



UNIWERSYTET  
ZIELONOGÓRSKI

**GENDER EQUALITY PLAN  
AT THE UNIVERSITY OF ZIELONA GÓRA  
(2022 – 2024)**

Copyright by Uniwersytet Zielonogórski



Authored by:  
Magdalena Steciąg  
Dorota Szaban  
Beata Trzop  
Krzysztof Lisowski

Graphic elaboration:  
Mamert Janion

# Table of contents

- INTRODUCTION ..... 2
- DIAGNOSIS ..... 4
  - Recruitment ..... 5
  - Female and male students ..... 6
  - Female and male graduates ..... 8
  - Female and male PhD students ..... 9
  - Female and male academic teachers ..... 10
  - Female and male administrative employees ..... 14
  - Scientific activity ..... 15
  - Summary ..... 15
- DISCRIMINATION SURVEY ..... 16
  - Summary ..... 19
- PREVIOUS ACTIVITIES ON BEHALF OF EQUAL TREATMENT ..... 20
  - Legal aspects ..... 20
  - Organizational aspect ..... 21
  - Promotional aspect ..... 23
  - Cultural aspect ..... 24
  - Diagnostic aspect ..... 25
- OBJECTIVES AND ACTION PLANS ..... 26
  - Monitoring and reporting ..... 31
  - Selected Sources ..... 32

# Introduction



The University of Zielona Góra, as an institution of higher education with 20 years of experience, has been actively shaping its own organizational culture, taking into account both the current models promoted in higher education as well as the traditions of traditional university.

The mission of the University is to create a society based on knowledge and development of the social capital as a common good, conducive to the effectiveness of activities aimed at enhancing the region, economy and society. The social objectives of the development strategy include strengthening active civic attitudes, entrepreneurship and responsibility for social matters among the persons studying and working at the University (cf. The Strategy of the University of Zielona Góra for 2021-2030).

The above are closely related to the issue of equal treatment, as the occurrence of inequality and discrimination in social relations has a negative impact on both the quality of research and teaching, as well as the opportunities for self-development in the personal and professional sphere of persons constituting the academic community. Moreover, free and equal access to the comprehensive offer of the University of Zielona Góra is one of the conditions of its harmonious development.

Gender Equality Plan at the University of Zielona Góra that follows is also linked to the legal basis of the European Union's framework program for research and innovation, Horizon Europe for 2021-2027, which pays particular attention to ac-

tivities supporting gender equality in research and innovation. In view of the applicable regulations, developing a Gender Equality Plan becomes an eligibility criterion for all public authorities, higher education institutions and research organizations who wish to participate in Horizon Europe.

Gender Equality Plan at the University of Zielona Góra meets the mandatory requirements stipulated by the European Commission: it is a formal document introduced by the Rector's Order No. 32 of March 21st, 2022. It includes the diagnosis, i.e. the most important research results and conclusions stemming from the analysis of the current situation in the field of equality between women and men within the entire academic community, as well as the results of surveys on discrimination and unequal treatment as supplied by a voluntary survey. Based on the diagnosis, objectives were formulated in the Gender Equality Plan concerning: (1) raising the awareness of discrimination and equal treatment and promoting equality attitudes within the academic community, (2) striving to balance gender representation within the academic community of the University of Zielona Góra and supporting equal access to promotions and recruitment processes, (3) supporting scientific careers of women, and improving the conditions for maintaining the balance between family and profes-

sional life, (4) counteracting mobbing and gender discrimination, (5) incorporating gender issues into scientific research and the teaching content. The plan also includes detailed actions closely related to the objectives, the schedule for their implementation and target indicators. It also lists the groups of recipients of such activities as well as the units responsible for their implementation. The required expert resources for the implementation and monitoring of the Gender Equality Plan at the University of Zielona Góra are also discussed there.

The Plan was developed as a result of effective and fruitful cooperation within the University. The work on it, in accordance with the Rector's Order No. 227 of December 29th, 2021, was entrusted to the Team for the development of the draft Gender Equality Plan of the University of Zielona Góra. The following persons participated in extensive consultations: Rector's Representative for Equal Treatment with a team of experts (the Team on Equal Treatment), authorities of the University of Zielona Góra and representatives of doctoral schools, managers of the Promotion Office and the Careers Office, employees of student service offices (SSOs) and administration with special support from the Human Resources Department. The project was supervised by the Vice-Rector for the Development and Financing.

# Diagnosis



Gender Equality Plan at the University of Zielona Góra requires a reliable diagnosis based on existing data illustrating the participation of women and men in the structures of the academic community. Such data also show the paths of professional advancement and make those interested aware of the existing difficulties evoked by gender, yet they do not exhaust the definition of equal treatment. That is why quantitative research (surveys) focusing on the issue of broadly understood discrimination, also in relation to gender categories, constitutes an essential supplement.

The starting point in the diagnosis will be the analysis of the existing data, which reveal the actual proportions regarding the participation of women and men in the management and functioning of the University of Zielona Góra. They also reveal the potential barriers in access to resources, positions and opportunities for professional development.

The Team on Equal Treatment analyzed quantitative data in terms of gender distribution in the structure of students and employees within University units, in decision-making bodies at various levels and in recruitment processes.

In developing the diagnosis based on the existing data, methods generally applied in social sciences were used, including:

- (1) Quantitative analyses of the structure and dynamics of employment of women and men.
- (2) Quantitative analyses of the structure of positions and functions performed in university bodies by gender.
- (3) Quantitative analysis of recruitment data.
- (4) The analysis of the content of formal documents in terms of the presence of gender-related topics or regulations that may affect the diversity of gender representation.
- (5) The analysis of existing data from research on gender, inequality, discrimination and the fate of university graduates.

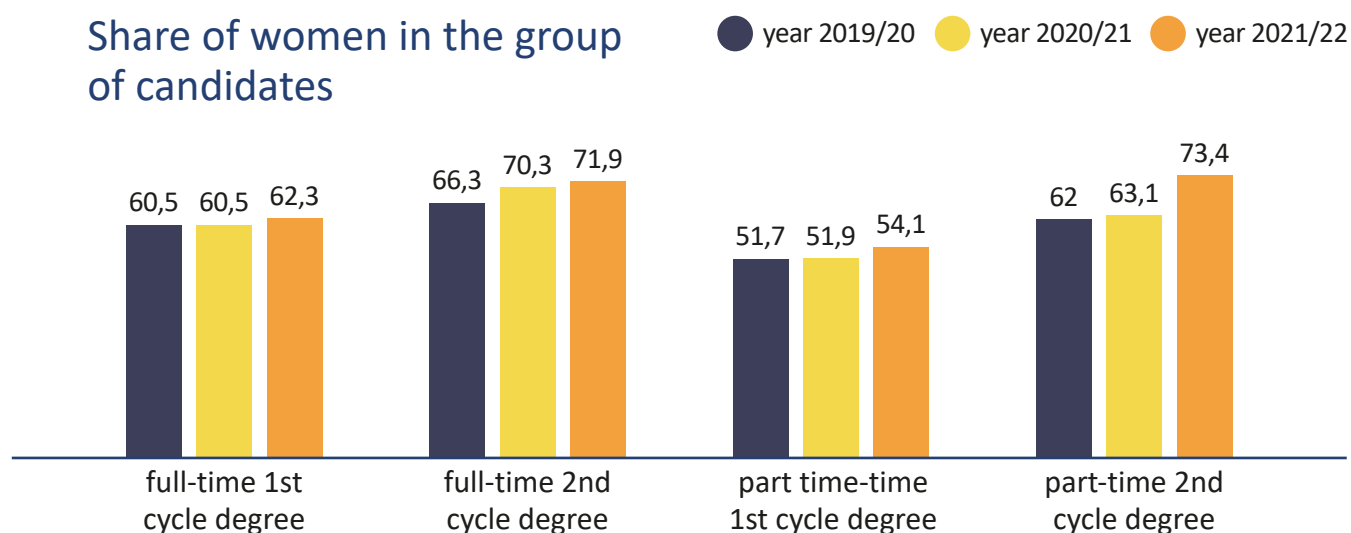
The time range of the diagnosis includes the years 2019-2021

