

Annex No. 2

Specification of recommendations for creating gender equality policy instruments at UPJŠ in Košice

within the meaning of paragraph III of the Strategic Framework for Gender Equality Policy at UPJŠ in Košice

1. Collect and track the data on gender in/equality

- a) Creating a research and implementation team to support the implementation of the Gender Equality Policy at UPJŠ.
- b) Promoting gender research and gender analysis of the current state of affairs.
- c) Systematically collecting and analysing the gender statistics, elaboration, development, and improvement of gender equality indicators.
- d) Raising awareness of the scientific community - publishing the findings, statistics, reports on gender equality.
- e) Implementing gender trainings for managers and female managers and for the University employees and female employees.
- f) Monitoring the state of gender equality and its changes.

2. Making use of human resources

- a) Systematically monitoring the state of gender balance.
- b) Avoiding stereotypical displaying of female researchers and female university teachers.
- c) Increasing the representation of women at higher grades of academic careers (professors/female professors).
- d) Striving for gender balance in decision-making bodies (academic senates, academic boards, governing bodies).
- e) Developing the strategies and tools to support women in areas where they are significantly underestimated - natural sciences and technical and mathematical fields (special grant schemes, female PhD programmes).

3. Transforming institutional standards and practices

- a) Selection mechanisms for promoting to higher positions.
- b) Creating working conditions to reconcile work and family care, taking into account the fact that employees and female employees have their personal, private life.
- c) Evaluating the content, impact and reach of gender policy measures and instruments of the organization's policy (positive/neutral/negative; the so-called gender impact assessment).
- d) Integrating the principle of equality into planning and decision-making

processes - determining the responsibilities of individual actors and female actors.

- e) Creating a special department/commission/committee/appointing/ entrusting a person/persons responsible for the gender equality agenda.

4. Creation/production of knowledge of gender equality from the perspective of gender equality, gender optics

- a) Supporting the education of scientific research executives as well as scientists and female scientists in the field of gender analysis and gender mainstreaming.
- b) Creating preconditions for integrating the gender dimension in scientific research.