

# Gender Equality Plan for 2023-2027

## Kazimierz Wielki University



**UNIwersYTET**  
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W BYDGOSZCZY

1. Introduction.....	2
2. Legal basis.....	4
3. University's community structure by gender.....	5
3.1. Employed persons.....	5
3.2. Managerial posts.....	9
3.3. Decision-making bodies.....	11
3.4. Learners.....	14
4. Gender Equality Plan: Aims and Actions.....	18
4.1. Awareness and education.....	18
4.2. Equal opportunities policy.....	21
4.3. Communication and marketing.....	27
5. Gender Equality Plan: implementation and evaluation .....	30

## 1. Introduction

Kazimierz Wielki University is an academic state university which, according to its mission, „educates for the future with respect for the freedom of science and the reliability of knowledge, as well as human dignity and social justice“. The mission of the University formulated a development plan, the purpose of which is to implement the concept of "the university as a center of free exchange of ideas and comprehensive scientific research on the changing world, and also a center for open and continuous education and the development of the entire community in conditions that are dignified and friendly for every individual".

Following this concept, Gender Equality Plan, (hereinafter referred to as Plan) presents a set of suggestions aimed at building a university guided by the principles of equality, diversity and inclusion. Gender is treated as an important element shaping human identity, individual needs and aspirations. The most important values underlying the equality vision encompassed in the Plan include respecting the right of every person to harmonious professional, scientific and personal development, openness of university culture to a wealth of perspectives and counteracting all forms of discrimination and violence based on gender. These values correspond to the commitments made under the Declaration of Social Responsibility signed by Kazimierz Wielki University in June 2022. These include the promotion of the ideas of equality, diversity and tolerance, as well as respect for and protection of human rights in relation to the entire academic community and its environment, together with the implementation of projects on diversity management in the workplace. The Gender Equality Plan is a project of the university of equal opportunities- an institution that promotes a culture of diversity, while taking into account the different needs and life experiences of women and men in the university structure, in decision-making processes, in various types of activities. The premise for the implementation of this intention should be expanding the knowledge of working and learning people about the importance of equality and eliminating unconscious prejudices due to gender. In addition, it is necessary to introduce permanent structural changes, as well as to remodel the organizational culture of the University by incorporating the principle of inclusivity into it along with the need to be sensitive to manifestations of inequality and to create better opportunities to combine study and work with private life. Another important task is the introduction of equality communication in order to raise awareness of the gender-oppressive mechanisms of language use and to make women and men equally “visible” in the academic space.

The policy of inclusiveness that goes hand in hand with diversity management, has a positive impact on the quality of work, enabling the extraction of benefits from the diversity of management bodies, research teams or professional groups and facilitating positive interpersonal relationships. A study and work environment free from prejudices, stereotypes and discrimination, in which every person studying or working, regardless of gender or other individual characteristics, can pursue their ambitions in an unlimited way, on an equal footing with others, is conducive to improving the motivation of individuals to multiply their intellectual capital, it strengthens the sense of belonging to the academic community and contributes to sustainable development. It allows for a better utilization of the potential inherent in diversity. Therefore, the philosophy of equality should become an integral part of university culture. Equality, diversity and inclusivity are important values in the context of striving towards excellence, strengthening the University in a competitive scientific environment, developing creativity and innovation, as well as influencing society

in the spirit of respecting every human being. A university that creates a friendly and safe atmosphere in which every person feels appreciated could become a more attractive place of work and study for a wide group of talented, open-minded and modern people, as well as broaden the scope of its influence as a socially responsible institution, creating models of attitudes and values.

Responding to the needs of the institution and the university community, this Plan also meets the requirements set for public scientific institutions by the European Commission, formulated in the concept of the Horizon Europe program, as well as in the European Commission's Gender Equality Strategy for 2020-2025. The document takes into account the most important thematic areas for achieving gender balance in the academic space: organizational culture, leadership and decision-making, recruitment and professional career development, gender in research and teaching, work-life balance or studies and private life, as well as counteracting discrimination and violence on the grounds of gender. In addition to taking into account the thematic aspects, the Plan meets four other mandatory requirements indicated by the European Commission: it is an official document signed by the University authorities and published on the website, it contains a commitment to allocate appropriate funds for its implementation and to the development of the necessary expert knowledge, it is based on the collection of data on the university community according to gender and includes educational activities to increase the awareness of employees, including decision-making bodies.

The first part of the Plan presents the structure of the university community by gender, developed on the basis of available data: employees, managerial functions, decision-making bodies and students. The second part of the Plan contains the objectives and methods of their implementation in the form of detailed actions along with the specification of target groups, indicators enabling evaluation, units and entities responsible for the implementation of the assumed objectives and deadlines for the implementation of individual actions. The planned goals and activities were presented in the form of three complexes constituting the substantive and organizational pillars of the project: awareness and education, equal opportunities policy, communication and promotion.

The assumptions of the Plan result from the developed diagnosis of the structure of the university community by gender, they take into account the specific nature of the University, its Mission and Statute as well as the current state of institutional procedures and practices contributing to gender (in)equality. The implementation and evaluation of the activities provided for in the Plan will involve not only the teams established for these purposes, but also the management and the entire community of the University.

The Gender Equality Plan is a dynamic, long-term tool for transforming university culture, which is why the concept of the proposed changes assumes long-term commitment, the creation of a coherent system for monitoring progress, and its evaluation and updating.

## 2. Legal basis

The importance of the principle of equality is confirmed by the fundamental human rights documents applicable in the international and national spheres.. Even the Universal Declaration of Human Rights has stipulated that all people are born free and equal in terms of their dignity and rights, and that every person has all the rights and freedoms set forth in this Declaration, regardless of any difference in race, skin color, sex, religion, political or other opinions, nationality, social origin, property, birth or any other status. The importance of equality and the prohibition of discrimination is also underlined by Art. 14 of the Convention for the Protection of Human Rights and Fundamental Freedoms: The exercise of the rights and freedoms listed in this convention should be ensured without discrimination on such ground as gender, race, skin color, language, religion, political or other beliefs, national or social origin, membership in a national minority, property, birth or any other reason. The regulations of the Charter of Fundamental Rights of the European Union were also prepared in this spirit, in Art. 20 it is indicated that everyone is equal before the law, and pursuant to Art. 21 sec. 1: Any discrimination based on sex, race, skin color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership to a national minority, property, birth, disability, age or sexual orientation is prohibited. As a result and inspired by legal solutions at the international level, national solutions, particularly constitutional ones, have also been haped. According to Art. 32 of the Constitution of the Republic of Poland of April 2, 1997: Everyone is equal before the law. Everyone has the right to equal treatment by public authorities. No one may be discriminated against in political, social or economic life for any reason. The special need for equality is also emphasized by Art. 33, according to which a woman and a man in the Republic of Poland have equal rights in family, political, social and economic life. In particular, a woman and a man have an equal right to education, employment and promotion, to equal remuneration for work of equal value, to social security and to occupying positions, performing functions and obtaining public honors and decorations.

The need to take into account the aspects of equality and counteracting discrimination was also reflected in the activity of the European Commission. The European Charter for Researchers introduces and defines the principle of non-discrimination: Funders and/or employers shall not discriminate in any way against scientists on the grounds of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political beliefs or social or material status. The principle of gender balance is also an important element of the ethics of European scientists: Funders and/or employers should aim to ensure a representative gender balance at all levels of staff, including supervisors and managers. This goal should be achieved on the basis of the equal opportunities policy at the recruitment stage and subsequent stages of professional career, but without lowering the quality and qualification criteria. In order to ensure equal treatment, there should be an appropriate gender balance in the selection and evaluation committees. The European Commission has indicated that the existence of institutional gender equality plans is a prerequisite for securing funding from the Horizon Europe Research and Innovation Framework Program. Regulations in this respect are provided for in Regulation (EU) 2021/695 of the European Parliament and of the Council of Europe of 28 April 2021 establishing the framework program for research and innovation "Horizon Europe" and the rules for participation and dissemination applicable in this program, and repealing Regulations (EU)