# Recruitment

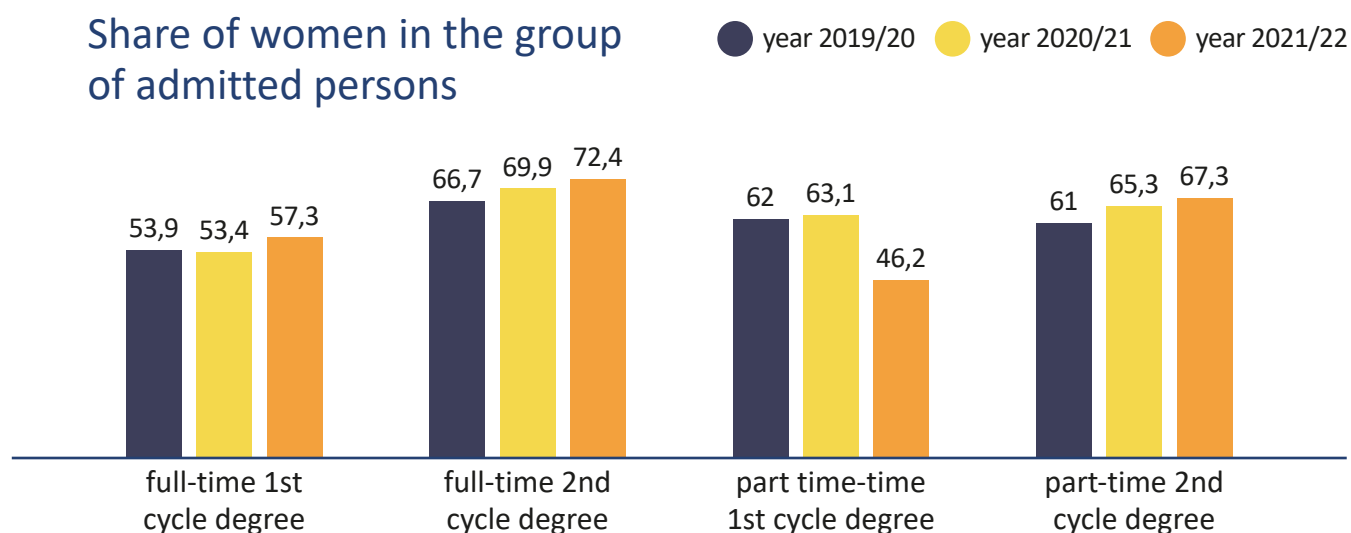
The recruitment for studies at the University of Zielona Góra is open: formal or informal criteria related to gender have never been applied here. The criteria are substantive in nature and admission is based on the results obtained in the secondary school-leaving certificate or, in the case

of some fields of study, entrance examinations. The gender structure of persons applying for admission to studies is therefore a result of other conditions, which include, for example, linking the fields of study offered to the whole process of socialization. In the course of this process, cer-

### Share of women in the group of candidates



### Share of women in the group of admitted persons



tain preferences and skills are shaped, which are stereotypically attributed to gender. Some beliefs still persist according to which women are more „suited” to professions which involve looking after or caring for others, and men - to those requiring technical skills. The division into typically male and female occupations still determines the choices of young persons planning their professional careers to a large extent.

In the years 2019-2022 at the University of Zielona Góra there were more women than men among those applying for admission to all types of studies (first and second cycle degree, full-time and part-time). Over the three analyzed years, the disproportion deepened. The largest share of women among the candidates (73.4%) was recor-

ded in the academic year 2021/2022 for part-time second-cycle degree studies, the smallest - in the academic year 2019/2020 for part-time first-cycle studies (51.7%).

A greater share of women is also observed among those admitted to studies, and the regularities related to the gender structure (the increasing share of women in the years 2019/2022) are maintained. Only in two cases (in full-time first-cycle degree studies in the years 2019/2022 and in part-time first-cycle degree studies in 2021/2022) can we talk about a small but visible difference between women applying and getting admitted to university. There is no reason, however, to maintain that this is the consequence of criteria other than the substantive ones.

## Female and male students

In the academic year 2021/22, the total of 9,023 persons were studying at the University of Zielona Góra, most of them enrolled in full-time studies (65.2%). The gender distribution shows a slight prevalence of women among all students (54.8%). In full-time studies, women account for

56.4% of the total number, while in part-time studies, the share of women is 52.1%. It may thus be stated that equal proportions among students are maintained, and the slight prevalence of women reflects nationwide trends in this respect (58% of students in Poland are women).



Still the relative gender balance among persons studying at the University of Zielona Góra hides evident internal divisions. The structure of this group

in terms of gender at different faculties is quite diversified. When listing the faculties with the highest and lowest share of female students, the picture emerges

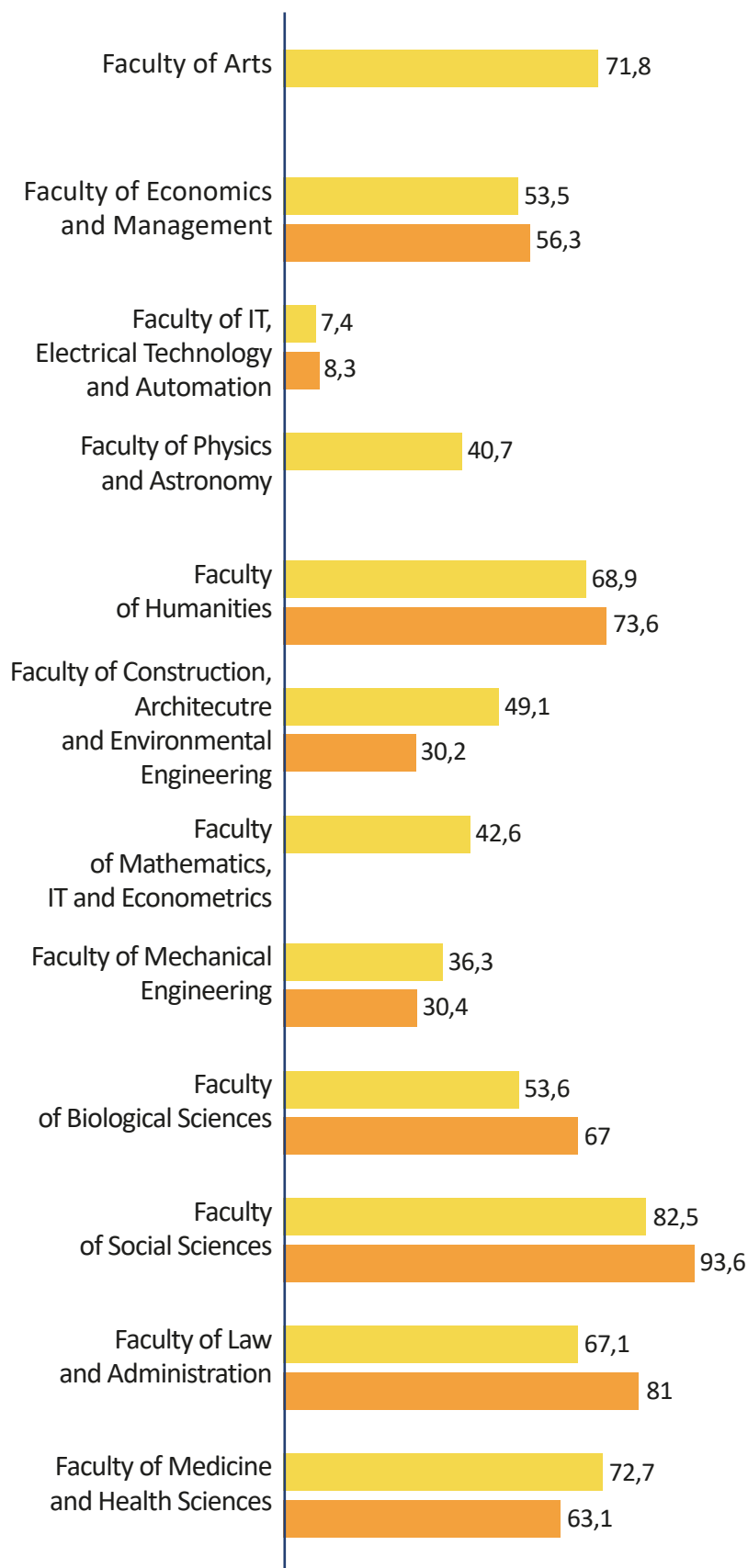


that reinforce the stereotypes and different models of socialization for women and men. Faculties dominated by women (over 50%) include those providing education in social sciences, law, humanities, arts, medicine and economics. Men tend to dominate mainly at the faculties offering education in the field of science and technology, such as: the Faculty of Computer Science, Electrical Engineering and Automatics; the Faculty of Physics and Astronomy; the Faculty of Civil, Architectural and Environmental Engineering; the Faculty of Mathematics, Computer Science, Econometrics and the Faculty of Mechanical Engineering. It can be assumed that such a clear division is the result of strong social mechanisms perpetuating the model of typically male and female professions, and higher education institutions remain the place where such divisions materialize.

The detailed analysis of the fields of study in which the gender balance is disturbed confirms the theses formulated above. Women clearly dominate in the statistics of first-cycle degree studies in the following fields: early childhood and pre-school education (100%), visual arts (100%), Polish philology (95.7%), interior design (92.3%), pedagogy (91%), human nutrition and diet therapy (90.6%), nursing (87%), German philology (79.6%), psychology (76.6%), French philology with a second Romance language (75.6%), graphics (75%), sociology (73.7%), Russian philology (72.7%), biomedical engineering (70%), painting (71.4%). The lowest share of women among all students can be observed in the following fields of study: automation and robotics (1.1%), power engineering (7.1%), IT (8.6%), mechanics and mechanical engineering (10.9%), business electronic (16%) and physical education (19.7%).

## Share of women in the structure of students and UZG faculties

● full-time studies  
● part-time studies



Similar regularities emerge from the analysis of gender distribution of persons pursuing specific fields of study at second-cycle degree studies, as well as part-time studies (first and second cycle). It can therefore be assumed that the social mechanisms determining the choice of education by women and men to a large extent perpetuate the division of professional roles into typically male and female ones.

The overwhelming predominance of men in technical studies necessitates steps to promote a wider access to the educational portfolio. An example of such an undertaking may be the campaign organized by the Perspektywy Education Foundation „Dziewczyny na Politechniki” („Go girls: study at Technical Universities!”). As the authors of Women at Technical Universities 2021 report suggest: “Utilizing the potential of different social groups is a prerequisite for the development of economies and societies, yet women continue to be under-represented in product and service design sectors. In view of the above, the need to streng-

then the presence of women in the sphere of new technologies, innovations, and the creation of breakthrough solutions is of utmost importance. (...) The presence of women is essential here in order to counteract the risk of reinforcing prejudice and gender stereotypes in the domain of robotics and artificial intelligence” (<http://www.dziewczynyna-politechniki.pl/raport>). Nationwide data show that in the years 2015-2020, the increase in the share of women among the total number of students studying majors related to new technologies at both public and private universities was only one percentage point (15% vs 16%). This is still much more than at the University of Zielona Góra in the analyzed period.

