

Gender Equality Plan

of Pavol Jozef Šafárik University in Košice

for the period of 2022 – 2025

Pavol Jozef Šafárik University in Košice approved the Strategic Framework for Gender Equality Policy at UPJŠ in Košice in 2017, in which it recognised the value of gender equality as an integral part of applying equality in the life of the university and in all its activities. In the aforementioned document, the university committed itself to promote equality and prevent any form of discrimination in all university activities, and to apply a policy of zero tolerance towards sexual harassment and discrimination. At the same time, the university rejected sexism, racism, xenophobia, as well as other approaches and practices aimed at disadvantaging persons or groups because of sex, gender, religion or belief, race, belonging to a nationality or ethnic group, disability, age, sexual orientation, marital and family status, skin colour, language, political or other opinion, national or social origin, property, or other status. Recognizing and eliminating practices and structures that create and maintain inequality therefore becomes an essential part of the university's activities.

This ***Gender Equality Plan for the period of 2022-2025*** represents not only the implementation of one of the recommendations of the university's strategic document, but is also a response to the natural development of the strategic direction of the European research area, which we belong to. Gender equality¹ is one of the key values of the European Union. The Equality of Opportunities was presented by the European Commission in 2012 as a priority of the European Research Area. Gender equality is a fundamental EU value, a fundamental right and a key principle of the European Pillar of Social Rights². At the same time, the European Commission set three objectives for cooperation between EU countries and support for institutional change: gender equality in scientific careers, gender balance in decision-making, and integration of the gender dimension into the content of research and innovation.

The document ***A Union of Equality - The European Commission's Gender Equality Strategy 2020-2025*** sets out the vision, policy goals and measures to achieve real progress in the field of gender equality in Europe, with the aim of achieving sustainable development. The main goals include ending gender-based violence, challenging gender stereotypes, eliminating gender gaps in the labour market, achieving equal participation in various sectors of the economy, addressing the pay and pension gap between women and men, closing the gender care gap, and achieving gender balance in the decision-making process and politics. The

¹ The terms "gender" and "gender equality" are used in this document in the sense of the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. A Union of Equality: Gender Equality Strategy 2020-2025. Available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:52020DC0152&from=EN>

² See also in detail, p. 1

strategy applies a dual approach, which includes on the one hand the application of the gender equality perspective, and on the other hand, targeted measures to achieve gender equality. Intersectionality³ is applied as a horizontal principle in its implementation. Although the strategy focuses on activities within the EU, it is in line with the EU's external policy on gender equality and women's empowerment.

The principle of equal treatment is also legally established in the national legislation of the Slovak Republic. The basic legal regulation governing the general principle of equality and the prohibition of discrimination is the Constitution of the Slovak Republic. The application of the principle of equality and non-discrimination also results from EU law and international law to which the Slovak Republic is bound. The Act No. 365/2004 of 20 May 2004 on equal treatment in certain areas and protection against discrimination, amending and supplementing certain other laws (Anti-Discrimination Act) is the result of the transposition of the legally binding acts of the EU - European anti-discrimination directives into the national legislation of the Slovak Republic. In addition to regulating the general prohibition of discrimination and the obligation to act in accordance with good morals, the Anti-Discrimination Act also establishes an important obligation to take preventive measures that will avert discrimination. This proactive approach aimed at preventing discrimination represents a long-term targeted and systematic adoption of measures against discrimination. For that reason, it mainly applies to entities that have the opportunity to enforce equal treatment at a systemic level.

The principles of gender equality and non-discrimination are also embedded in several other national legislation, e.g. in the Labour Code, Law No. 131 on Higher Education and on Changes and Supplements to Some Laws, but also in international conventions and strategic documents.

The Gender Equality Plan of UPJŠ in Košice for the years 2022-2025 applies to the following **areas**:

- 1. Work-life balance and organizational culture**
- 2. Gender equality in the field of management and decision-making**
- 3. Measures against gender-based violence including sexual harassment**
- 4. Gender equality in recruitment and career growth**
- 5. Integration of the gender perspective into research and teaching**

In the above listed areas, it focuses on the following **GOALS**:

³ For the term "intersectionality" in the context of this document, see the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: A Union of Equality: Gender Equality Strategy 2020-2025, pp. 2, 15 -16. Available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>

1. Support the reconciliation of private and working life of the employees of UPJŠ in Košice.
2. Support the equal representation of women and men in the field of management and decision-making at the workplaces and in the governing bodies of UPJŠ in Košice.
3. Create a non-discriminatory safe work environment free of gender-based violence and sexual harassment.
4. Ensure the equality of men and women in the recruitment process and in career growth at UPJŠ in Košice.
5. Support the integration of the gender perspective into research and teaching at UPJŠ in Košice.

The individual goals and activities of the Gender Equality Plan of UPJŠ in Košice for the period of 2022 - 2025 are implemented in synergy with the HRS4R Implementation Strategy at UPJŠ.

The implementation of the individual goals and activities of the *Gender Equality Plan* is divided into three stages:

Stage I.: 09/ 2022 – 09/ 2023

Stage II.: 09/ 2023 – 09/ 2024

Stage III.: 09/ 2024 – 12/ 2025

GOAL nr. 1: Support the reconciliation of private and working life of the employees of UPJŠ in Košice.

