quality Council, in collaboration with the Department of Personnel and Social Work	every two years	fulfilled in July 2023	the objective remains + expand the questions targeted at women and the citizens of Žilina	Q2/2025		
10.	Creating a designated space for employees' children	Establishment of a nursery for employees' children		UNIZA management	September 2022		fulfilled September 2024			
11.	Inclusion of future generations at the university	Family Day at UNIZA		UNIZA management and Department for International Relations and Marketing	Once a year	fulfilled through the Open Door at UNIZA event	organising the Open Door at UNIZA event, including activities for children	once a year	UNIZA management	
		Kids at the University (on the occasion of International Family Day on 15 May, once a year employees can bring their kids to work to spend the day with them – both in the office and during lectures)		Equal Opportunities Ambassador in cooperation with the Department for International Relations and Marketing			not feasible at UNIZA			
12.	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	April 2022	fulfilled through notification to the Rector's Advisory Board and through a collective agreement	the objective remains	once a year	Equal Opportunities Ambassador	
		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 13) or for a person providing care for another person		immediate superior in collaboration with the dean/rector	continuously throughout the year	ongoing	the objective remains	continuously	immediate superior in collaboration with the dean/rector	
13.	Reintegration of employees into the work process	Maintaining contact with staff on maternity and parental leave (via memos from departments)		Department and individual workplace administrative offices	Continuously throughout the year	information provided by the Equal Opportunities Ambassador at the Rector's Advisory Board	the objective remains	once a year	The Equal Opportunities Ambassador will brief the deans and the management at the Rector's Advisory Board, and the initiative will subsequently be implemented at the various departments	
C. Physical and Psychological Violence										
14.	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	fulfilled	include this topic in employee health and safety training	once a year	Health and Safety Officer	
		Inclusion of the issue of physical and psychological violence in the training of new pedagogical employees			Institute of Lifelong Learning	October 2023	fulfilled	the objective remains	continuously	Institute of Lifelong Learning
		Inclusion of the issue of physical and psychological violence in the training of new UNIZA employees			Department of Personnel and Social Work	September 2022	fulfilled	the objective remains	continuously	HR
		Setting up the complaint/suggestions process			Equal Opportunities Ambassador in cooperation with: CHANGE team and UNIZA management	April 2022		fulfilled		
		Monitoring issues related to physical and psychological violence			Equal Opportunities Ambassador	once a year	fulfilled	the objective remains	continuously	HR
		Monitoring the lighting conditions on the university campus			Department of Economic Administration	once a year	fulfilled	the objective remains	continuously	Department of Economic Administration

The University of Žilina rejects all forms of discrimination. The potential use of the masculine gender in this text is for stylistic simplification only and should be understood as gender-neutral.