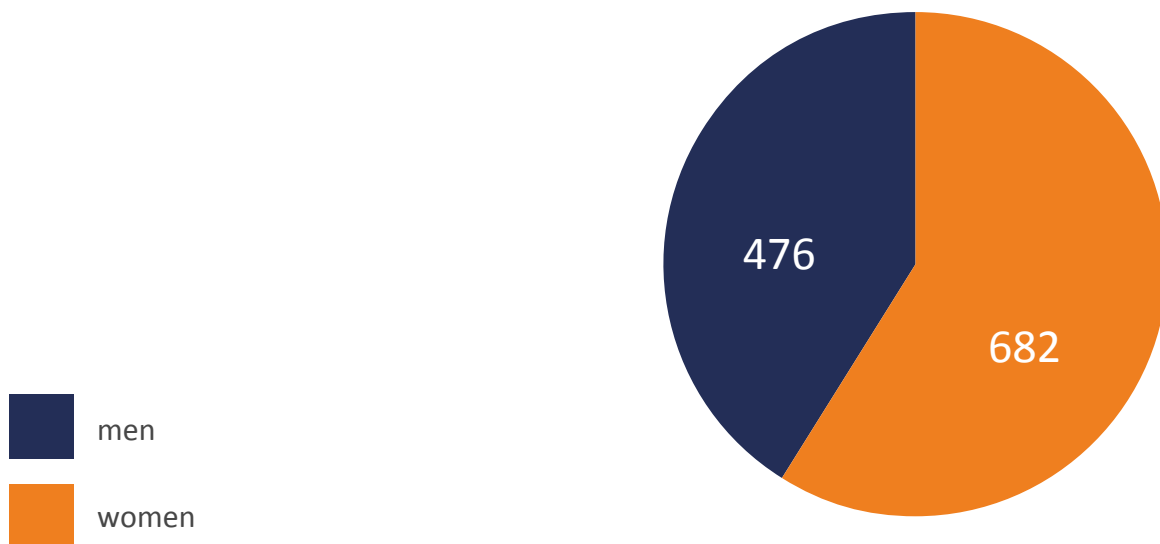
No 1290/2013 and (EU) No 1291/2013 and in Council Decision (EU) 2021/764 of 10 May 2021 establishing a specific program implementing the Research and Innovation Framework Program "Horizon Europe" and repealing Decision 2013/743/EU.

### 3. University's community structure by gender

#### 3.1. Employed persons

##### Employment structure by gender

Kazimierz Wielki University employs 1158 people: the majority being women (59%).<sup>2</sup>



**Figure 1.**<sup>2</sup> People employed at Kazimierz Wielki University

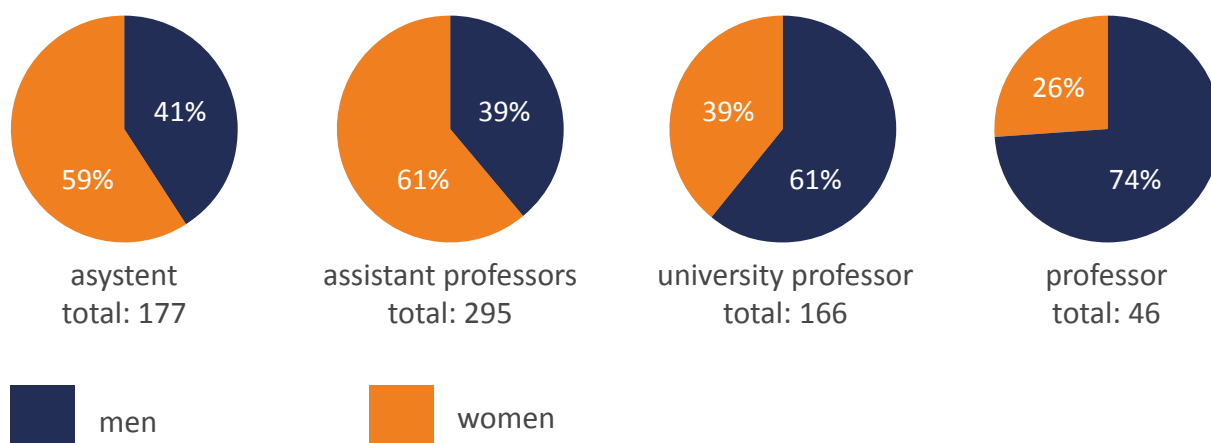
<sup>1</sup> The figures concerning the employees were obtained from the HR and Training Department of UKW - as of February 1, 2023.

<sup>2</sup>The graphs were made using the program Illustrator.

684 of the employed persons are academic teachers: research and teaching group (494 people, including 248 men and 246 women), teaching group (171 people, including 106 women and 65 men), research and technical group (13 people, including 6 women and 7 men) and research group (6 people, including 3 women and 3 men). Among people who are academic teachers, women account for 53% and men for 47%. 474 employees constitute a support group, i.e. people who are not academic teachers but are employed in administration (258 people, including 203 women and 55 men), service (175 people, including 94 men and 81 women) and the library (41 people, including 37 women and 4 men). In total, among non-academic teachers, women account for 68% and men for 32%. While there is a gender balance in the research and teaching group, women are the majority in the teaching group. The unequal proportions between women and men are visible in the group of people who are not academic teachers, especially in the administration (79% of women) and in the library (90% of women).

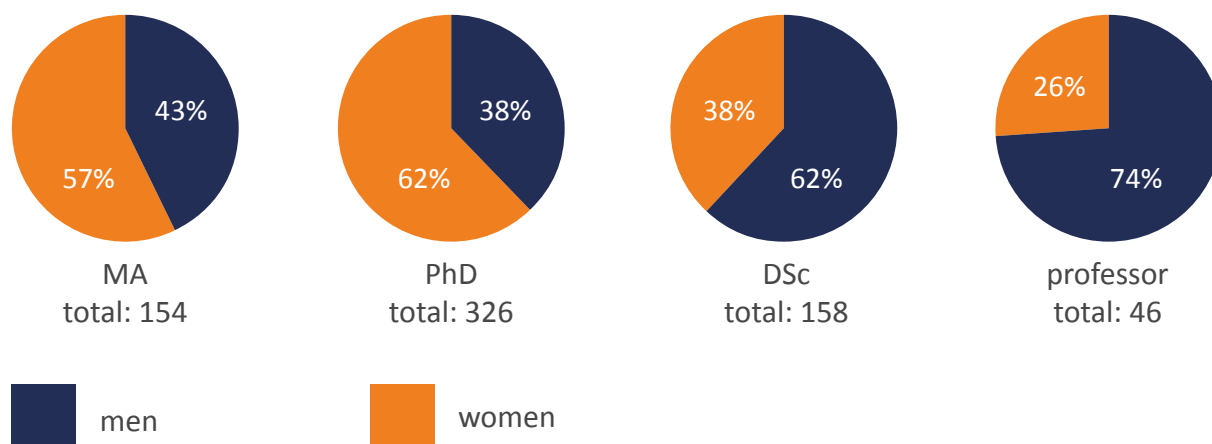
### Positions, titles and degrees of academic teachers

The proportions between men and women vary in different positions. Persons employed as assistants, assistant professors, university professors and professors work in nineteen basic organizational units (faculties and institutes), as well as in other units (UKW Library, Foreign Languages and Translations Department, Practices Department, Physical Education and Sport Department). Women constitute the majority of people employed in the positions of assistants (59%) and assistant professors (61%), while in the positions of university professors and professors, the proportions between the sexes change: among university professors, men predominate (61%), and among professors, men predominance is even more pronounced, as they account for 74%. The results of the analysis of the sex ratio of people with academic degrees and titles (as well as degrees and titles in the field of art) reflect to a large extent the gender structure observed for individual positions, as employment in a given position is often conditioned by the possession of an appropriate degree or title.



**Figure 2.** Gender structure in particular positions of academic teachers

The comparison of degrees and titles broken down by gender shows the predominance of women among people with the professional title of Master of Science and with the academic degree of PhD, and the reversal of this tendency in the group of people with the degree of DSc and the title of professor. Only 26% of professors are women.



**Figure 3.** Degrees and titles by gender

There is a visible slowdown in the development of women's scientific careers after obtaining a doctoral degree or resignation from further scientific promotion, especially from applying for the title of professor.

In the period from October 1, 2019<sup>3</sup> to December 31, 2022, the title of professor was awarded to 3 women and 11 men, the degree of DSc to 11 women and 9 men, and the degree of PhD to 11 women and 8 men.<sup>4</sup> The dynamics of scientific promotions in this period reveals a tendency to gender balance in the case of scientific degrees, and at the same time confirms the numerical superiority of men with the title of professor.