The overwhelming predominance of women in pedagogy and language studies requires, in turn, the initiation of activities encouraging men to take up studies in the area of childcare and education. The feminization of the teaching profession in Poland is a fact: it has fluctuated around 80% over the last decade.

## Female and male graduates

Data from the nationwide ELA system for monitoring the economic fate of university graduates show that at the University of Zielona Góra the share of women in the structure of all graduates increases with the level of studies completed. The largest per-

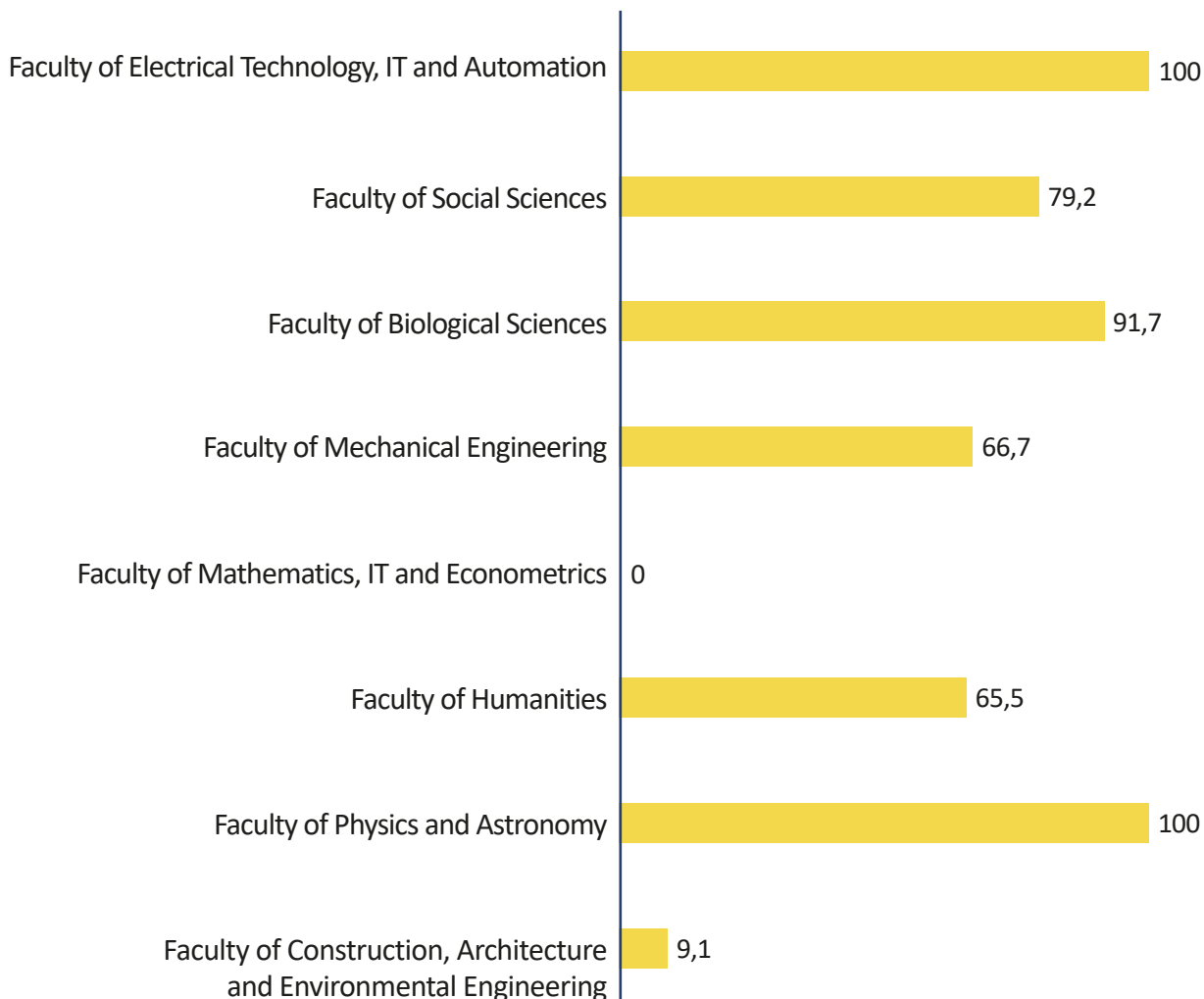
centage of women are graduates of uniform master’s studies - 76.0% (in 2019 these studies were conducted in the fields of: psychology and law). Female graduates accounted for 54.0% of first-cycle degree and 61.0% of second-cycle degree studies.



|                          |     |
|--------------------------|-----|
| 1st cycle degree         | 54% |
| 2nd cycle degree         | 61% |
| Uniform Master’s studies | 76% |

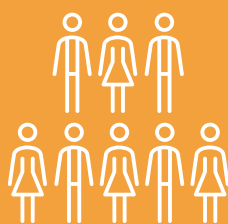
# Female and male PhD students

## Share of women in the structure of participants of doctoral studies at UZG



The gender structure of persons pursuing doctoral studies is rather surprising. The presented data concern the academic year 2021/22 and all forms of doctoral education offered at the University of Zielona Góra. The high share of women (63.2%) may attest to the feminization of the studies. The disproportion at this stage of studies is similar to the share of women completing second-cycle studies (61.2%) and uniform master's studies (76%). As the data show, it is women who undertake doctoral studies more of-

ten at faculties preferred by men, e.g.: The Faculty of Civil Engineering, Architecture and Environmental Engineering (100% women), Faculty of Physics and Astronomy (100%), Faculty of Mechanical Engineering (66.7% women). This is not the case in all faculties preferred by men; the share of women among all PhD students at the Faculty of Electrical Engineering, Computer Science and Automatics is 9.1%, and there is no female PhD candidate at the Faculty of Mathematics, Computer Science and Econometrics.



60,0%



10,5%

A slightly different gender distribution within the doctoral group emerges from the observation of only those persons who are currently studying at the doctoral schools of the University of Zielona Góra: the Doctoral School of Humanities and Social Sciences (SDNHIS) and the Doctoral School of Exact and Technical Sciences (SDNŚiT). The analysis of the gender structure of these units allows for the formulation of two conclusions: (1) in general, definitely fewer women (32.3%) than men (67.7%)

study at the doctoral schools, (2) women more often than men undertake education in the humanities and social sciences (60.0%) and definitely less often so in exact and technical sciences (10.5%).

The data resulting from the analysis of the gender structure of persons studying at the doctoral schools should be considered as better reflecting the trends in this respect than the data on all forms of doctoral education (earlier: doctoral studies).

## Female and male academic teachers

The majority of the research and teaching staff at the University of Zielona Góra are currently men (54.8%). In the analyzed years 2019-2021, the employment in this group increased by 10.7%. In this period, the gender structure of employment also changed, improving the overall ratio in favor of women. If this trend continues, the share of women and men will be equalized within a decade.

The employment structure of academic teachers by gender varies depending on the positions held. In the academic year 2021/22, women dominated in the positions of university professors, assistant professors and assistants. They also accounted for half of the persons employed as senior lecturers. In all job groups (except senior lecturers), the share of women in the employment structure has increased over the last three years, with



2019 42,9%  
2020 43,9%  
2021 45,2%



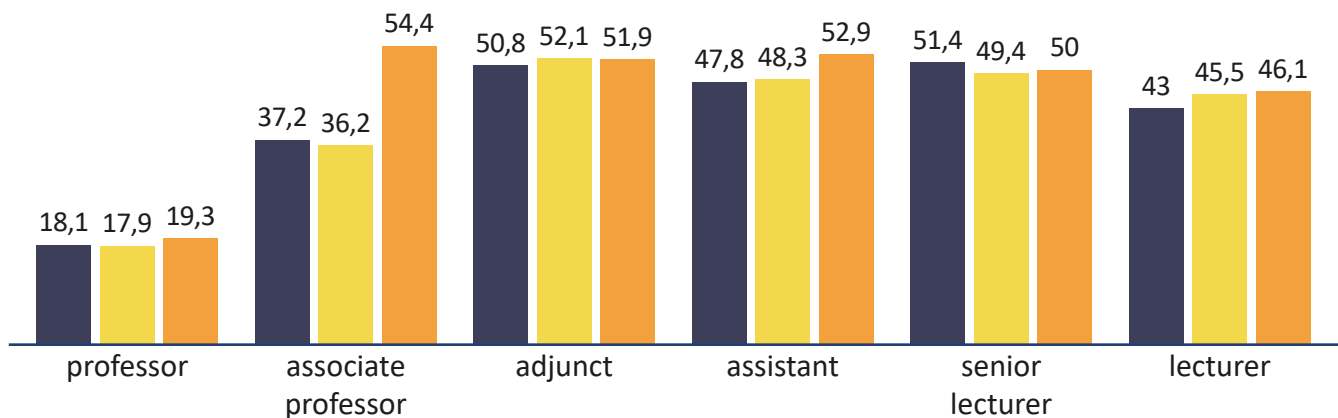
2019 57,1%  
2020 56,1%  
2021 54,8%

the largest increase in the position of university professors. On the other hand, the disproportion of gender representation in professorial positions persists, unfavorable for women as men constitute more than 80% of the employed.

