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1

Page:

1 out of 9

GENDER EQUALITY STRATEGY OF THE UNIVERSITY OF PRESOV

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Introduction

The gender equality plan (hereinafter referred to as the "Strategy") of the University of Presov (hereinafter referred to as "UP" or "the university") is one of the strategic documents of the university. It responds to the societal requirement to ensure gender equality and represents the university's contribution to resolving gender equality at the local level.

Equality is one of UP's core values. Gender equality is seen by UP as an integral part of the application of equality in all activities of the university.

Recognising the equal value of all people, UP promotes equality and takes initiatives to prevent all forms of discrimination in all activities of the university.

As one of the most important employers in the region, UP promotes gender equality, while at the same time, as an educational institution, it promotes the creation of appropriate conditions for education in the field.

Gender equality means that women and men have equal opportunities, rights and responsibilities in all areas of life. It also means equal distribution of responsibilities, as well as equal conditions for work, career and development opportunities. It also means equal access to education and opportunities to develop interests and talents. Gender equality also creates the conditions for balancing private, family and working life and prevents any gender-based or sexual harassment.

The preparation of the Strategy was initiated by the UP management in 2021. Several experts from the personnel and legal department, human resources, sustainable development, science, education, external relations, as well as cross-cutting economic activities of UP were invited to consult on the Strategy.

The preparation of the Strategy was inspired by strategic supranational documents addressing the issue, such as the European Commission's Gender Equality Strategy 2020-2025¹, the United Nations 2030 Agenda for Sustainable Development², the OECD Gender Initiative³, the EU Annual Report on Gender Equality⁴, by national documents such as the National Strategy for Gender Equality⁵, National Strategy for Gender Equality and Equal Opportunities in the Slovak Republic for 2021-2027 and the Action Plan for Gender Equality and Equal Opportunities for 2021-2027⁶, by Comprehensive overview of statistical information Gender Equality⁷, by Gender Equality Plans of other universities and research institutions at home and abroad, as well as internal legislative regulations of the university.

The Strategy includes Action Plans that specify the activities of the Strategy for individual years. The Action Plans will be regularly evaluated and updated in order to contribute most effectively to the achievement of the individual objectives of the Strategy.

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>

² <https://sdgs.un.org/2030agenda>

³ <https://www.oecd.org/gender/>

⁴ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

⁵ <http://www.gender.gov.sk/wp-content/uploads/2015/05/Strategia-RR.pdf>

⁶ https://rokovania.gov.sk/RVL/Material/25845/1?fbclid=IwAR0LIQps8HiHGNvgXtAiEj3pBaysrvo83mnnencO6Fz_aDszDwX_zA7FEAE

⁷ https://slovak.statistics.sk/wps/wcm/connect/a3134713-7a62-40e3-9f13-65dd0afb901/Rodova_rovnost_2015.pdf?MOD=AJPERES&CACHEID=a3134713-7a62-40e3-9f13-65dd0afb901

Analysis of the current situation

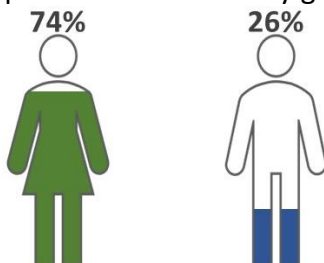
Based on the university's internal legislative documents, implicitly addressing the issue, as well as on the systematically built academic working microclimate, traditions, academic values and standards, the university promotes zero tolerance of any manifestations of discrimination. The rights arising from employment relations belong equally to women and men without any restrictions. The rights to work and to free choice of employment, to fair and satisfactory working conditions and to protection against arbitrary dismissal are the same for women and men.

UP continuously initiates measures that contribute to ensuring gender equality, even without an explicit document declaring these principles. Already in 2019, for example, as one of the first universities in Slovakia, it established a day care centre called Unipáček from its own resources for younger children of employees and students of the university, who were able to fulfil their work or study obligations. It creates an environment for research activities, carried out at individual workplaces, related to the issue of *gender equality*, as well as other activities aimed at facilitating the balancing of employees and students of the university with their working, or study and personal life.

UP students

In the academic year 2020/2021, 8 057 students were enrolled at UP as of 31st October 2021 in all degrees of higher education in full-time and part-time form. Almost 3/4 of the students studying at the university were women.

Figure 1: Proportion of students by gender in 2021



The proportion of female students at each part of the university does not correspond to the average values for the university as a whole. A higher number of men than women study at several parts of the university, while at some others the proportion of women studying is close to 100%. This is primarily determined by the nature of the study programmes offered by the relevant part of the university.

Table 1: Number of students at the university as of 31st October 2021

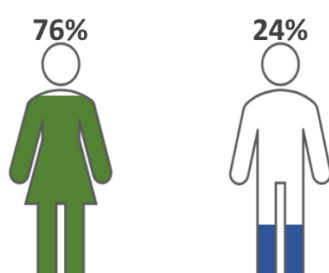
Faculty/Workplace	number of women	number of men
FF	1138	365
GTF	135	143
FHPV	572	171
FMEO	1022	548
PF	1624	38
PBF	118	128
FŠ	182	417
FZO	1181	250
University-wide workplaces	20	5

Student and staff mobility

Academic mobility of students and staff is a key tool for increasing the internationalisation of education, science and research at UP.