<sup>3</sup>From October 1 2019 Kazimierz Wielki University has been operating in a changed organisational structure

<sup>4</sup>Data on academic promotions were obtained from the UKW Degrees Office - as of December 31, 2022.



## Managing scientific projects

In the years 2017-2021, among people managing research projects financed by various institutions (NCN, NCBiR, NAWA, MEiN and others), men almost doubled.<sup>5</sup>

**Table 1.** People managing scientific projects<sup>6</sup>

People managing scientific projects	2017	2018	2019	2020	2021	2022
women	15	15	12	11	13	16
men	22	24	23	23	22	22

Despite the relative gender balance in the research and teaching group as well as in the research group, there is a numerical predominance of men among persons managing scientific projects. In the analyzed period, projects were managed by a total of 61 people: 40 men and 21 women.

The analysis of applying for projects covering the same period also shows the advantage of men. However, in 2021, the trend reversed: 39 women and 28 men applied for project funding, and in the following 2022, 36 women and again 28 men.

**Table 2.** Applications submitted in competitions for funding scientific research

People applying for funding	2017	2018	2019	2020	2021	2022
women	19	26	27	25	39	36
men	31	33	38	37	28	28

## Salary

Basic salary rates for assistants, assistant professors, university professors and professors are generally equal for both sexes.<sup>7</sup> Functional and task allowances are paid to 135 women and 178 men.<sup>8</sup> In the group of men, the highest total supplement to the basic salary is PLN 5000, the lowest PLN 33. In the group of women, the highest allowance is lower by half and amounts to PLN 2500, the lowest is PLN 20. A comparison of the average values of bonuses to the basic salary confirms the disproportion visible in the list of extreme values: in the group of women it is PLN 765.02, in the group of men – PLN 926.01. However, it should be noted that the performance of certain managerial functions depends on employment as a university professor or a full professor, therefore the amount of allowances may reflect gender disparities in employment in these positions.

<sup>5</sup>Data on the management of scientific projects was obtained from the UKW Science Department.

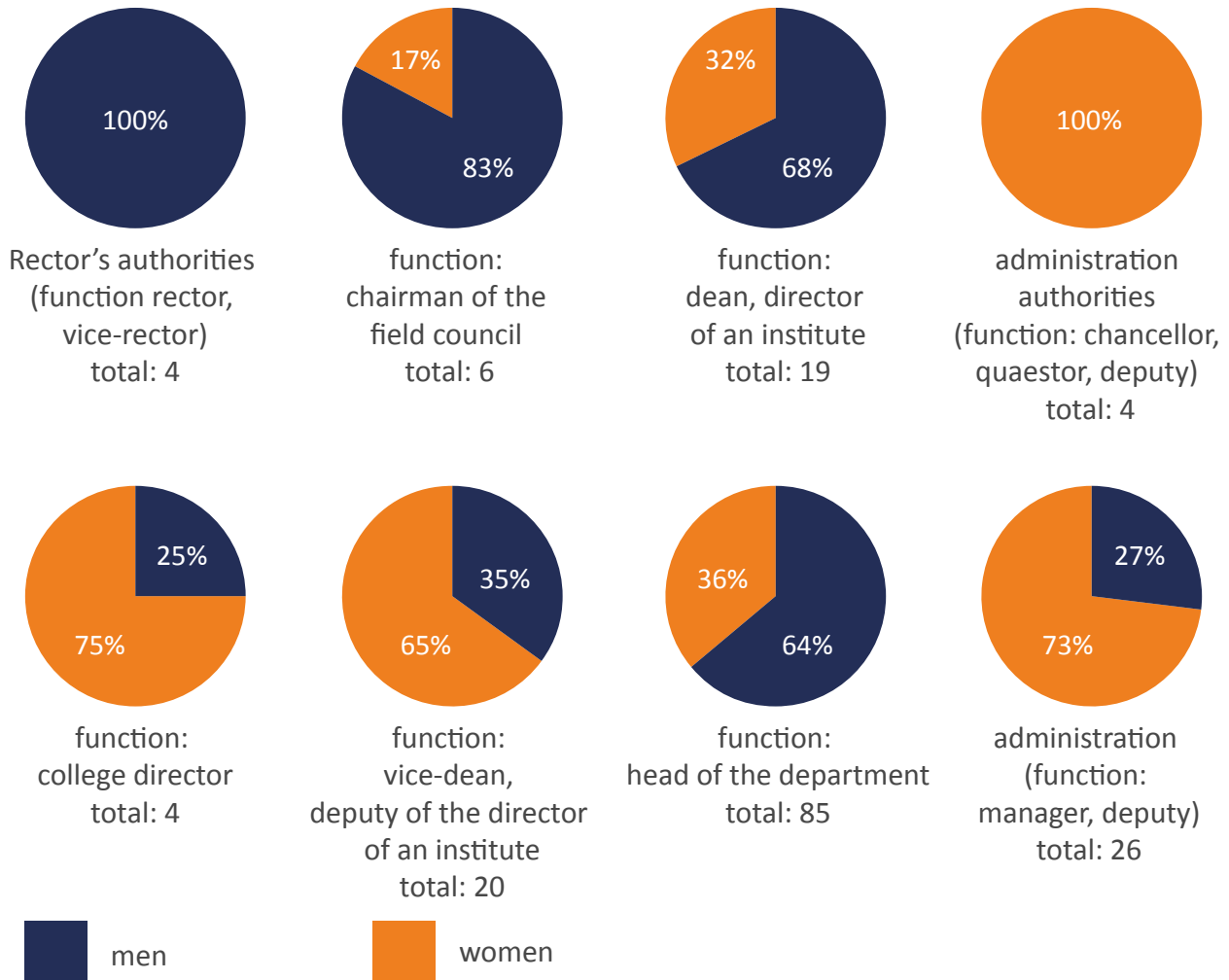
<sup>6</sup>The table includes all the people managing scientific projects in a given year.

<sup>7</sup>The data on the basic salary was obtained from the HR and Training Department of UKW.

<sup>8</sup>Data on base salary supplements were obtained from an Enterprise Resource Planning (ERP) system. It is an integrated IT system SIMPLE. ERP ensuring consistent and comprehensive service of economic processes at the Kazimierz Wielki University. The data refers to the state as of December 31, 2021.

### 3.2. Managerial posts

In the structure of the University, there is a noticeable lack of gender balance at various levels of management.<sup>9</sup>The predominance of men at the highest levels of university management is visible. The functions of the rector and four vice-rectors are performed exclusively by men.



**Figure 4.** Share of men and women in managerial positions

In the new structure of the University, effective from October 1, 2019, there are nineteen basic organizational units. Currently, there are seventeen faculties and two institutes.<sup>10</sup> In 2023, 68% of those managing these units were men and 32% women. On the other hand, among 20 persons acting as their deputies, whose task is to manage the didactic activity of the units, women dominated, constituting 65%. Heads of departments operating within faculties and institutes are also predominantly men (64%). In most basic organizational units, a clear dominance of men as heads of departments is noticeable: in six units, 100% of the heads are men (at the Faculties of Philosophy, Physics, History, Mechatronics, Political Sciences and Administration and at the Institute of Social Communication and Media), in six units, the majority of people in charge are men (at the Faculties of Literary Studies, Biological Sciences, Geographical Sciences, Education, Law and Economics, Material Engineering and Computer Science).

<sup>9</sup>Data on managerial functions - as of March 2023.

<sup>10</sup>An institute is an entity operating within a discipline in which the university does not have the power to award degrees.

Gender balance prevails in four units (faculties of Musical Education, Linguistics and Cultural Studies and the Institute of Mathematics), with three of these units having two chairs each. Women heads of departments dominate in two units. At the Faculty of Health Sciences and Physical Education and the Faculty of Psychology, 100% of the chairmen are women. The disproportions occurring here are in many cases related to the specific structure of employment in individual units, in particular to the proportions between the sexes in terms of their representation of persons employed as university professors and professors who may perform managerial functions. In many units, there is a numerical predominance of men in these positions. At the Faculties of Mechatronics and Philosophy and at the Institute of Social Communication and Media, all persons employed in these positions are men, which is why women cannot hold the position of the head of the department. At the Faculty of Psychology and at the Faculty of Health Sciences and Physical Education, more women than men are employed in these positions, which is proportionally reflected in the predominance of women heads of departments. The same regularity applies to the representation of women and men in the position of a dean or a director of an institute.