The gender criterion used to analyze careers and scientific promotions shows the growing share of women in the years 2019-2022. This applies to all levels of scientific career - including the position of university professor. The situation is less favorable in the

## Share of women in the employment structure at the respective academic positions at UZG

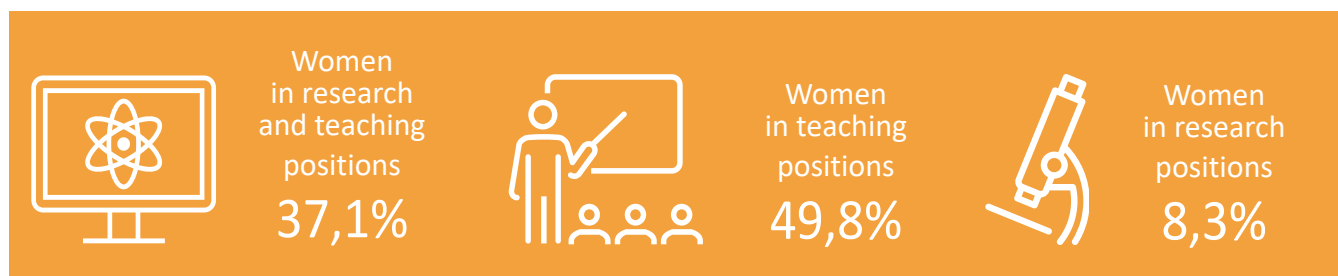
● year 2019/20  
 ● year 2020/21  
 ● year 2021/22



In addition, the largest number of women occupy teaching positions, then research and teaching ones, and the fewest can be found in research positions. Thus the correlation can be found that the more the positions are related to scientific research, the more often they are occupied by men. The largest percentage of women holding research

category of assistant professors, where there are clearly fewer women (19.3%), and in this regard, actions supporting the career development of women with the title of habilitated doctor seem to be necessary.

This nationwide trend, pointing to the fact that women have far lower chances than men to achieve the highest degree of scientific career,



and teaching positions are employed at the Institute of Modern Languages, the Institute of Polish Philology and the Institute of Sociology. In teaching positions, women dominate at the Institute of Pedagogy, Institute of Psychology, Institute of Mathematics and University Language Training Center.

is associated with the concept of „the glass ceiling”, i.e. invisible obstacles that appear on the professional path that hinder promotion. The so-called glass ceiling index (GCI), as Developed by Eurostat, shows the likelihood of women to achieve a high position in the academic hierarchy. The GCI

is calculated as the proportion of women among all scientists to the proportion of women among professors. A GCI value of 1 means that women and men have the same chance of achieving the highest academic degrees. The higher the value of the indicator, the lower the glass ceiling. In the analyzed period, the GCI at the University of Zielona Góra in 2019 was 2.36, and in 2021 – 2.34.

It corresponds well with the following data: in the academic year 2021/2022, 30.9% of women were promoted at the University of Zielona Góra - compared to 70.1% of men; the unfavorable disproportion is clear.

The participation of women in the management structures of the University of Zielona Góra varies. Women account for 50% of the rector's (managerial) and dean's authorities. The share of women in

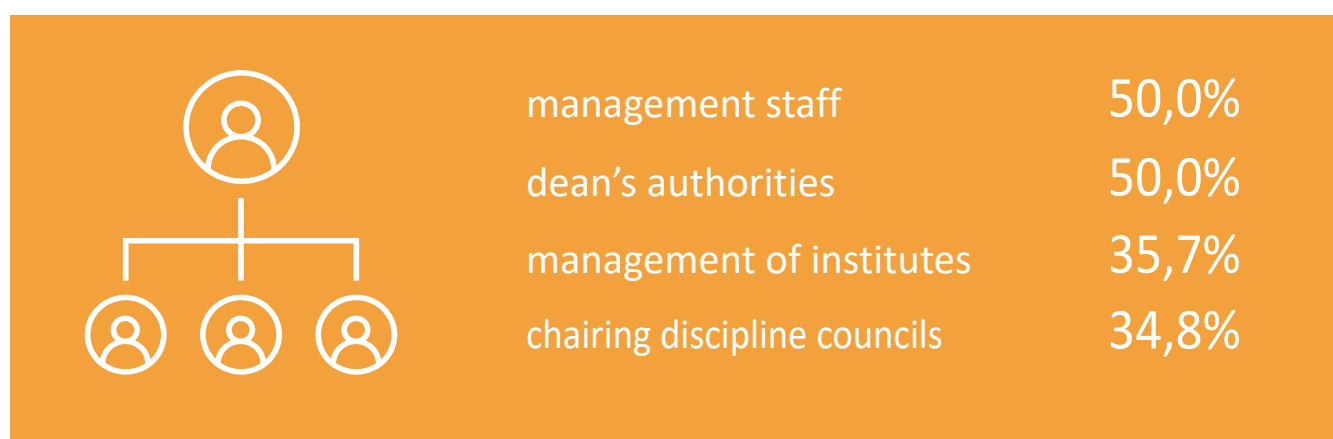
level of directors of institutes (35.7%) and among persons chairing boards of scientific disciplines (34.8%). Treating all the above-mentioned bodies as decision-makers at various levels as to the directions of development of the University of Zielona Góra, it should be recognized that women have a slightly smaller share in creating their future than men.

The participation of women in scientific discipline councils at the University of Zielona Góra is significantly lower than in the case of men. Of the 24 scientific councils, women account for more than 50% in seven and these are related to such disciplines as: linguistics, sociology, pedagogy, psychology, literary studies, health sciences, fine arts and conservation of works of art. This is yet another empirical proof of the greater influence of men on the disciplines related to technology, information technology, engineering, automatics or electrical engineering (here the unfavorable disproportion for women is the largest). Men also constitute the majority in councils related to biological sciences, music and philosophy.

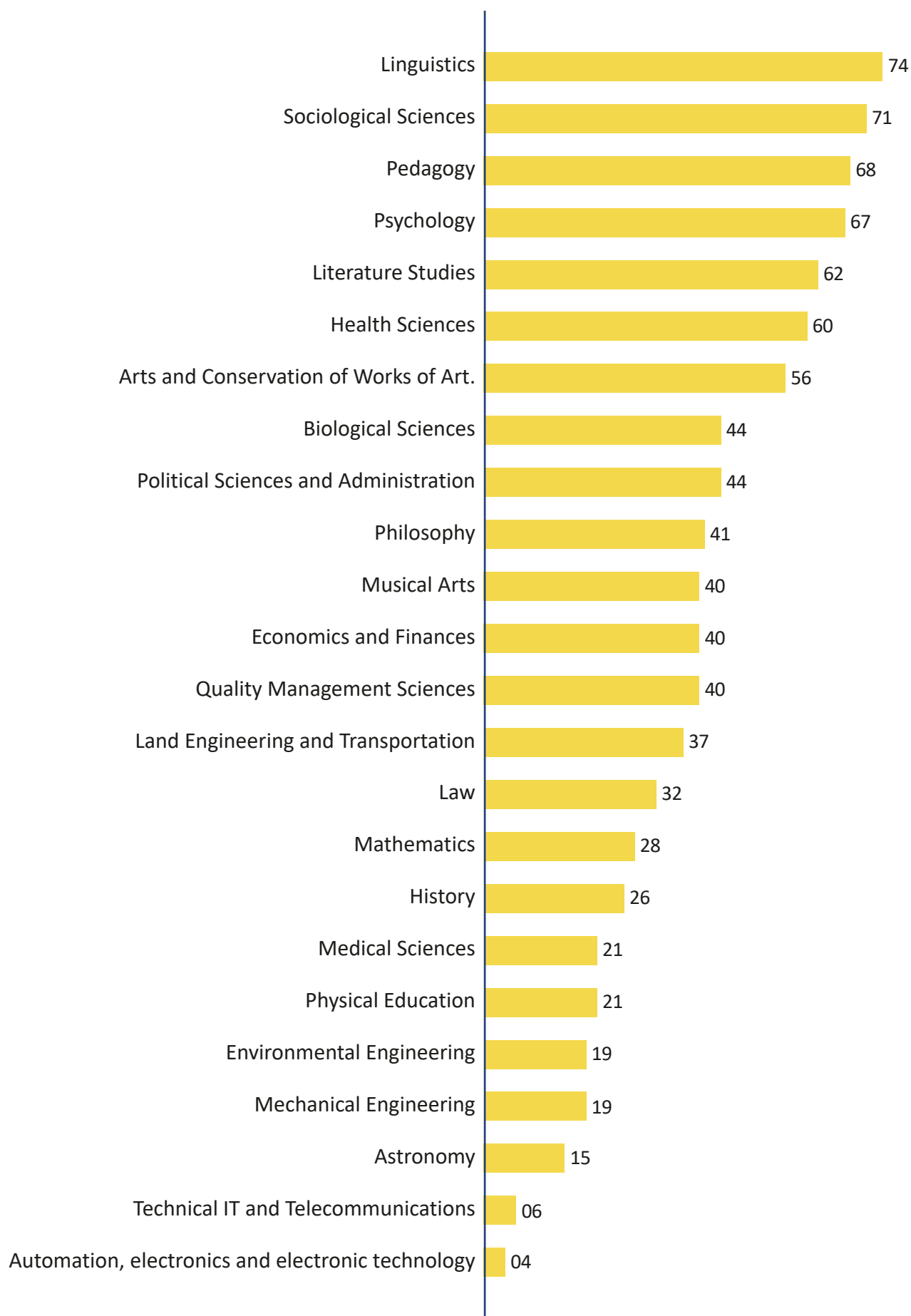
The participation of women in scientific discipline councils at the University of Zielona Góra is significantly lower than in the case of men. Of the 24 scientific councils, women account for more than 50% in seven and these are related to such disciplines as: linguistics, sociology, pedagogy, psychology, literary studies, health sciences, fine arts



the University Council is reduced to 42.8% and in the Senate of the University of Zielona Góra - to 37.5%. An even smaller share of women can be seen at the



