

Gender Equality Plan

For

University of Economics and Humanities

in Bielsko-Biała

for the period 2023-2030

Introduction

According to its Statutes, University of Economics and Humanities (UEH) is engaged in conducting and stimulating scientific research in the field of social sciences and its applications, in publicizing the results of this research, as well as in promoting culture of knowledge and equality. The Equality Plan for the University is an instrument aimed at improving the quality and diversity, enabling all members of staff and students to pursue their scientific and personal development without obstacles, regardless of their social status, origin, world-view, religion, sexual orientation or gender.

The aim of the Equality Plan for the University (hereafter referred to as the Equality Plan or the Plan) is to promote equality and diversity as values that enable all staff and doctoral students at UEH to develop freely and fulfill their potential, which translates into personal well-being as well as into balanced, secure, empowered and autonomous environment, as well as to increasing the quality of research.

The Plan complements and extends the pro-equality and anti-discrimination measures that UEH has committed to implementing by its' mission of arousing in students unbridled curiosity of the world. As part of these measures UEH is improving its recruitment and staffing policies, particularly regarding equality policies. The Equality Plan for UEH is one of the tools of this policy.

The Equality Plan is the result of the work of the Commission on Equal Treatment. The document was drafted on the basis of an analysis of similar documents in force in other European scientific institutions on the basis of a diagnosis of the state and needs of UEH in 2022.

Diagnosis

Staff at UEH by gender as of 30.06.2022

Total

Women	Men	Percentage of women	Percentage of men
23	22	51,1%	48,9%

Research staff

	Women	Men	Percentage of women	Percentage of men
Assistant	11	7	61,1%	38,9%
Assistant Professor	7	5	58,3%	41,7%
Professor UEH	4	2	66,7%	33,3%
Professor	1	2	33,3%	66,7%
Total	23	16	59,0%	41,0%

Non-research staff

Women	Men	Percentage of women	Percentage of men
3	3	50,05%	50,0%

The above data shows that in the group of researchers the percentage of women is significantly higher than the percentage of men. This situation does not result from the employment policy at UEH, but from the specificity of the field: the percentage of women choosing a scientific career plan in social sciences is generally lower than the percentage of men. This situation is reflected in the gender structure of UEH.

Gender distribution at UEH as of 30.06.2022

Senior management

Women	Men	Percentage of women	Percentage of men
0	2	0,0%	100,0%

Management

Women	Men	Percentage of women	Percentage of men
0	2	0,0%	100,0%

Scientific Council

Women	Men	Percentage of women	Percentage of men
2	5	57,1%	42,9%

Commissions of the Scientific Council

- Commission 1: 3 men, no women
- Commission 2: 2 men, 1 women
- Commission 3: 2 women, 3 men

The data presented above shows that women are under-represented in certain structures of UEH, even after considering the lower percentage of women among all staff or among researchers. The gender imbalance is most apparent in the composition of Commission 1 . On the other hand, given the generally small number of women employed in research positions, it is not possible to enforce equal gender quotas without overburdening those individuals with membership of many Commissions; in this sense, forcibly equalising the gender quotas would itself be a kind of discrimination.

Recruitment and allocation of positions

Recruitment and allocation of positions at UEH is based solely in merit, where the basis for the evaluation of an employee are his/her qualifications, competencies and the quality and the efficiency of his/her work. Gender, race or ethnic origin, religion or belief, disability or sexual orientation are not taken in account in the competition procedures. Moreover, these rules are clearly indicated in the competition notices.

The UEH also traditionally offers research posts, which, among of the things, enable those who are permanently employed at universities to intensify their research work by temporarily taking time off from their teaching duties. Such post also support the return to regular research work and career development of persons after parental leave.

The gender distribution in competitions for research positions announced at the UEH in 2018-2021 is presented in the tables below. The data shows that the success rate in UEH competitions is essentially independent of the gender of the applicant.

Number of applications

	Women	Men	Percentage of women	Percentage of men
2018	8	11	42,1%	57,9%
2019	4	7	36,4%	63,6%
2020	5	3	62,5%	37,5%
2021	6	8	42,9%	57,1%

Number of job offers sent out as a result of the competitions

	Women	Men	Percentage of women	Percentage of men
2018	1	1	50,0%	50,0%
2019	1	2	33,3%	66,7%
2020	1	1	50,0%	50,0%
2021	2	0	100,0%	0,0%

Number of job offers accepted

	Women	Men	Percentage of women	Percentage of men
2018	1	1	50,0%	50,0%
2019	1	2	33,3%	66,7%
2020	1	1	50,0%	50,0%
2021	2	0	100,0%	0,0%

Rules of remuneration, bonuses and staff appraisal

The system of remuneration, bonuses and evaluation of employees at UEH is absolutely independent of gender. Salaries and bonuses depend solely on the position held and professional performance. Similarly, the employee's gender is irrelevant in the periodic evaluation of employees. In research funded by projects/grants both women and men can receive the same remuneration.