The director of the doctoral school is a man. In six boards of scientific fields, five men (83%) are chairmen. A woman only chairs the Board of Scientific Field of Humanities. On the other hand, the persons managing four colleges – units supporting the didactic process and ensuring the quality of education – are mostly women (75%).

However, the dominance of women in the highest administrative positions is noticeable: the functions of Chancellor and quaestor and their deputies are performed exclusively by women. The majority of other managerial positions in the administration of the University are also held by women (73%). However, the predominance of women holding managerial positions in administration, is largely due to the specific structure of employment in this sector, where women generally predominate.

The picture of the gender structure in the management of the University is complemented by the list of twelve proxies of the Rector.<sup>11</sup> Men constitute the majority and act as plenipotentiaries for the issues of people with disabilities, students' rights, the scientific journal platform, the USOS system, protection of industrial and intellectual property, resolution of labor conflicts, digital accessibility, electronic resources and defense matters, while women are plenipotentiaries for the protection of classified information, quality of education and psychological support.

The analysis of the collected data on the gender representation in managerial positions indicates the predominance of men in positions related to the management of the institution and scientific activity. A higher representation of women holding managerial positions related to administration and the didactic process is noticeable. As the level of management decreases, the number of women increases, but this tendency is reversed, as men dominate at the level of managing departments.

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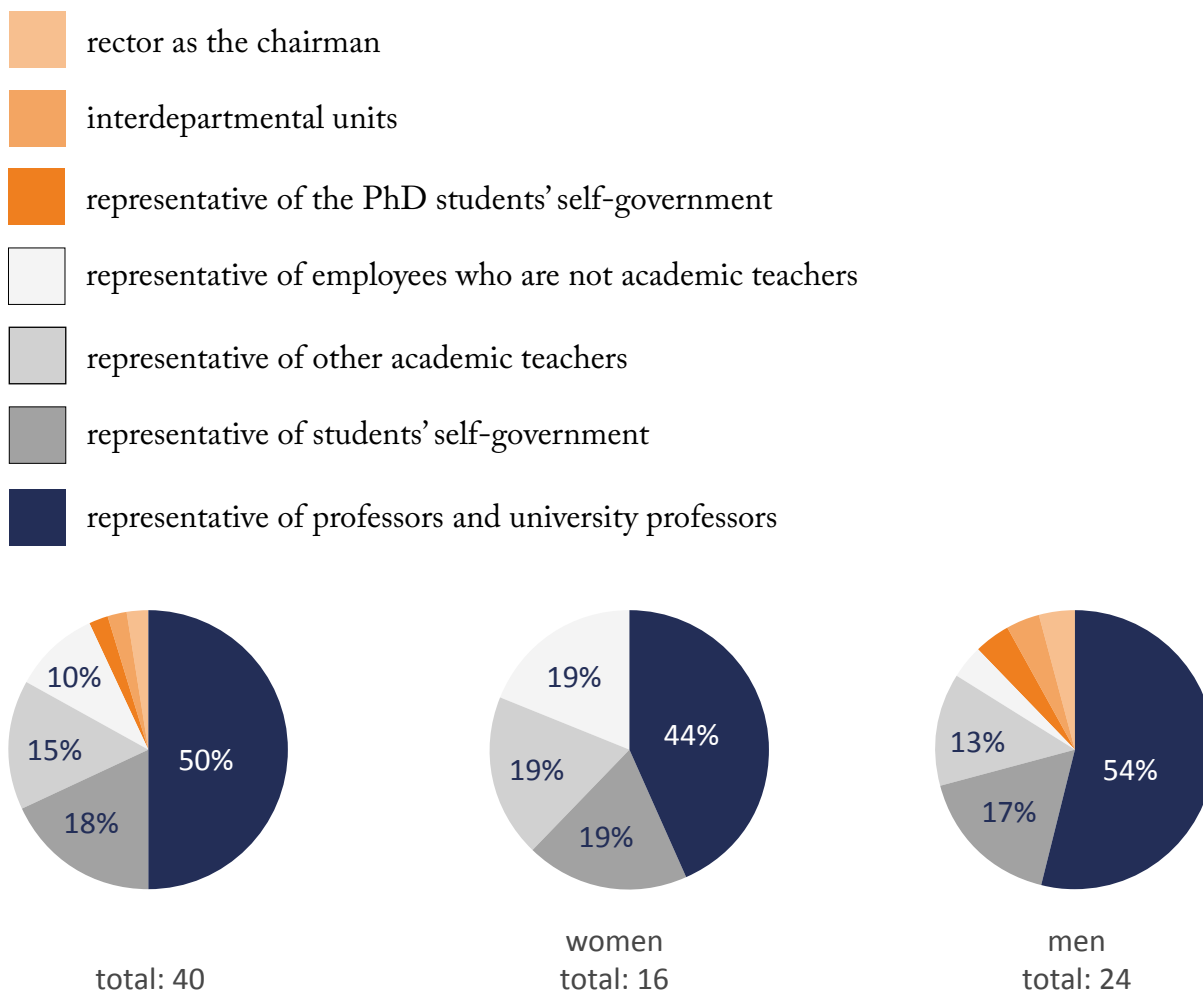
<sup>11</sup>List of proxies – as of June 2023.

### 3.3. Decision making bodies

The subject of the analysis is the gender structure in the following bodies: senate, university council, boards of scientific fields and scientific councils of basic organizational units (faculties and institutes).<sup>12</sup>

#### The Senate

In the UKW Senate, men and women are almost equally represented.



**Figure 5.** Representation of women and men in the Senate of Kazimierz Wielki University

Among the 40 members of the Senate in 2023, 24 are men (60%) and 16 are women (40%). This proportion deepens in the case of the largest group of the Senate, i.e. people representing university professors and professors. Women constitute the majority in the group of people representing employees who are not academic teachers.