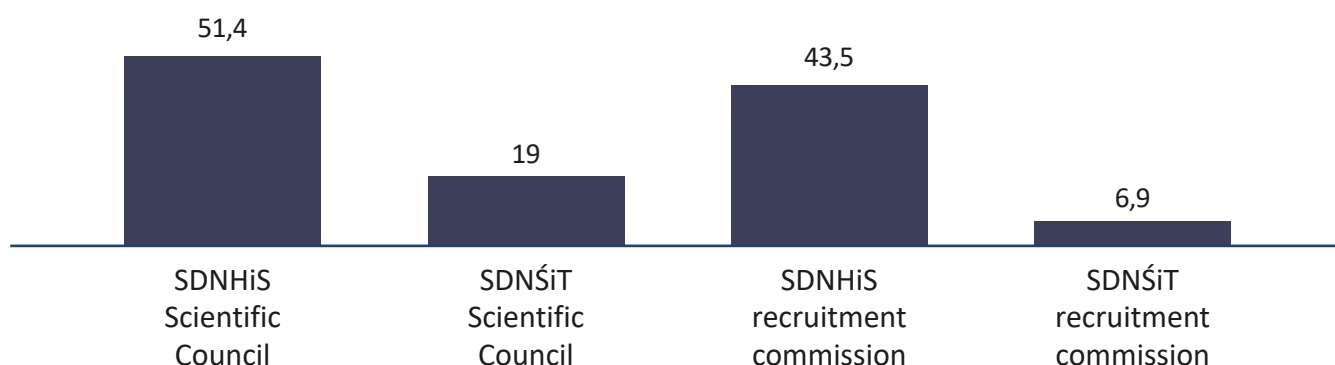
## Share of women in scientific councils



and conservation of works of art. This is yet another empirical proof of the greater influence of men on the disciplines related to technology, information technology, engineering, automatics or electrical

engineering (here the unfavorable disproportion for women is the largest). Men also constitute the majority in councils related to biological sciences, music and philosophy.

### Share of women in the structures of doctoral schools

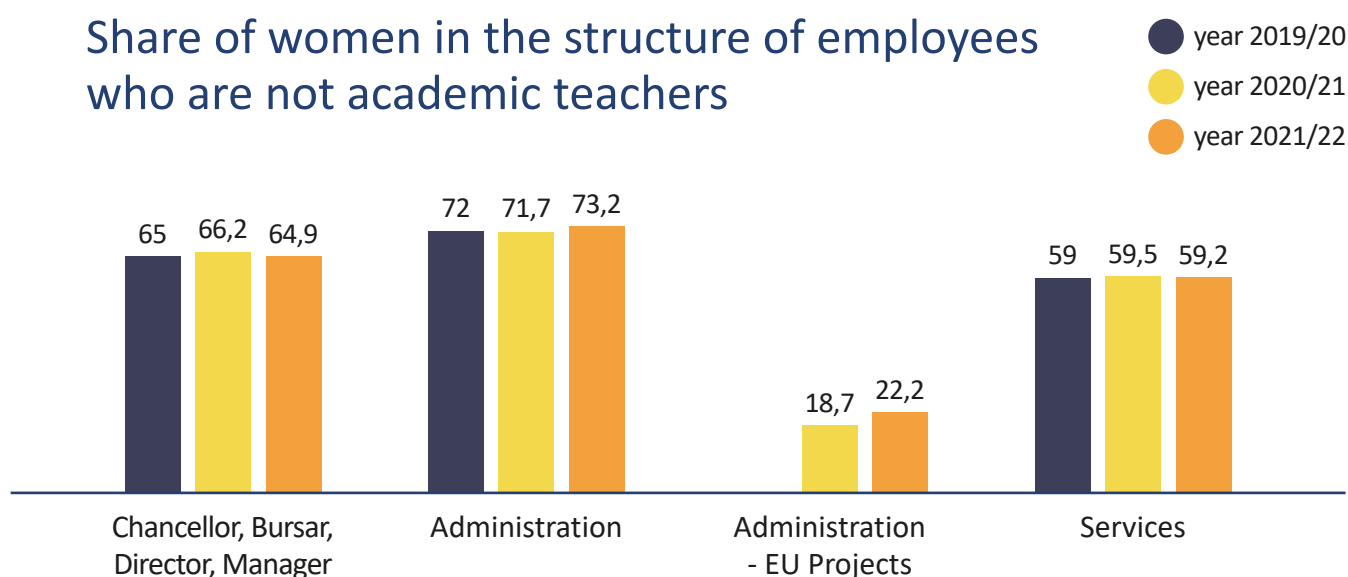


## Female and male administrative employees

In the group of persons employed in administrative positions, the share of women is higher than that of men and does not change significantly in the analyzed years (2019-2022). The internal differentiation of this employee category shows that most often

women occupy administrative positions (73.3%), then managerial positions (64.9%) and service departments (59.3%). The unfavorable disproportion of employment in the European Union projects department, which is unfavorable for women, is evident.

### Share of women in the structure of employees who are not academic teachers





# Scientific activity

From 2019 awards for scientific and didactic activity have been awarded at the University of Zielona Góra in accordance with the newly adopted remuneration regulations, adapted to the Act of July 20th, 2018 Law on higher education and science. In the years 2019-2020 the total of 182 persons were awarded, of whom less than one

third were women. Among the awarded women, representatives of exact and natural sciences accounted for 6.7% of the total, and of engineering and technical sciences - 20.7% of the total. The gender imbalance in access to rewards has not improved significantly in the recent years.



31,9% awarded women

6,9% women in the exact and natural sciences

20,7% women in engineering and technology

## Summary

- o Slightly more women than men study at the University of Zielona Góra – the proportion is close to the ideal balance of gender representation.
- o More women study in faculties offering majors in humanities and social sciences, while men make up the majority of students in exact sciences and technological fields.
- o Significantly more men than women study at the doctoral schools of the University of Zielona Góra.
- o In recent years, the share of women in all academic positions at the University of Zielona Góra has been growing - with the exception of associate professors.
- o The majority of persons employed in the administration of the University of Zielona Góra are women.
- o Women account for less than one-third of all recipients of scientific awards or professional promotions in recent years.

# Discrimination survey



The survey on discrimination at the University of Zielona Góra was carried out at the turn of October and November 2021. The aim of the survey conducted among persons employed in research and teaching and administrative positions and studying at the University of Zielona Góra was to identify signs of unequal treatment due to all possible factors and - based on the data obtained - to create mechanisms preventing discriminatory behavior, or, at least, limiting it to a large extent. The survey was conducted us-

ing the CAWI method and involved 518 persons representing various segments of the academic community. The structure of persons participating in the study is as follows: 74.9% are students and doctoral students, 8.3% are research and teaching staff and 2.6% are administrative staff. Among the examined there were 63.5% women and 36.5% men. The fact of self-recruitment and the lack of control over the participation of individual segments of the academic community in the study mean that the obtained results are

preliminary findings on the issue of discrimination and should by no means be treated as representative.

It should be noted that the recognized scale of discriminatory behavior at the University of Zielona Góra affects a maximum of one fourth of the surveyed persons. The feeling of being discriminated against is slightly more common among women (24%) than men (19%). Gender is therefore a feature that may determine more frequent presence of women as victims of discriminatory behaviour; it does not, however, determine the gender of the discriminating persons.

tion in the academic community (46%), education (27%) and physical appearance (27%). It should also be noted that gender was indicated by only 19% of men as a factor of discrimination - from their point of view it is definitely less important than from the point of view of women.

Differences also apply to the indicated forms of discrimination, although some similarities can also be seen. Women are most often faced with inappropriate remarks, jokes or profanity (62%), their opinions ignored (55%) as well as being overburdened with tasks in comparison with others (36%). Men mention the same factors as the most