Partial goals	Activities and tools	Deadline/ stage	Responsibility	Indicators	Budget/ financial sources
Support for employees in the context of motherhood/parenthood (when starting maternity/parental leave, during it and after returning from it)	VVGS grant program of UPJŠ for parents after their parental leave	Stage I.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ	Number of submitted and supported projects	UPJŠ
	University kindergarten	By the end of Stage III.	Senior management of UPJŠ	Reaching the set goal – opening the kindergarten	UPJŠ
Sensitization of employees in relation to the reconciliation of work and private life	Trainings/ webinars in the field of gender equality for the employees of UPJŠ	Stage I. and II.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ + external team	Number of participants at the trainings	UPJŠ

Goal nr. 2: Support the equal representation of women and men in the field of management and decision-making at the workplaces and in the governing bodies of UPJŠ in Košice.

Partial goals	Activities and tools	Deadline/ stage	Responsibility	Indicators	Budget/ financial sources
Sensitization of employees in the field of management and decision-making in relation to gender equality	Trainings/webinars in the field of gender equality for UPJŠ employees	Stage I., II.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ + external team	Number of training participants	UPJŠ
Monitoring the ratio of women and men in the university's management and decision-making bodies	Continuously prepare and provide statistical data from the perspective of gender in the relevant areas of the university's activities	Stage I., II.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ	At least an annual update of the statistical data from the perspective of gender in the relevant selected areas and their publication on the UPJŠ website	UPJŠ
Increasing the proportion of women in the university's management and decision-making bodies	Analysis of barriers from the perspective of women's candidacy (when entering the selection procedure for a position) (by women and men)	Stage II., III.	Working group for the support of gender equality at UPJŠ via goal-oriented project research, Internal Scientific Grant System	Balanced ratio of women and men in the relevant positions of the university's management and decision-making bodies	UPJŠ

Goal nr. 3: Create a non-discriminatory safe work environment free of gender-based violence and sexual harassment.

Partial goals	Activities and tools	Deadline/ stage	Responsibility	Indicators	Budget/ financial sources
Sensitization of employees in the field of gender-based violence, including sexual harassment in relation to gender equality	Trainings/webinars in the field of gender equality for UPJŠ employees	Stage I., II.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ + external team	Number of training participants	UPJŠ
Establish a methodology (procedure) and create guidelines in the field of prevention and resolution of gender-based violence and sexual harassment at UPJŠ	Establish a methodology (procedure) and create an internal regulation (guideline) on how to prevent as well as intervene in gender-based	By the end of Stage III.	Working group for the support of gender equality at UPJŠ in cooperation with the University Counselling Center, Ethics Commission,	Publication of the methodology/procedure and guidelines on the UPJŠ website and its inclusion in the trainings for the employees	UPJŠ

Partial goals	Activities and tools	Deadline/ stage	Responsibility	Indicators	Budget/ financial sources
	violence and sexual harassment		Student Council + external experts		

Goal nr. 4: Ensure the equality of men and women in the recruitment process and in career growth at UPJŠ in Košice.

Partial goals	Activities and tools	Deadline/ stage	Responsibility	Indicators	Budget/ financial sources
Support of gender equality in the recruitment and selection process	Support of gender equality in the recruitment process (in synergy with HRS4R), including recommendations for preventing conflicts of interest in the selection process from the point of view of gender equality	By the end of Stage III.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ	Number of activities and the impact of activities	UPJŠ
	Using gender-sensitive language in recruitment and selection documents	Stage I. and II.	Working group for the support of gender equality at UPJŠ	Recruitment and selection documents in a gender-sensitive form (inclusive language/formulations)	UPJŠ
Sensitization of employees in the field of recruitment and career growth in relation to gender equality	Trainings/webinars in the field of gender equality for UPJŠ employees	Stage I. and II.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ + external team	Number of training participants	UPJŠ
Strengthening the balanced ratio of women and men at all levels of the career path (elimination of the "leaky pipeline" effect)	Analysis of barriers in the process of implementation of the conditions/criteria for career growth at all levels of the career path (from postdoc to senior scientific and pedagogical career levels)	Stage II. and III.	Working group for the support of gender equality at UPJŠ via goal-oriented project research, Internal Scientific Grant System	Analysis of barriers, proposal of recommendations (research report from the project)	UPJŠ

Partial goals	Activities and tools	Deadline/ stage	Responsibility	Indicators	Budget/ financial sources
	Mentoring activities for young female scientists	Stage II. and III.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ	Number of activities	UPJŠ

Goal nr. 5: Support the integration of the gender perspective into research and teaching at UPJŠ in Košice.

Partial goals	Activities and tools	Deadline/ stage	Responsibility	Indicators	Budget/ financial sources
Support of gender equality in the educational process	Opening an interdisciplinary elective course available for every student of the university	Stage I. and II.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ	Approval of the course by the UPJŠ Scientific Board + starting the course in the 2024/2025 academic year (number of students)	UPJŠ
Support of gender equality in research	Internal Scientific Grant System for research integrating and applying gender perspective	Stage I. and II.	Senior management of UPJŠ, Working group for the support of gender equality at UPJŠ	The launch of the call and the number of submitted applications and implemented projects	UPJŠ
Promotion of gender issues in research and teaching	Workshops, seminars, conferences on the application of the gender perspective and gender as an analytical tool in teaching and research	By the end of Stage III.	Working group for the support of gender equality at UPJŠ	Number of events and the number of participants	UPJŠ

Formal requirements for the implementation of the Gender Equality Plan

1. Publication and official approval of the document
2. Budget and financing of activities
3. Monitoring of activities in the field of gender equality. This Gender Equality Plan will be continuously monitored and evaluated at the end of each calendar year. Together with it, the monitoring results will be published, always by March 31 of the following year. Subsequently, the Working Group for the Promotion of Gender Equality at UPJŠ in Košice will formulate and adopt an updated action plan (by the end of June of the following year).