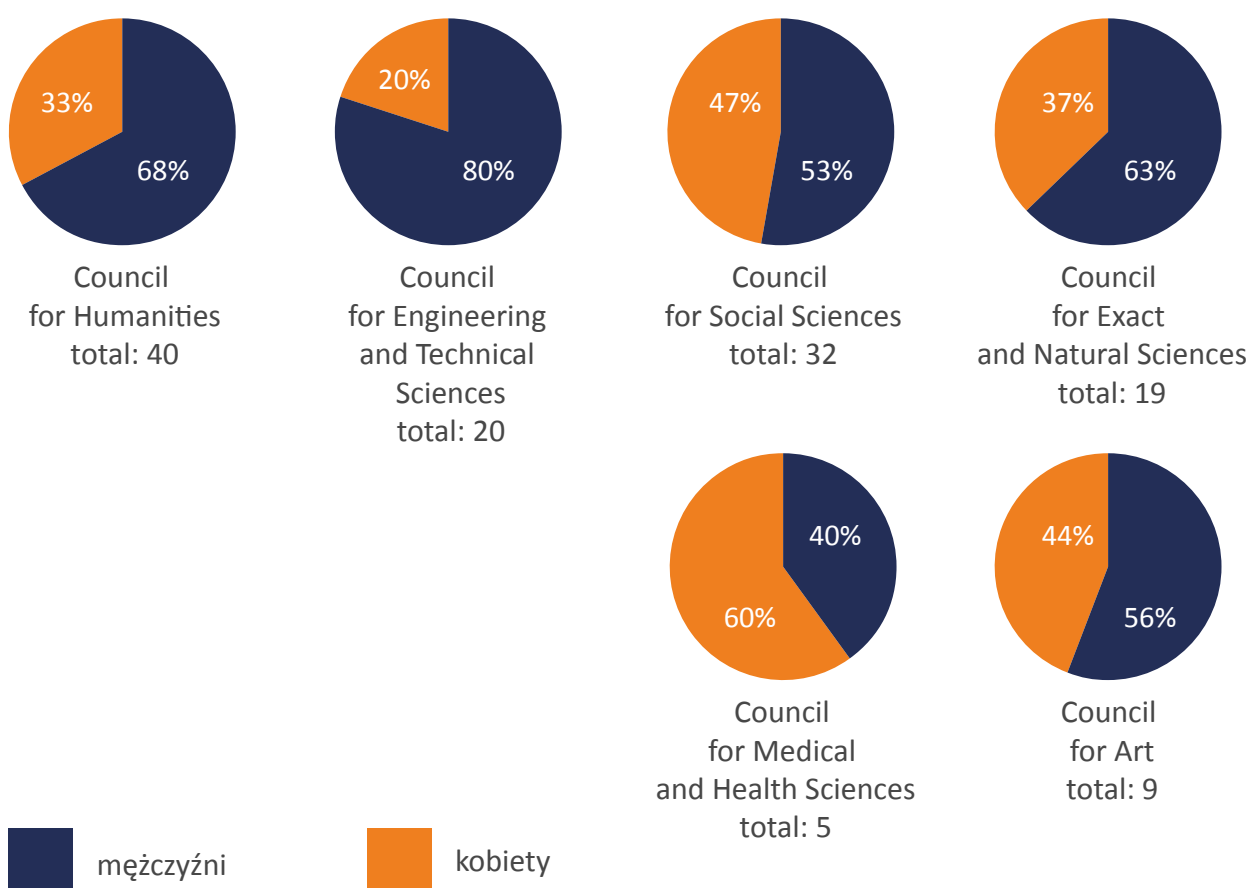
#### University's Council

The University Council consists of seven people. In the 2021-2025 term, there are five women and two men (including a student, president of the student government).

<sup>12</sup>Data on the composition of these bodies refer to March 2023.

## Boards of Scientific Fields

There are six boards of scientific fields at the Kazimierz Wielki University, which are bodies awarding doctoral and postdoctoral degrees in seventeen disciplines. The numerical predominance of men is visible in the composition of individual boards. . There are definitely more men than women in the Board of Scientific Field of Engineering and Technology , the Board of Scientific Field of Humanities and the Board of Scientific Field of Natural Sciences . Among the persons representing three disciplines in the boards (mechanical engineering, philosophy and history) there is not a single woman, and the presence of one woman from a given discipline in the board takes place in three disciplines (information and communication technology , physical sciences and political science and public administration ).



**Figure 6.** Representation of women and men in Field Councils

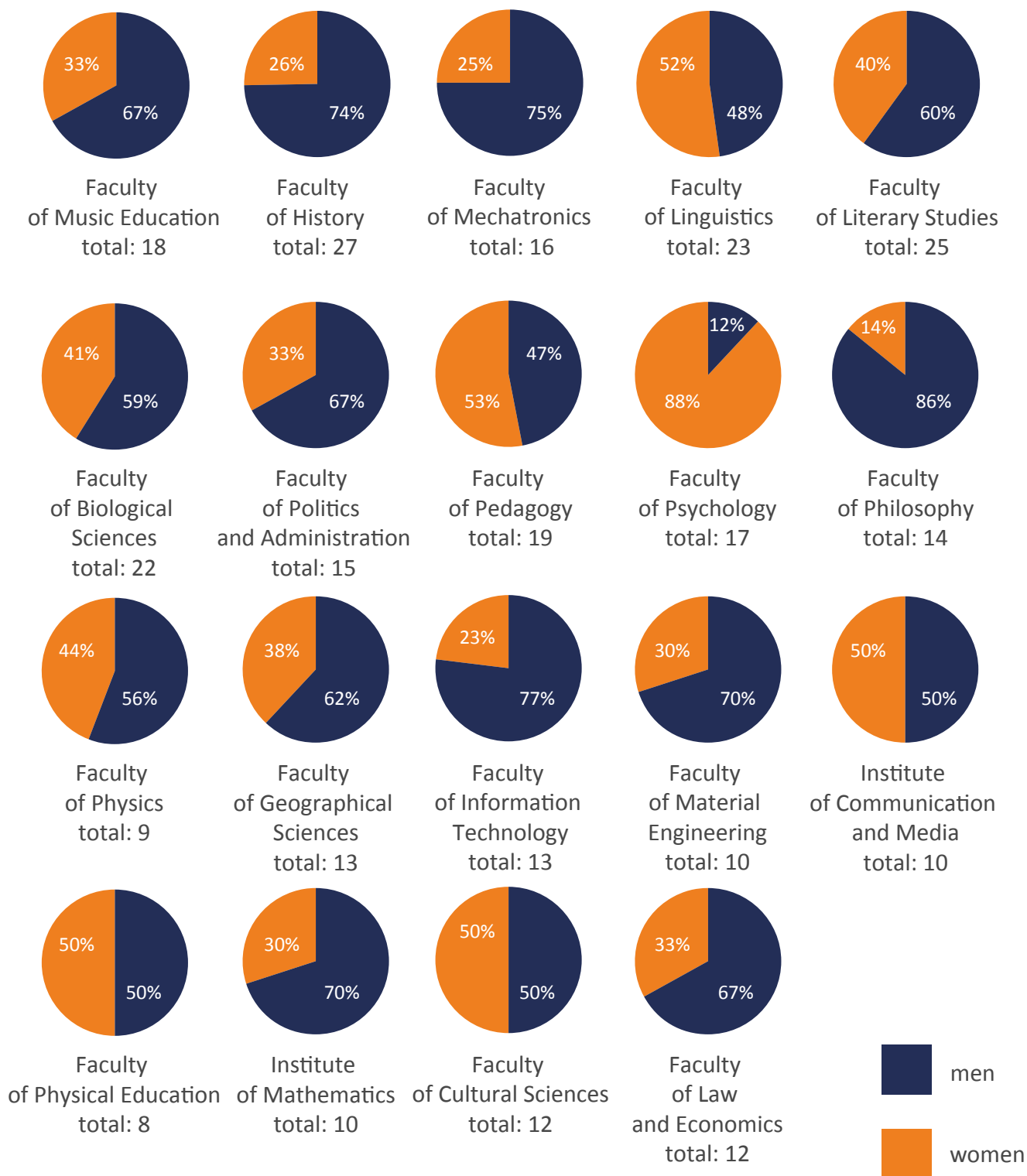
All disciplines are represented by at least one man, whereas in two disciplines (linguistics and psychology) the number of men is limited to one.

## Scientific Councils of faculties and institutes

In February 2023, nineteen scientific councils had a total of 293 members, including 176 men representing 60% and 117 women representing 40%. The chairmen of these bodies are mostly men (74%).

Men participate more in thirteen scientific councils and women in three. There is an equal gender representation in three scientific councils. Men have the largest share in the scientific councils of the Faculty of Philosophy (86%), Faculty of Computer Science (77%), Faculty of Mechatronics (75%), Faculty of History (74%), Faculty of Material Engineering (70%), Institute of Mathematics (70%) and the Faculty of History (76%).