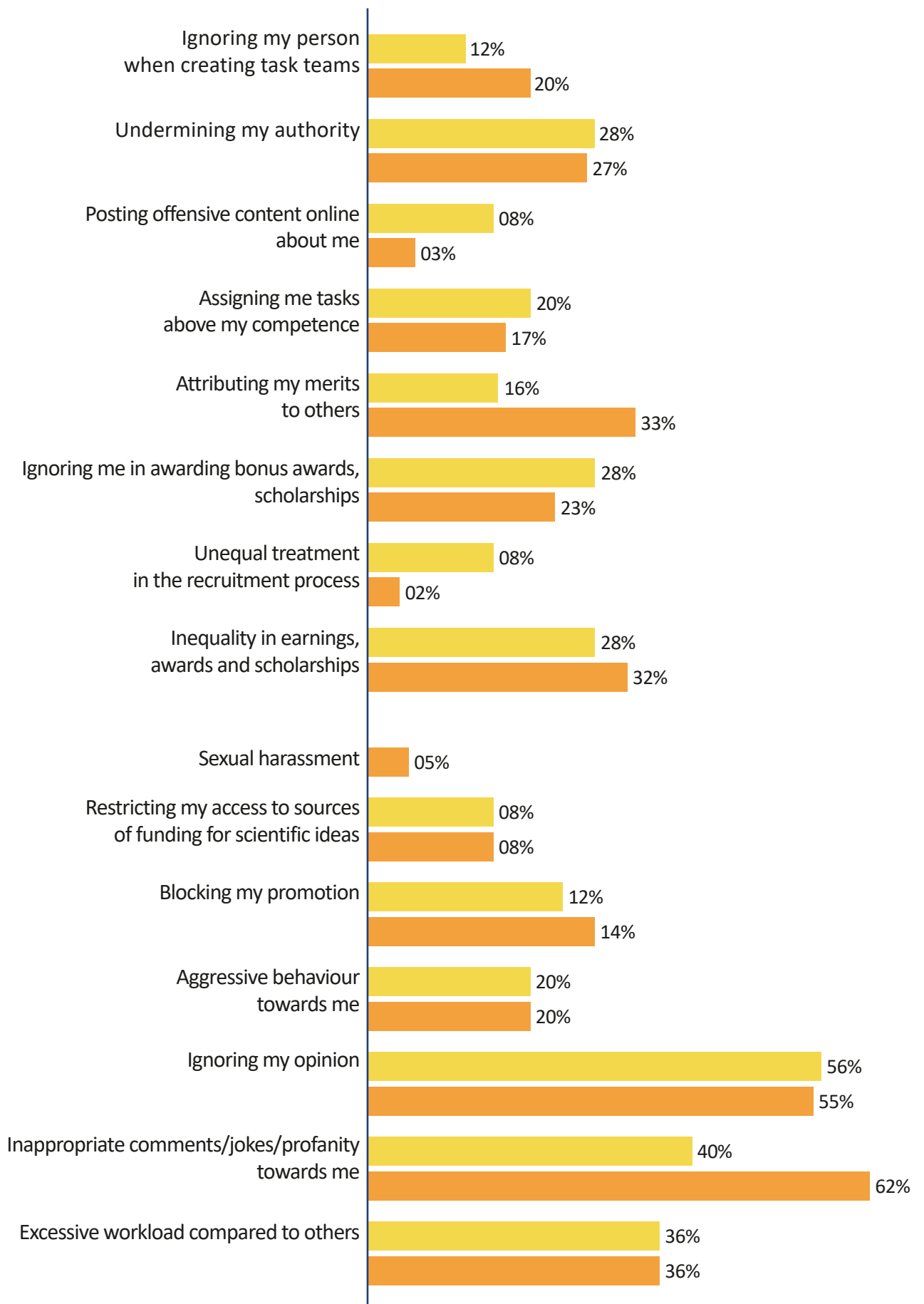
The sources of discrimination are perceived differently by women and men. The surveyed women clearly more often than men indicate the following as reasons: position in the academic community (61%), gender (58%) and age (36%). One should note that the position in the academic community reflecting the structure of power (the higher status) is almost as often perceived as a factor of discrimination as gender. It may be assumed that these features often coexist, creating an unfavorable situation for women, more often exposing them to experiencing behaviors that are against standards and the law. Among the most important sources of discrimination, men mention the posi-

frequently experienced forms of discrimination against themselves, but in a different order: ignoring opinions (56%), inappropriate comments (40%) and being overloaded with tasks (36%). There is also a big difference between the respondents of the opposite sex concerned with attributing the merits of the respondents to other persons; such behavior is perceived as discrimination by 33% of women and by 16% of men. Severe forms of discrimination were mentioned far less frequently: 5% of the women in the survey indicated that they had experienced sexual harassment. As for posting offensive content, it was more common among men (8%) than women (3%).

## Manifestations of discrimination

● Male

● Female



Differences between women and men are also visible in the indications of the perpetrator of discrimination. Although according to the respondents of both sexes (women - 66%, men - 50%), the most inappropriate discriminatory behavior was committed by persons employed in research and teaching positions (teachers and academic teachers), women attributed the perpetrator to them 16% more often than men. The obtained result probably also attests to relatively more frequent discriminatory behaviors observed in the student-teacher interactions. Women (38%) more often than men (30%) point to their direct superiors as guilty of discriminatory violations. It is thus a manifestation of abusing one's higher position.

The feeling of being discriminated against is not reflected in taking some action. Only 5.9% of women and 3.2% of men who had fallen victims of unwanted behavior reported this fact. Most often, the discriminated persons do not take any action, which may be due to the low awareness of the harmfulness of such acts, as well as the lack of knowledge about the appropriate procedures to be followed in such cases at the University of Zielona Góra. Gender equality activities carried out by the University are virtually unknown: only 12% of the respondents encountered various forms of activity promoting such issues.

## Summary

---

- o Women more often than men declare that they have experienced discriminatory behaviour.
- o The surveyed women decidedly more often than men indicate the following as the reasons for discrimination: position in the academic community, gender and age.
- o The most common discriminatory behaviors appear in superior/subordinate, teacher/student relations. It is a problem when a higher position and associated power are used to discriminate against others.
- o The discriminatory behaviors indicated by the respondents are mostly of a lighter nature (inappropriate jokes, profanity, having one's opinions ignored).
- o The feeling of being discriminated against does not lead to taking action.

# Previous activities on behalf of equal treatment

## Legal aspects

In the Work Regulations (see Appendix to Order No. 105 of the Rector of the University of Zielona Góra of July 17th, 2020), the Employer is obliged, among others: to undertake the following actions in the field of equal treatment:

- counteract discrimination in employment, in particular due to sex, age, disability, race, religion, nationality, political beliefs, trade union membership, ethnic origin, denomination, sexual orientation, as well as due to employment for a definite or indefinite period or full-time or part-time [item 7];
- provide employees with the text of the provisions on equal treatment in employment [point 8];
- influence the development of the principles of social coexistence, and create conditions for their observance by employees [point 15];
- counteract mobbing [point 16];

Paragraph 113 sets out the expectations for all employees in relation to the prevention of and combating discriminatory behavior in the workplace.

In addition, the set of legal solutions has recently been implemented at the University of Zielona Góra to safeguard against such behavior and determine liability for abuse in the scope of equal treatment. It was introduced by the Rector's order of November 30th, 2021 as the Rules and Regulations on Counteracting Mobbing and Discrimination at the University of Zielona Góra. The document contains both definitions of undesirable practices and specifies the consequences of committing them, as well as presents the straightforward complaint procedure in cases of discrimination and harassment, defining the procedure in cases of suspicion or occurrence of such phenomena. The purpose of introducing these regulations is also to support activities that oppose unequal treatment, protect the entire community of the University of Zielona Góra against unwanted practices and support persons who have experienced mobbing and discrimination. One of the important goals of the Gender Equality Plan is to disseminate the provisions of the Regulations.

# Organizational aspect

An obvious proof of care for equality of employment due to gender and the development of a culture of equality in the academic environment is the maintenance of a balance in this respect by the University's authorities. As the analysis shows, the parity is binding both at the level of the rector's and dean's authorities. An important objective of the Gender Equality Plan will be to monitor the situation in other managerial bodies as well, including experts and competition committees.

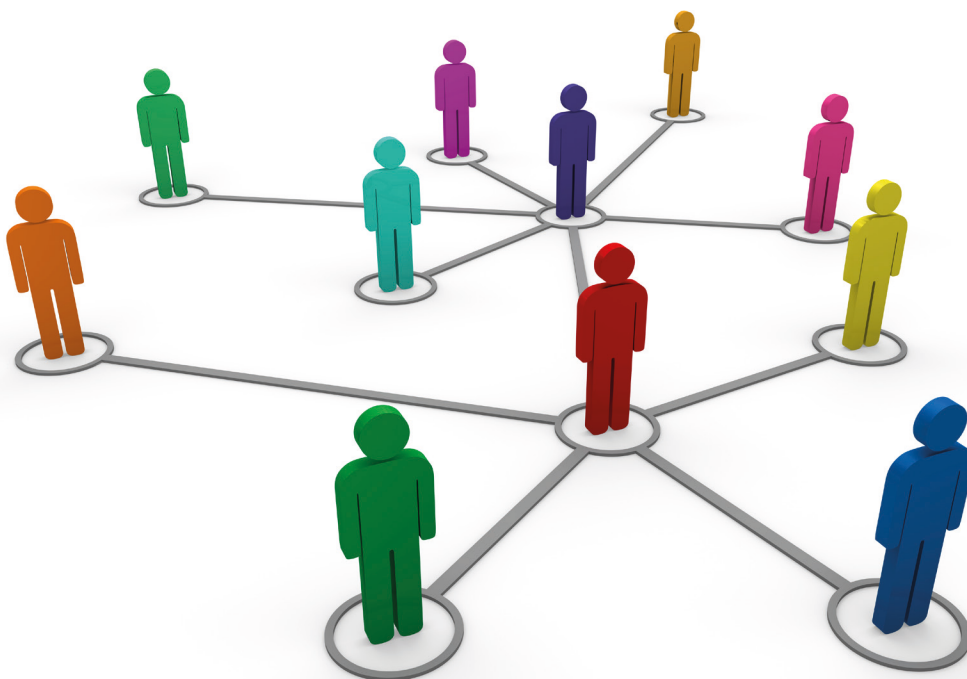
In the Vice-Rector's Department for the Development and Finances, three representatives were appointed for the current term of office: for accessibility, for persons with disabilities and for equal treatment. Their tasks focus on the issue of equality perceived in a variety of ways.