Women accounted for more than 3/4 of the students sent on international mobility.

Figure 2: Proportion of students on international mobility by gender in 2021



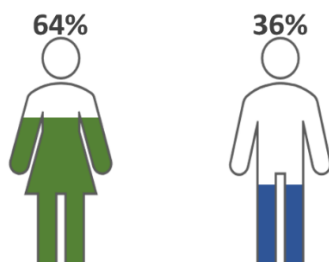
The number of students on mobility for each part of the university is determined by the size of the faculties, i.e. the number of students in the respective part of the university, and to a lesser extent by the proportion of men and women in the given part of the university.

Table 2: Academic mobilities of students in the academic year 2020/2021

Faculty/Workplace	number of sent women	number of sent men
FF	26	7
GTF	2	1
FHPV	3	0
FMEO	7	8
PF	13	0
PBF	0	0
FŠ	0	2
FZO	25	6
University-wide workplaces	0	0

The total proportion of students on international mobilities by gender thus corresponds to the total proportion of university students by gender.

Figure 3: Proportion of employees on international mobility by gender in 2021



Almost 2/3 of all staff (pedagogical and non-pedagogical) sent on international mobility in the previous academic year were women.

Table 3 Staff mobility in the academic year 2020/2021

Faculty/Workplace	number of sent women	number of sent men
FF	7	3
GTF	1	3
FHPV	1	3
FME0	6	0
PF	4	1
PBF	0	2
FŠ	0	0
FZO	6	0
University-wide workplaces	0	1
Rectorate	7	5

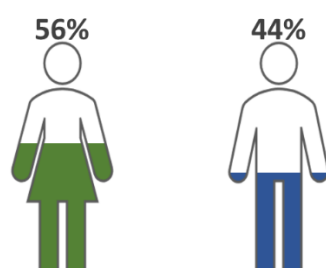
The number of staff on mobility for the different parts of the university is only partly determined by the size of the workplaces. In some workplaces, only women participated in mobility.

Pedagogical staff of UP

In 2021, UP employed 991 full-time and part-time staff (average number of employees in physical persons). Of this number, 626 were women, representing 63.17 %.

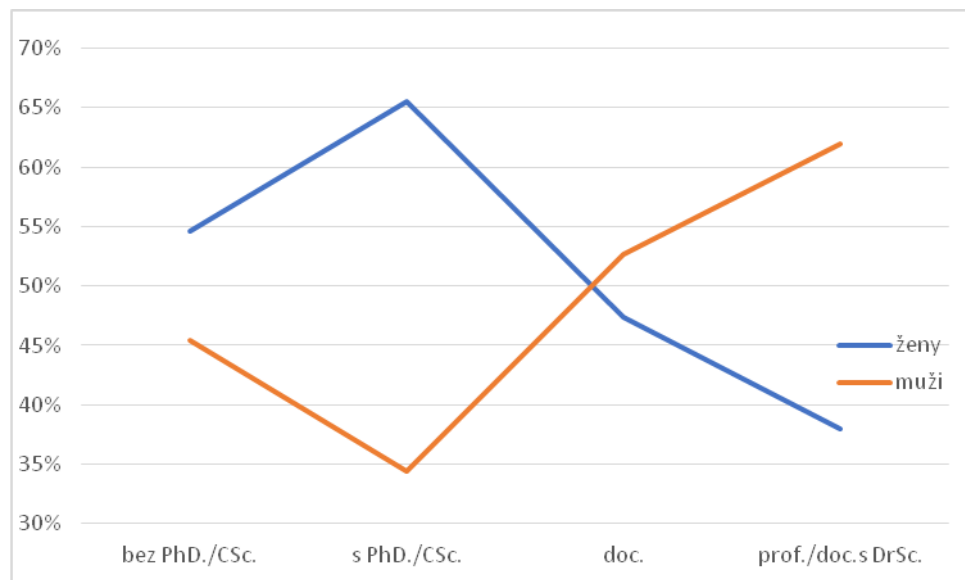
In the same period, out of the total number of employees, 526 employees were in the category of university teacher. A slightly higher proportion of this number was represented by women.

Figure 4: Proportion of pedagogical staff in 2021



Pedagogical staff progress through different academic stages during their academic life. In this context, the UP, like several other universities, shows the so-called scissor effect, where the proportion of women decreases at higher academic ranks.

Figure 5: Proportion of women and men at each degree of academic career at UP in the year 2021 (%)



While for the degree of university teachers without PhD./CSc. degree, the proportion of women and men is quite similar (although with a predominance of women), at the PhD. degree the proportion of women is up to two-thirds, but then the proportion of women decreases rapidly - to the category of associate professors there is already a slight predominance of men, at the highest degree - prof./doc. with DrSc. the ratio is exactly the opposite - almost two-thirds of men.