**Figure 7.** Representation of women and men in scientific councils of basic organizational units

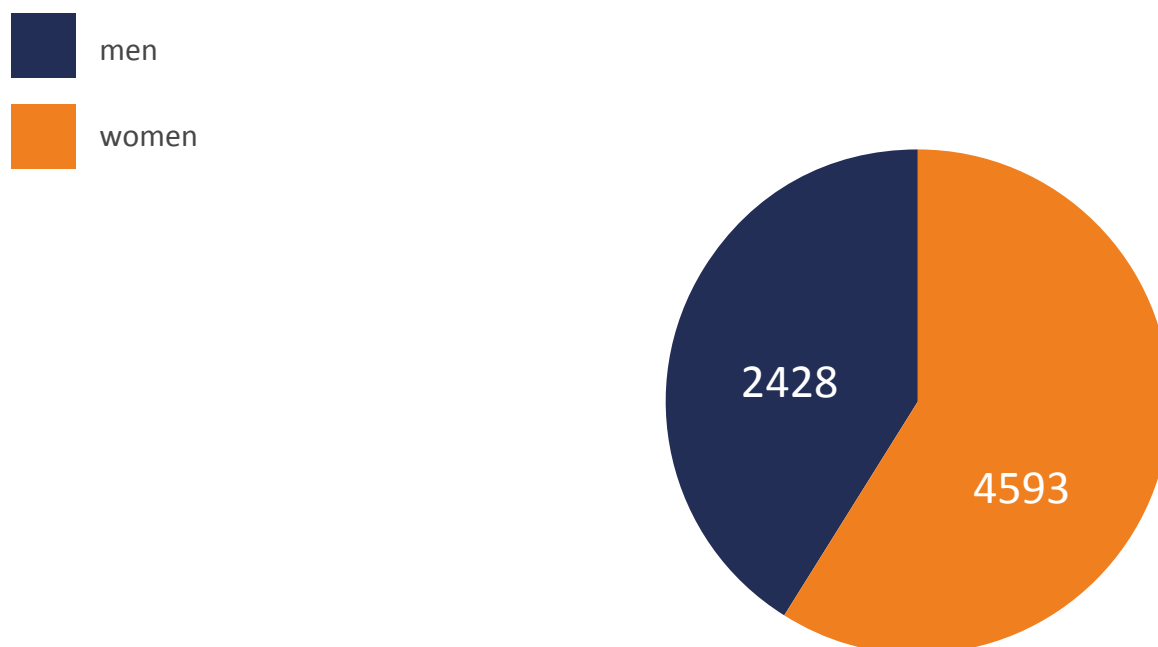


The largest share of women is noted in the Scientific Council of the Faculty of Psychology (88%). The group of basic organizational units whose scientific councils are characterized by almost equal representation of genders include: the Faculty of Linguistics, the Faculty of Education, the Faculty of Physics, the Institute of Social Communication and Media, the Faculty of Health Sciences and Physical Education and the Faculty of Cultural Studies. As in the case of managerial positions, gender representation in scientific boards of faculties and institutes is related to the structure of employment in particular units at particular positions. The regulations of scientific councils specify the methods of appointing members of these bodies. For example, the Scientific Council of the Faculty of Cultural Studies includes all persons employed in this unit.

The clear predominance of men in the mentioned decision-making bodies is contrasted with the greater share of women in the group of people belonging to trade unions. There are 271 members of trade unions operating at the University: 202 women (ZNP: 184, Solidarność: 22) and 69 men (ZNP: 55, Solidarność: 14). In both unions, the functions of chairmen are held by men, and their deputies are women.

### 3.4. Learners

Kazimierz Wielki University educates 7,021 people, including 4,593 women (65%) and 2,428 men (35%).<sup>13</sup>

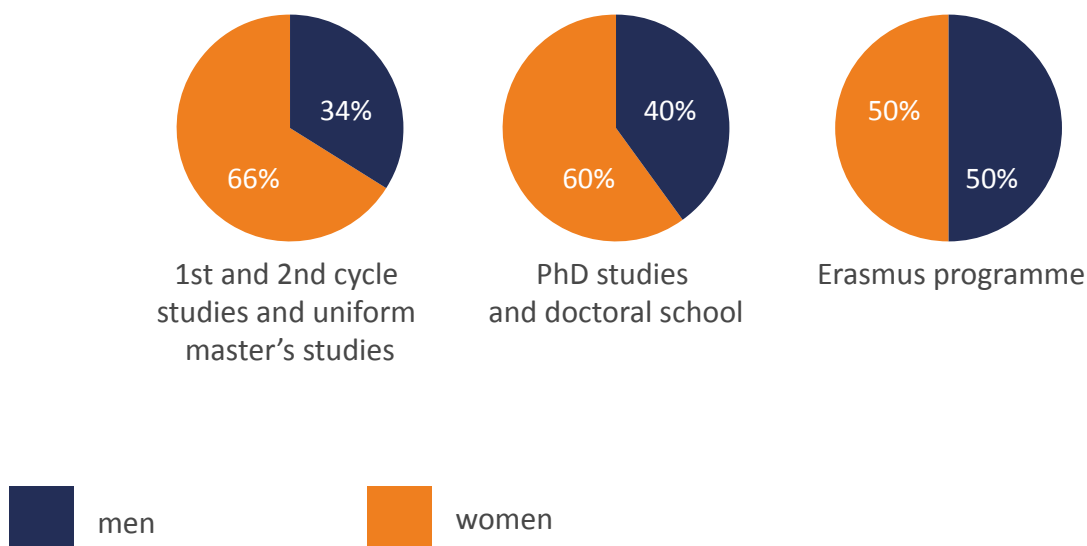


**Figure 8.** Learners

<sup>13</sup> Data on learners was obtained from the University Study Service System (USOS) and from the report on scholarships, postgraduate studies, specialist education, persons applying for a doctoral degree and employment - for doctoral students of the doctoral school and doctoral studies for 2022 - as of December 31, 2022.

### The group of learners includes:

- Students of first and second cycle studies and uniform master's studies (6861 people, i.e. 97.7% of the learning community)
- PhD students (130 people, i.e. less than 2% of the learning community);
- Participants of the Erasmus program (30 people, i.e. less than 1% of the learning community).



**Figure 9.** Gender distribution in the learning community

In each group distinguished in Figure 9, the numerical superiority of women over men can be noticed. Among students attending first-cycle, second-cycle and uniform master's studies, women constitute 65.6% of the total number. . Thus, there are almost twice as many of them as men (4500 women and 2361 men). In the group of PhD students, women account for 60% of the students (78 women and 52 men). In 2022, the gender disparity was low for those participating in the Erasmus program.

### Learners studying at first and second degree studies and uniform master's studies

76% of students study in the form of full-time studies. The remaining group (24%) study part-time. Over 61% of students pursue first-cycle studies, 17% continue their education at second-cycle studies, and 22% study as part of uniform master's studies.

Part-time first-cycle studies are the most egalitarian form of education in terms of gender, as the number of women and men in this group is very equal. In other forms of education (second-cycle or long-term studies) conducted both in full-time and part-time studies, there is a definite predominance of women. There are 2.5 times more female students than male students in second-cycle studies. In the case of uniform master's studies



**Table 3.** People learning in particular forms of education (as of December 31, 2022)

	Women	%	Men	%	Total
Total	4500	65,6	2361	34,4	6861
<b>Full-time studies</b>	<b>3337</b>	<b>64</b>	<b>1844</b>	<b>36</b>	<b>5181</b>
1st degree	2109	60	1401	40	3510
2nd degree	509	63	295	37	804
Uniform master's studies	719	83	148	17	867
<b>Part-time studies</b>	<b>1163</b>	<b>69</b>	<b>517</b>	<b>31</b>	<b>1680</b>
1st degree	365	52	332	48	697
2nd degree	264	76	83	24	347
Uniform master's studies	534	84	102	16	636

(mainly psychology), this disproportion increases almost six times in favor of women. The community of people learning at the second level of education is reduced by 73% in relation to the number of people learning at the first level. Less than 5% of people study within the Individual Organization of Studies.<sup>14</sup> This form of education is most often chosen by women, who constitute 79% of the discussed group.

53% of women and 55% of men studying within IOS combine studies with professional work. 10% of women and men each applied for IOS due to the second field of study. Almost 15% of women and about 3% of men study within IOS due to taking care of a child.

The didactic offer of the Kazimierz Wielki University is carried out in five fields of science and the field of art. The fields of study launched in the field of social sciences (56%) and humanities (19%) enjoy the greatest interest.<sup>15</sup> 77% of women and 23% of men study in the field of social sciences. In the field of humanities, the number of female students exceeds the number of male students more than twice. There is also a predominance of women in the arts (62%) and in the field of natural sciences (63%). In the field of engineering and technology and in the field of medical and health sciences, 80% of the learning community is male. The number of men in the field of engineering and technology sciences exceeds the number of women almost six times, while in the case of medical and health sciences almost twice. In the field of social sciences, education is provided in twenty-two fields of study, and in the field of humanities in twenty. In natural sciences, students are educated within ten fields of study, and in the field of engineering and technology within six. There is one field of study in the following branches: medical and health sciences, and the arts. Therefore, the number of fields of study launched in individual fields of science/art differs significantly and may contribute to differences in the number of people learning in given disciplines of knowledge.

<sup>14</sup> Data on the Individual Organization of Studies was obtained from Student Service Offices in colleges I, II, III and IV - as of December 31, 2021.