The Representative for Equal Treatment has the most comprehensive list of duties in this regard:

- monitoring the situation in the field of equal treatment, in particular in relation to gender, age, disability, race, religion, na-

tionality, ethnic origin, political beliefs, denomination, sexual orientation and gender identity;

- undertaking actions aimed at eliminating all forms of discrimination and unequal treatment of students, doctoral students and employees of the University of Zielona Góra;
- providing assistance to the injured, primarily by providing information on the possibilities of obtaining support and specialist help;
- giving opinions on applications addressed to the University authorities regarding equal treatment;
- preventing the occurrence of events violating the principles of equal treatment of students, doctoral students and employees of the University;
- promoting attitudes ensuring equal treatment of students, doctoral students and employees of the University of Zielona Góra, etc.



In the survey on discrimination, the question concerning the tasks of the Representative for Equal Treatment was intentionally open-ended. The answers obtained from the respondents can be divided into several groups.

The first group of expectations can be seen in the area of information and educational activities. Survey participants pointed to such a range of tasks as initiating information campaigns on discrimination, spreading awareness of the problem of discrimination and its prevention, publishing materials in which violent and discriminatory behavior is described in a clear and accessible way. In this area, postulates regarding educational, training and workshop activities can also be included, i.e. the creation of anti-discrimination programs (e.g. the idea of compulsory training on what discrimination is and how to avoid it) or the organization of professional workshops, also with the participation of non-governmental organizations specializing in issues of equal treatment. According to the respondents, information activities should concern not only the essence of the problem, but also the presence and role of the Representative for Equal Treatment: the respondents postulated that every student be aware from the beginning of education that there are persons at the university to whom one can turn to when in need of help.

The second group of expectations can be seen in the area of intervention activities. The persons participating in the study clearly indicated the effectiveness of the activities of the Representative for Equal Treatment. The postulated tasks should therefore include taking action to report discrimination to the respective university body, accepting each report on a discriminatory situation and ensuring the safety of the person discriminated against, as well as punishing the discriminating person according to the gravity of their misconduct. The respondents also postulated that appropriate help be made available to victims of harmful behavior, and that the victim be consulted with a specialist (psychologist, psychiatrist, lawyer, police officer). Many statements emphasized the role of mediation in the entire pro-

cess of undertaking intervention measures. In the opinion of the respondents, the Representative for Equal Treatment is primarily to respond to all notifications they receive.

The third group of answers indicates the need to develop rules and procedures for dealing with discriminatory behavior. The persons participating in the study see the need to develop clear, effective procedures, to create a path to report discrimination, including ensuring equality under the internal law of the entire academic community, as well as to provide a procedure for anonymous reporting of discrimination - it should be emphasized that maintaining anonymity was particularly emphasized by those surveyed. Developing clear rules and access to information on what to do in the event of discrimination is a basic task in this regard.

The fourth group of expectations addressed to the Representative for Equal Treatment is monitoring the situation at the university. In this group of expectations, the respondents included the need to analyze and assess the situation regarding equal treatment of persons working and studying at the University of Zielona Góra, controlling the current level of discrimination. In the opinion of the respondents, it also includes supervision over the implementation of standards of equal treatment and counteracting discrimination. In addition to regular monitoring of discriminatory behavior within the academic community, the need to monitor workshops and training, i.e. evaluation of educational activities, was also mentioned.

Finally, a few features will be listed that were repeated in many statements as important for the person performing the function of the Representative for Equal Treatment. These are: time availability and apoliticality. Above all, such a person should be trustworthy.



# Promotional aspect



The educational offer of the University is presented in accordance with the principle of gender equality. Promotional campaigns aim to create the image of the University as an open and diverse

academic environment, which can be seen both in the sphere of visualization, as well as promotional slogans and copywriting, which use gender-neutral language.



# Cultural aspect



*16 listopada*

**MIĘDZY  
NAROD  
OWY  
DZIEŃ  
TOLERA  
NCJI  
NA UZ**

„Projekty Solidarności –  
masa możliwości”  
spotkania dla kół naukowych  
i nieformalnych grup studenckich

Sesja naukowa  
„O równości i nierównościach”

Sesja filmowa  
„Kultura protestu.  
Prawa człowieka w filmie  
dokumentalnym”

Szczegóły:  
[www.uz.zgora.pl](http://www.uz.zgora.pl)

Organizator:  
PEŁNOMOCNIK DS. RÓWNEGO TRAKTOWANIA

 UNIWERSYTET  
ZIELONOGÓRSKI

In 2021, the celebration of the Tolerance Day (November 16th) was initiated at the University of Zielona Góra. The program of the event included both social solidarity workshops for scientific circles and informal student groups, an open

screening of documentaries on human rights, and a scientific session on equality language in public communication. One of the objectives set out in the Gender Equality Plan is to continue this initiative on a broader scale.

# Diagnostic aspect

In October 2021, the process of diagnosing the situation regarding equal treatment in the entire academic community began. At the Representative for Equal Treatment, a team of sociologists was appointed to prepare a special questionnaire diagnosing sensitivity to various forms of discrimination and unequal treatment. Its results are part of the diagnosis presented in this document. The results obtained form the basis for the creation of a repertoire of activities aimed at raising awareness of the issue of equal treatment in the academic community and educating in this area, as well as preventing discrimination, especially in terms of gender.

In addition, work has been undertaken to examine and describe the current gender distribution among decision-makers (rector, dean and institute authorities), the University's research and teaching staff, taking into account academic degrees and positions, administrative services divided into organizational divisions, as well as among doctoral students and PhD students and students of all its faculties. The results of these analyses are incorporated into the Gender Equality Plan 2022-2024.

# Objectives and action plans



Promoting gender equality in higher education institutions has a positive impact on their development. It fosters social dialogue and cooperation between stakeholders, leading to inclusive attitudes and a sense of community. Care for equal access to the educational offer and promotion paths releases the scientific and research potential; it also contributes to a more active participation in academic life and better career management. It raises the quality of research and teaching. It also brings benefits such as the compliance with national and EU regulations and eligibility standards in competition for research grants.

On the basis of the diagnosis, the Gender Equality Plan at the University of Zielona Góra formulated goals and actions aimed at achieving them, which are to have a positive impact on the organizational culture of the University, the career path and conditions for self-development, as well as the quality of scientific research and teaching offer of the University in the context of gender equality. It is as-

sumed that they will be implemented in cooperation with other institutions of higher education and public life in the country and the region.

The respective goals are in accordance with the requirements of the European Commission and relate to:

- (1) raising awareness of discrimination and equal treatment at the University of Zielona Góra and promoting equality attitudes within the academic community,
- (2) striving to balance gender representation and support equal access to promotion and recruitment processes,
- (3) supporting women's scientific careers and improving conditions enabling them to strike a healthy balance between family and professional life,
- (4) counteracting mobbing and gender discrimination,
- (5) including gender issues into research and teaching content.

## Goal 1: Access to information and raising awareness of discrimination and equal treatment at the University of Zielona Góra and promoting equality attitudes within the academic community

|     | Action   | Target indicator   | Target group  | Implementation schedule   | Responsible unit   |
|-----|--|--|---|---|--|
| 1.1 | Designing a transparent and clearly visible EQUAL TREATMENT page at <a href="http://www.uz.zgora.pl">www.uz.zgora.pl</a> .   | Register of visitors (increase in indicators year on year)                                     | The entire community of the University of Zielona Góra  | 2022 – 2024 The content of the website is intended to reflect current activities under the Gender Equality Plan | The Team on Equal Treatment with the support of the Vice-Rector for the Development and Finances |
| 1.2 | EQUAL TREATMENT website promotion and subsequent actions announced as part of the implementation of the Gender Equality Plan   | E-mailing and monitoring of visits (increase in indicators year-on-year)                       | The entire community of the University of Zielona Góra  | 2022 – 2024: occasional and cyclical activities (at least 3 per year)   | The Team on Equal Treatment in consultation with the Promotion Office and the Career Office      |
| 1.3 | Conducting surveys and in-depth research on equal treatment; cyclical information about research - goals, results, recommendations   | E-mailing: number of persons participating in the survey (increase in indicators year-on-year) | The academic community divided into groups: employees (teaching and administrative), students and doctoral students | 2022 – 2024: occasional and cyclical activities (at least 2 per year)   | The Team on Equal Treatment in consultation with the Promotion Office and the Career Office      |
| 1.4 | Developing principles of equality communication with recommendations for non-discriminatory language in teaching practice  | The number of times the presentation was displayed on the website                              | The academic community of the University of Zielona Góra  | Early 2024 (winter semester) – preparation and promotion of the presentation                                    | The Team on Equal Treatment with support of the Promotion Office                                 |
| 1.5 | TOLERANCE DAY (November 16) – an annual cultural and scientific event with the program of: training sessions, debates, presentations, lectures and film screenings devoted to the issue of social inequality | Number of event participants (increase in indicators year-on-year)                             | The academic community of the University of Zielona Góra  | 2022 – 2024 (3 editions of the event)   | The Team on Equal Treatment in consultation with the Promotion Office and the Career Office      |