Leading staff of UP

In the management of the university and faculties, management positions are proportionally occupied by women. In the leading of the university, the representation of women is more than 50%. Nevertheless, the top management position - rector of the university has never been occupied by a woman in the relatively short history of UP. In the top position in the faculties - dean, the proportion of women is exactly 50% - of the eight faculties of the university, four of them are headed by female deans.

Figure 6: Proportion of university and faculty leading staff



The current situation in the representation of women and men in the leadership of the university and the faculties shows a completely equal representation of both genders.

Table 4: Number of employees in the leading of the university and faculties

Faculty/Workplace	number of women	number of men
FF	3	3
GTF	2	4
FHPV	3	3
FMEO	3	5
PF	2	3
PBF	1	4
FŠ	3	2
FZO	6	0
Rectorate	4	3

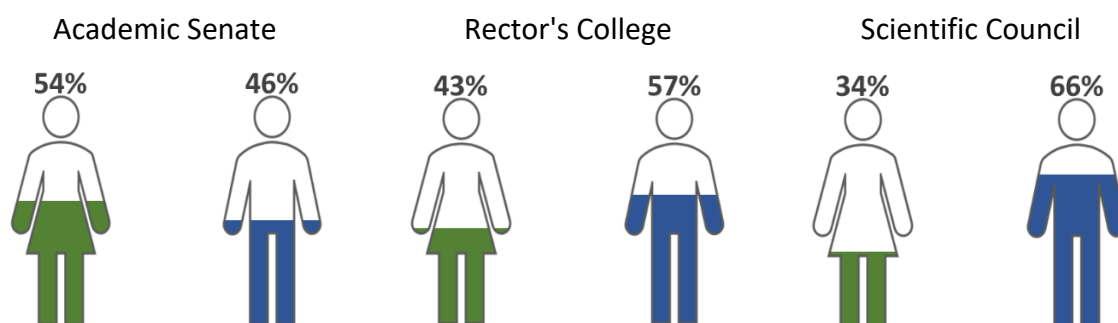
The table shows the total number of staff in leading by components. The members of the leading are: dean, vice-dean, secretary and chairperson of the Academic Senate.

All the university's parts have a gender mix in their leading, with the exception of one faculty, which has no men in its leading.

Academic boards of UP

Below are summaries of the representation of women and men, university employees, in the most important academic boards at the university level.

Figure 7: Proportion of university staff in academic boards



The representation of women and men in the Academic Senate of the university and in the Rector's College is proportionally balanced. In the Academic Senate, two of the three committees are chaired by women. A more evident disproportion when analysing the internal members is in the representation of women in the university's Scientific Council. This is also largely related to the proportion of women and men at the various degrees of the academic career, which is shown above.

Analysing the current situation by selected indicators of gender equality assessment at UP, it can be stated that the university is largely ensuring the implementation of gender equality principles. The balanced representation of both men and women is the result of non-discriminatory conditions in the field enforced by the university over a long period of time. In spite of the above, it is possible to identify certain disproportions which, however, may not

be directly related to the university's poorly set gender equality processes, but result from the objective nature of the determinants. In this context, the university will pursue solutions that will contribute to the maintenance and stabilisation of the principles of gender equality or to the improvement of the processes for improving gender equality at UP.

Vision of Gender Equality at the University of Presov

The University of Presov will build and develop a functional and open gender equality system that will enable the university to systematically implement the principles of gender equality in all activities of the university, to prevent potentially negative manifestations of gender discrimination and to support an academic environment that will develop the principles of gender equality in the educational, creative and artistic fields.

In order to fulfil the vision, the university has set strategic goals.

Strategic goals

Goal 1: Balancing work and family, organisational culture

The university will systematically improve the conditions for balancing work and personal life. It will continue to build and maintain a friendly environment for women and men.

Goal 2: Gender balance in leadership and decision-making

The university will promote gender balance in the leadership of the university, faculties and other parts of the university. It will also promote gender balance in leadership in the university boards. In cooperation with the faculties, it will promote these principles down to the lowest levels of the university's managing bodies, including the individual bodies of university parts.

Goal 3: Gender equality in recruitment and career progression

The university will consistently promote the principles of gender equality in the recruitment, filling of positions and career progression of its staff.

Goal 4: Integrating the gender dimension into research and teaching content

The university, not only as one of the key employers in the region, but also as the dominant university in the region, will implement the principles of gender equality in the educational and research activities carried out by the parts of the university.

Goal 5: Measures against gender-based violence, including sexual harassment

The university will deepen the implementation of ethical principles, the culture of the environment and disciplinary processes at the level of the university and its parts in order to prevent gender-based violence.

System for monitoring the implementation of the strategy

The UP will, on a cyclical basis, implement the monitoring of the sub-measures specified in the Action Plans for each goal for the respective period. The monitoring will be carried out annually and the results will be reported to the relevant University Boards.

Taking into account the rate of implementation of individual measures as well as the available financial possibilities of the UP, the UP leading will prepare draft Action Plans for the current calendar year by the end of the first quarter at the latest.