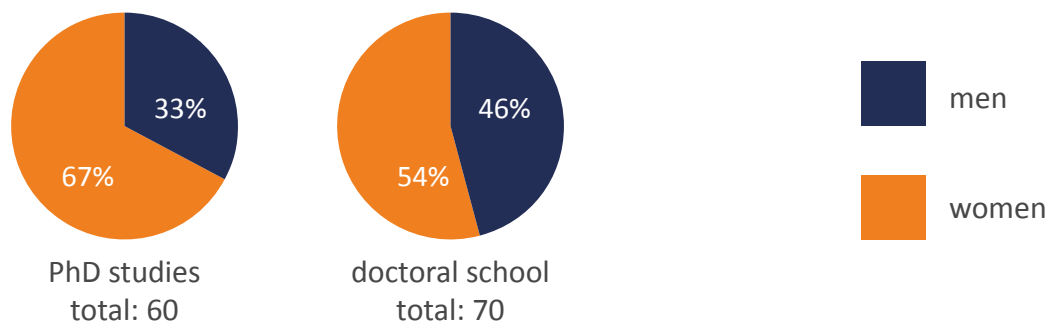
<sup>15</sup> Data on the didactic offer is provided as of December 31, 2021.

## People studying at level 8 of the Polish Qualifications Framework

The community of people studying at the 8th PQF level is currently made up of doctoral students of PhD studies (46%) and doctoral school (54%).

**Table 4:** People studying at level 8 of the Polish Qualifications Framework (as of December 31 2022)

	PhD Female students	%	PhD Male students	%	
PhD studies	40	67	20	33	60
Doctoral school	38	54	32	46	70
Total	78	60	52	40	130



**Figure 10.** Gender distribution of people learning in PhD studies and doctoral school

In 2021, the fields of humanities (38%) and social sciences (36%) were the most popular among PhD students. 58.5% of women and 41.5% of men deepened their knowledge in the field of humanities. In the field of social sciences, the number of female PhD students doubled the number of male PhD students. 71% of women and 29% of men studied biological sciences. The predominance of women (62.5%) was also noticeable in musical arts. Only in technical and engineering sciences this proportion was reversed, as 82% were male students and 18% were female students.

## 4. Gender Equality Plan: Aims and Actions

### 4.1 Awareness and education

Target 1: Raising awareness of the importance of equality and counteracting unconscious gender bias

• **educational campaigns dedicated to promoting the culture of equality, shaping attitudes of openness and tolerance, counteracting discrimination, disseminating knowledge that allows one to perceive the complexity of human identity**

target group: academic community and surroundings of UKW

Indicator: number of campaigns

Units responsible for implementation: Rector's Representative for Gender Equality

Deadline for implementation: 2023-2027

• **training on language violence and discrimination and the importance of equality language in organizational culture**

Target group: employed staff, managers of the University

Indicator: number of completed trainings and their participants

Units responsible for implementation: Human Resources and Training Department

Deadline for implementation: 2023-2027

• **training on managing diversity, developing leadership and negotiating skills, taking into account the needs of the underrepresented gender, and shaping conscious attitudes of respect and sensitivity towards others**

Target group: employed staff, managers of the University

Indicator: number of completed trainings and their participants

Units responsible for implementation: Human Resources and Training Department

Deadline for implementation: 2023-2027

• **anti-discrimination training for employees (taking into account the specificity of positions)**

Target group: employed staff, managers of the University

Indicator: number of completed trainings and their participants

Units responsible for implementation: Human Resources and Training Department

Deadline for implementation: 2023-2026

## Target 2: Raising equality awareness and shaping the attitude of respect towards diversity in the education process

- **organization of mandatory training for learners (students and doctoral students of both genders doctoral students) on UKW gender equality policy, applicable anti-discrimination procedures and the importance of equality communication**

Target group: learners

Indicator: number of trainings and their participants

Units responsible for implementation: Vice-Rector for Student Affairs and Quality of Education, Director of UKW Doctoral School

Deadline for implementation: 2023-2026

- **analysis and documentation of the existing and creation of a new didactic offer related to gender, including diploma/master's seminars addressing the issues of diversity, multiculturalism and gender (in)equality**

Target group: learners

Indicator: publication of the results of the analysis and ongoing supplementation, preparation of syllabuses, introduction of the didactic offer

Units responsible for implementation: Vice-Rector for Student Affairs and Quality of Education, Basic educational units

Deadline for implementation: analysis and documentation – 2024, creation of the new offer - 2025

- **organization of a series of open events devoted to diversity aimed at understanding cultural differences in the University community, counteracting prejudice, increasing knowledge and ability to react to manifestations of sexism, racism, discrimination**

Target group: academic community and surroundings of UKW

Indicator: number of organized events

Units responsible for implementation: Rector's Representative for Gender Equality, Promotion and Communication Department

Deadline for implementation: 2023-2027

- **organization of artistic, literary and scientific competitions on issues related to equality and diversity**

Target group: learners

Indicator: number of organized competitions

Units responsible for implementation: basic organizational units, Promotion and Communication Department

Deadline for implementation: 2023-2027

### Target 3: Popularizing issues related to gender equality in scientific research

- **creating a university database of scientific and popularizing activities related to gender issues**

Target group: academic community and surroundings of UKW

Indicator: creating database: 2024, followed by its regular updates

Units responsible for implementation: Promotion and Communication Department, UKW Library

Deadline for implementation: 2024-2027

- **presentation of research results and dissemination of knowledge on gender issues in the form of lectures open to the academic community and the University surroundings**

Target group: academic community and surroundings of UKW

Indicator: number of lectures, current presentation of research results and dissemination of knowledge

Units responsible for implementation: Rector's Representative for Gender Equality, Vice-Rector for Science

Deadline for implementation: 2023-2027

- **monitoring grant competitions, scholarships, internships and awards enabling the implementation of research related to gender issues**

Target group: employed staff, learners

Indicator: systematic monitoring, information on application possibilities

Units responsible for implementation: Science Department

Deadline for implementation: 2023-2027

- **organization of scientific conferences devoted to issues of gender equality**

Target group: academic community

Indicator: number of organized conferences

Units responsible for implementation: basic organizational units

Deadline for implementation: 2023-2027

- **undertaking cooperation with other universities and institutions in order to organize joint conferences, seminars, series of lectures, exchange of good practices and other initiatives related to the issue of (in)equality between the sexes**

Target group: academic community and surroundings of UKW

Indicator: number of undertaken cooperation initiatives

Units responsible for implementation: Vice-Rector for Development and Cooperation, Basic organizational units

Deadline for implementation: 2023-2027

## 4.2 Equal Opportunities Policy

### Target 1: Creating institutional structures supporting equality culture and anti-discrimination procedures

- **appointing Rector's Representative for Gender Equality for the needs of the Plan and developing the scope of competence**

Target group: academic community

Indicator: appointing Rector's Representative for Gender Equality

Units responsible for implementation: Rector

Deadline for implementation: 2023

- **appointing Rector's Commission for Gender Equality**

Target group: academic community

Indicator: appointing Rector's Commission for Gender Equality,

Units responsible for implementation: Rector

Deadline for implementation: 2023

- **analysis of legal acts and defining good and bad practices on gender (in)equality**

Target group: academic community

Indicator: developing a report

Units responsible for implementation: Vice-Rector for Finance and Organization,  
Team of Legal Advisers

Deadline for implementation: 2024

- **development of the Gender Equality Code defining behavioral norms and procedures supporting gender equality**

Target group: academic community

Indicator: development and publication of GEC

Units responsible for implementation: Rector's Representative for Gender Equality

Deadline for implementation: 2024

- **extending the powers of the Anti-mobbing Committee in the field of adaptation to the principles of counteracting discrimination**

Target group: employed staff and learners

Indicator: introducing changes into legal acts concerning anti-mobbing policy

Units responsible for implementation: Rector

Deadline for implementation: 2024

- **development and implementation of anti-discrimination procedure including methods of diagnosing all forms of discrimination and dealing with cases of gender-based violence, including harassment and sexual harassment, taking into account the principle of discretion**

Target group: employed staff and learners

Indicator: development and publication of the anti-discrimination procedure

Units responsible for implementation: Anti-mobbing Committee,

Rector's Commission for Gender Equality

Deadline for implementation: 2025

- **developing a path of conduct for people experiencing gender discrimination and providing a support system (e.g. the possibility of obtaining legal and psychological advice)**

Target group: employed staff and learners

Indicator: development and publication of the guidelines

Units responsible for implementation: Rector's Representative for Psychological Support,