## Goal 2: Striving to balance gender representation within the academic community of the University of Zielona Góra and supporting equal access to promotions and recruitment processes

|     | Action  | Target indicator   | Target group   | Implementation schedule | Responsible unit   |
|-----|---|--|--|-------------------------|--|
| 2.1 | Monitoring, reporting, recommendations regarding gender representation in recruitment processes (in fields of study and doctoral schools)                   | Data register and inclusion of balance index dynamics in the next Gender Equality Plan | The academic community, especially: persons studying at the University of Zielona Góra     | 2022 – 2024 (3 reports) | The Team on Equal Treatment with support of the Vice-Rector on the Development and Financing |
| 2.2 | Monitoring, reporting, recommendations regarding gender representation in the employment structure at UZG, with particular emphasis on managerial positions | Data register and inclusion of balance index dynamics in the next Gender Equality Plan | The academic community, especially: persons employed at the University of Zielona Góra     | 2022 – 2024 (3 reports) | The Team on Equal Treatment with support of the Vice-Rector on the Development and Financing |
| 2.3 | Monitoring, reporting and recommendations regarding gender representation in competition committees and professional promotions                             | Data register and inclusion of balance index dynamics in the next Gender Equality Plan | The academic community of the University of Zielona Góra                                   | 2022 – 2024 (3 reports) | The Team on Equal Treatment with support of the Vice-Rector on the Development and Finances  |
| 2.4 | The analysis of image and promotional campaigns of the University of Zielona Góra in terms of balancing gender representation                               | Indicator: gender balance and message neutrality                                       | The entire UZ community and a wide group of recipients from the socio-economic environment | 2022 – 2024             | The Team on Equal Treatment in consultation with the Promotion Office and the Career Office  |

### Goal 3: Supporting women’s professional careers and improving the conditions for maintaining a healthy balance between family and professional life

|     | Action   | Target indicator   | Target group   | Implementation schedule           | Responsible unit   |
|-----|--|--|--|-----------------------------------|--|
| 3.1 | Promotion of patterns on the EQUAL TREATMENT website: Gender Equality Plan Ambassador                              | Number of visits at the Ambassador’s profile: (increase in indicators year-on-year)                    | The community of the University of Zielona Góra                      | 2022 – 2024                       | The Team on Equal Treatment in consultation with the Vice-Rector for Cooperation with the Economy and the Careers Office |
| 3.2 | Monitoring the economic fate of graduates in terms of gender and gender balance in the ABSOLWENT EXTRA competition | Balancing gender distribution in the ABSOLWENT EXTRA competition (increase in indicators year-on-year) | The academic community, graduates and the socio-economic environment | 2022 – 2024 (3 editions)          | The Team on Equal Treatment in consultation with the Career Office   |
| 3.3 | Training concerning paths of developing professional careers of women in science and higher education              | Number of participants of the training (increase in indicators year-on-year)                           | Persons employed at the University of Zielona Góra                   | 2023 – 2024 (2 training sessions) | The Team on Equal Treatment with support of the Vice-Rector on Development and Finances                                  |
| 3.4 | Identification of needs support for persons working and studying at UZG who have dependents under their care       | Register of needs in the academic year 2022/2023   | The community of the University of Zielona Góra                      | 2022 – 2023                       | The Team on Equal Treatment in consultation with the Vice-Rector for the Development and Financing                       |
| 3.5 | Devising the support program in accordance with the diagnosis of expectations                                      | The number of supported persons  | The community of the University of Zielona Góra                      | 2024                              | The Team on Equal Treatment in consultation with the Vice-Rector for the Development and Financing                       |

## Goal 4: Counteracting mobbing and gender discrimination in the academic community of the University of Zielona Góra

|     | Action   | Target indicator  | Target group                                       | Implementation schedule  | Responsible unit   |
|-----|--|---|--|--------------------------|--|
| 4.1 | Familiarizing all employees with legal regulations regarding mobbing, harassment and gender discrimination   | The number of statements confirming the acknowledgment of reading the Regulations of counteracting mobbing and discrimination at the University of Zielona Góra | Persons employed at the University of Zielona Góra | 2022 – 2024              | Vice-rector for the Development and Finance with the support of the Human Resources Department     |
| 4.2 | Publication of the procedure for reporting and handling complaints related to discrimination and mobbing on the EQUAL TREATMENT website                              | Number of documented visits and downloads (year-on-year growth rate)  | The community of the University of Zielona Góra    | 2022 – 2024              | The Team on Equal Treatment in consultation with the Vice-Rector for the Development and Financing |
| 4.3 | Information and prevention duty of the Representative for Equal Treatment  | Advice and Intervention Register (year-on-year Growth Rate)   | The community of the University of Zielona Góra    | 2022 – 2024              | Representative for Equal Treatment   |
| 4.4 | Training on the principles of equality discourse in academic practice  | Number of participants (year-on-year increase)  | persons teaching at the University of Zielona Góra | 2023 – 2024 (2 editions) | The Team on Equal Treatment in consultation with the Vice-Rector for the Quality of Education      |
| 4.5 | The register of disciplinary proceedings related to the occurrence of discrimination, gender-based violence and sexual orientation, harassment and sexual harassment | Number of cases in a given academic year  | The community of the University of Zielona Góra    | 2022 – 2024              | The Team on Equal Treatment in cooperation with the Disciplinary Representatives                   |



## Goal 5: Including gender issues in scientific research and didactic content carried out at the University of Zielona Góra

|     | Action   | Target indicator  | Target group  | Implementation schedule  | Responsible unit  |
|-----|--|---|---|--------------------------|---|
| 5.1 | Competition for the best diploma thesis including the gender perspective under the auspices of the Representative for Equal Treatment        | Number of submitted works (increase in indicators year-on-year) | Persons studying at the University of Zielona Góra  | 2023 – 2024 (2 editions) | The Team on Equal Treatment in consultation with the Vice-Rector for Quality of Education |
| 5.2 | Monitoring of educational content relating to gender issues and the analysis of syllabi of subjects taught at the University of Zielona Góra | Number of subjects (year-on-year increase)                      | Persons employed in research-teaching and teaching positions  | 2023 – 2024 (2 reports)  | The Team on Equal Treatment with support of the Representative for Quality of Education   |
| 5.3 | Training on gender issues in grant applications and competitions for research and innovation   | Number of participants (yoy increase)                           | Persons studying at doctoral schools and starting their scientific career at the University of Zielona Góra | 2023 – 2024 (2 editions) | The Team on Equal Treatment in consultation with UZG doctoral schools                     |

## Monitoring and reporting

The work of the team for Equal Treatment involves several stages:

- (1) Diagnosis of gender equality at the University of Zielona Góra in terms of employment structure, recruitment, scientific careers, processes and decision-making bodies in all units of the university as well as a sensitivity survey regarding discrimination in the academic community.
- (2) Formulating goals and key actions to support equal treatment and prevent discrimination.

(3) Implementation of the planned activities and their introduction until 2024, with the possibility of extension in the following years.

(4) Monitoring and evaluation of implemented activities, as well as periodic verification of the objectives and measures set out in the plan.

The implementation of the Gender Equality Plan at the University of Zielona Góra in the years 2022-2024 will be monitored by the Team for Equal Treatment, and the provisions contained

therein will be updated if necessary. The report on the activities carried out will be prepared in the form of three documents, which will include information on the tasks completed and the ac-

tions taken. The effectiveness of the planned activities will be monitored using the indicators specified in the plan.

## Selected Sources

Doświadczenie molestowania wśród studentek i studentów. Analiza i zalecenia. Office of the Commissioner for Civil Rights. Warszawa 2018.

- **Gender Equality in Academia and Research, EU objectives for gender equality in research:** <http://eige.europa.eu/gender-mainstreaming/toolkits/gear/objectives-gender-equality-research>
- **Gender Equality Strategy 2020-2025:** <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>
- **Information on the participation of women and men in research projects financed by the National Science Center in the years 2011-2018:** [https://www.ncn.gov.pl/sites/default/files/pliki/informacja\\_na\\_temat\\_udzialu\\_kobiet\\_i\\_mezczyzn\\_w\\_projektach\\_NCN\\_2011-2018.pdf](https://www.ncn.gov.pl/sites/default/files/pliki/informacja_na_temat_udzialu_kobiet_i_mezczyzn_w_projektach_NCN_2011-2018.pdf)
- **Position of the National Science Center on equal access of women and men to research funding:** [https://www.ncn.gov.pl/sites/default/files/pliki/2019\\_02\\_stanowisko\\_ncn\\_ws\\_rownego\\_dostepu\\_kobiet\\_i\\_mezczyzn.pdf](https://www.ncn.gov.pl/sites/default/files/pliki/2019_02_stanowisko_ncn_ws_rownego_dostepu_kobiet_i_mezczyzn.pdf).
- **Gender Equality Plan for the Cracow University of Technology:** [http://www.kst.pk.edu.pl/images/GEECCO/GEP/GEPdlaPK\\_v4.pdf](http://www.kst.pk.edu.pl/images/GEECCO/GEP/GEPdlaPK_v4.pdf)
- **Gender Equality Plan for the University of Warsaw:** <https://www.uw.edu.pl/plan-rownosci-plci-dla-uw/>
- **Plan Równości Płci – jak to zrobić? A study by the POLSCA PAN Science Promotion Office in Brussels:** [https://informacje.pan.pl/images/2021/Opracowanie\\_Plan\\_R%C3%B3wno%C5%9Bci\\_P%C5%82ci\\_jak\\_to\\_zrobi%C4%87\\_v1.1.pdf](https://informacje.pan.pl/images/2021/Opracowanie_Plan_R%C3%B3wno%C5%9Bci_P%C5%82ci_jak_to_zrobi%C4%87_v1.1.pdf)
- **Gender equality plans in Horizon Europe. Guide for Polish scientific institutions:** [https://genderaction.eu/wp-content/uploads/2020/10/Manual-on-GEPs\\_PL.pdf](https://genderaction.eu/wp-content/uploads/2020/10/Manual-on-GEPs_PL.pdf)
- **Horizon EUROPE 2021-2027 program - EU investment program in the field of research and innovation.**





UNIwersYTET  
ZIELONOGÓRSKI