Pro-equality measures

UEH has a Commission on Equal Treatment, whose aims are, among others, to ensure that the principles of equal opportunities and diversity are respected, to seek to balance the participation of under-represented groups (especially women) in the UEH's structures, and to collect and monitor information on the participation of under-represented groups in the activities of UEH. The Commission's actions also aim at strengthening awareness and understanding among UEH staff of the value of equality, equal opportunities and gender diversity. The Commission is not aware of any incidents of discrimination at the UEH on grounds of sex, racial or ethnic origin, religion or belief, disability or sexual orientation.

Combining family life and work

UEH shall comply fully with the provisions of the Labour Code, in particular the rules on leave and extension of employment related to parenthood.

The nature of the research work at the UEH does not require the staff members to be present at the UEH full-time. UEH has for many years allowed researchers to work remotel/"from home". This is

important for the scientific development of parents with young children and for combining work and family life. Remote working is also an advantage for staff with health problems.

OBJECTIVES AND RELATED ACTIONS

OBJECTIVE 1: Striving to build appropriately balanced structures among the administrative and research staff of the UEH.

Trying to create a well-balanced staff composition and balance in the management structures of UEH, in decision-making teams, commissions, councils, recruitment teams, expert and review panels. Whenever possible, seeking to adjust the participation of underrepresented groups in the various structures, while preserving the adequacy of competences.

Gender balance within UEH should be considered as a long-term goal. However, UEH will undertake actions that are related to respecting equality principles, including gender equality, mainly by ensuring equal treatment. It's reasonable to take measures to counteract discrimination and to promote equality of treatment and mutual respect.

Action 1. Monitoring the situation regarding gender balance in the structures of UEH, analysing the situation regularly. Developing and implementing measures to improve the situation.

Action 2. Monitoring guidelines and regulations for building UEH's management structures and for appointing members of commissions, councils, committees, recruitment teams, expert and review panels.

Action 3. Monitoring of guidelines on competition and recruitment procedures.

Action 4. Making efforts to increase the interest of women in research positions when announcing competitions for research positions and for doctoral schools.

OBJECTIVE 2: To combat discrimination and stereotypes harmful to staff.

Fair treatment is fundamental right in the EU. Legal protection against discrimination also derives directly from article 32 Constitution of the Republic of Poland and the Labour Code, which protects against discrimination based on sex, race, ethnic or national origin, religion, belief, world-view, age, disability or sexual orientation. The following measures are envisaged to counter discrimination:

Action 1. Discrimination awareness training for volunteering employees and doctoral students of UEH.

Action 2. Awareness training for newly recruited staff and PhD students at UEH.

Action 3. Monitoring existing procedures for detailing with cases of discrimination.

OBJECTIVE 3: Combining academic work and doctoral studies with private life, including facilitating the combination of academic work and/or studies with caring for dependants.

The harmonious combination of work and private life is an important element of the Equality Plan. A key part of this is the issue of combining family life with professional responsibilities, and the

inequalities arising from socially and culturally assigned gender roles create an imbalance that requires both the existence of a generally applicable legal framework and, above all, the formulation of an appropriate policy with instruments for its effective implementation at the level of UEH. Furthermore, we assume that the harmonization of these interdependent spheres of life is also important for students and should therefore also be included in a broader plan.

Action 1. Carrying out a diagnosis of the needs of employees and students of doctoral schools at UEH in terms of maintaining a proper work-life balance.

Action 2. Developing a programme of travel funding.

Action 3. Highlighting opportunities that already exist.

Action 4. Developing a proposal and presenting a format for women after childbirth and in similar situations.

Implementation of the plan

In order to implement the Equality Plan, UEH will dedicate a certain amount of time of selected research and administrative staff to tasks related to the implementation of actions included in the Plan. Adequate financial resources will be allocated for actions connected with the implementation of the Plan. The Plan itself, the methods of its implementation and the solutions adopted will be subject to periodic evaluation and updating.

During the implementation of the plan, particular attention will be paid to the following fundamental principle: First, do no harm. The overarching goal of the Plan is to level of playing field for pursuing research careers for women.