Rector's Commission for Gender Equality

Deadline for implementation: 2025

## Target 2: In-depth analysis of gender (in)equality in academic community

- **a survey to identify the experiences of working and learning people regarding (unequal) treatment based on gender (working conditions, organizational culture, stereotypes and prejudices, interpersonal behaviors and experiences, including discrimination: discriminatory language, manifestations of sexism, violence and discrimination based on gender, harassment and sexual harassment)**

Target group: employed staff and learners

Indicator: completing the survey and publication of results

Units responsible for implementation: Rector's Representative for Gender Equality,

Vice-Rector for Students Affairs and Quality of Education

Deadline for implementation: 2024

- **study in a group of women employed in research and teaching positions in order to identify barriers to scientific and didactic development**

Target group: female academic teachers

Indicator: completing the study and publication of the results

Units responsible for implementation: Rector's Representative for Gender Equality

Deadline for implementation: 2024

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<sup>16</sup>Harassment is understood as "any undesirable behavior which target or effect is violating the dignity of a person and creating an intimidating, hostile, degrading, humiliating or offensive environment for them" (Act on Equal Treatment, Article 3, point 3). Sexual harassment is "any unwelcome behavior of a sexual nature towards a person or referring to a person's gender, which has the purpose or effect of violating the dignity of that person, in particular by creating an intimidating, hostile, degrading, humiliating or offensive environment; this behavior may consist of physical, verbal or non-verbal elements" (Act on Equal Treatment, Article 3, point 4), including inappropriate jokes, comments, insinuations.

- **study on the sense of balance between work/education and family life among women and men working and studying (e.g. caring for dependents: children, the elderly, people with disabilities, independent parenting, the specifics of combining work and education by learning people)**

Target group: employed staff, learners

Indicator: completing the study and publication of the results

Units responsible for implementation: Rector's Representative for Gender Equality

Deadline for implementation: 2024

### Target 3: Ensuring gender balance in recruitment processes

- **analysis of the recruitment policy for research-teaching, teaching and research positions as well as in the administration, service and library groups**

Target group: Job applicants

Indicator: preparation of the analysis report

Units responsible for implementation: Rector's Representative for Gender Equality,

Human Resources and Training Department

Deadline for implementation: 2024

- **formulation of detailed recommendations regarding gender-balanced recruitment, while maintaining substantive criteria**

Target group: job applicants

Indicator: creation of recommendations

Units responsible for implementation: Rector's Commission for Gender Equality

Deadline for implementation: 2024

- **introducing the principle of gender balance (within the existing possibilities) in competition and recruitment committees, while maintaining substantive criteria and the principle of rotational chairing of these committees by women and men**

Target group: employed staff, learners

Indicator: regular monitoring and control of gender balance in the committees

Units responsible for implementation: Vice-Rector for Finance and Organization,

Vice-Rector for Students Affairs and Quality of Education,

Rector's Representative for Gender Equality,

basic organizational units

Deadline for implementation: 2023-2027

### Target 4: Supporting gender balance in scientific careers development

- **monitoring quantitative data on the development of scientific careers of women and men (degrees and titles, scholarships, internships and grants, project management)**



Target group: employed staff  
Indicator: constant monitoring of data  
Units responsible for implementation: Vice-Rector for Science  
Human Resources and Training Department  
Deadline for implementation: 2023-2027

• **development of recommendations for actions to counteract the slowing down of women's careers at the stage between doctorate and habilitation, as well as resignation from further promotion, including the pursuit of the title of a professor**

Target group: women employed in research-teaching and research positions  
Indicator: development of recommendations  
Units responsible for implementation: Rector's Representative for Gender Equality,  
Vice-Rector for Science  
Deadline for implementation: 2025

• **development of a support program for female researchers at the early stages of their scientific career development (dissemination of good practices, training, lectures, scholarships, mechanisms motivating the submission of grant applications)**

Target group: female researchers at the early stages of their scientific career  
Indicator: development of the program  
Units responsible for implementation: Rector's Representative for Gender Equality,  
Vice-Rector for Science  
Deadline for implementation: 2026

### Target 5: Maintaining the standards of equal opportunities in professional development and in the area of remuneration

• **diagnosis of gender differences in salaries and allowances among employees**

Target group: employed staff  
Indicator: carrying out the diagnosis  
Units responsible for implementation: Vice-rector for Finance and Organization,  
Remuneration Department  
Deadline for implementation: 2024

• **monitoring remuneration and other benefits in all groups of employees in order to maintain equal remuneration for men and women with their equivalent competencies and transparency of the principles of rewards and bonuses**

Target group: employed staff  
Indicator: regular monitoring  
Units responsible for implementation: Vice-rector for Finance and Organization,  
Remuneration Department  
Deadline for implementation: 2023-2027

- **including solutions aimed at minimizing barriers due to gender in the criteria for professional development and promotion to senior positions in administration, service and library groups**

Target group: employed Staff – not academic teachers

Indicator: developing criteria

Units responsible for implementation: Chancellor,  
Rector's Representative for Gender Equality

Deadline for implementation: 2025

### Target 6: Balanced participation of women and men in decision-making processes

- **developing principles of a balanced (corresponding to the gender employment structure) representation of women and men in University's authorities and decision-making bodies, while maintaining substantive criteria**

Target group: employed staff, University's authorities

Indicator: developing the principles

Units responsible for implementation: Rector's Representative for Gender Equality,

Deadline for implementation: 2024

- **developing rules on balanced representation of women and men in events organized by the University**

Target group: employed staff, learners

Indicator: developing the rules

Units responsible for implementation: Rector's Representative for Gender Equality

Deadline for implementation: 2025

### Target 7: Ensuring balance between work / education and private life

- **analysis of the scope of support provided to people working and studying at UKW, diagnosing areas requiring improvement**

Target group: employed staff, learners

Indicator: preparation of the analysis report

Units responsible for implementation: Rector's Commission for Gender Equality

Deadline for implementation: 2024

- **preparation of a catalog of methods and forms of support for people with caring responsibilities who study and work, including single carers (e.g. formulating recommendations regarding flexible forms of verification of learning outcomes, remote work, rules for granting leaves and assigning tasks, providing institutional care during one's breaks in education)**

Target group: employed staff, learners

Indicator: preparation and publication of the catalog

Units responsible for implementation: Rector's Commission for Gender Equality

Deadline for implementation: 2025

- **adjusting existing legal regulations operating in UKW to the needs of people with caring responsibilities**

Target group: employed staff, learners

Indicator: introducing new regulations

Units responsible for implementation: Vice-Rector for Finance and Organization,

Vice-Rector for Students Affairs and Quality of Education

Deadline for implementation: 2026

- **development of infrastructure for people with care responsibilities (e.g. nursery and kindergarten dedicated to working and learning people, adaptation of dormitories to the needs of families)**

Target group: employed staff, learners

Indicator: regular development of the infrastructure

Units responsible for implementation: Vice-Rector for Development and Cooperation,  
Chancellor

Deadline for implementation: 2024-2027

- **increasing equal opportunities for people combining work and education (developing a catalog of activities to support undertaking professional activities and entrepreneurship of students, including formulating recommendations regarding flexible forms of verification of learning outcomes)**

Target group: learners

Indicator: developing the catalog

Units responsible for implementation: Vice-Rector for Students Affairs and Quality of Education, Director of UKW Doctoral School

Deadline for implementation: 2025

## 4.3 Communication and Promotion

### Target 1: Building a communication culture that includes inclusive language

- development of proposals for the use of gender-sensitive language in university communication

Target group: academic community

Indicator: development and publication of the proposals

Units responsible for implementation: Rector's Commission for Gender Equality

Deadline for implementation: 2024

**• implementing rules of equality communication into recruitment processes and the information policy of the University**

Target group: academic community

Indicator: implementing new rules

Units responsible for implementation: Vice-Rector for Students Affairs and Quality of, Education

Promotion and Communication Department

Deadline for implementation: 2025

**Target 2: Gender equality information policy**

**• development of rules for informing the academic community and the University environment about scientific, didactic and organizational activities related to the issues of equality and diversity**

Target group: academic community, University's surroundings

Indicator: development of the rules

Units responsible for implementation: Promotion and Communication Department

Deadline for implementation: 2024

**• preparation of a guide for new employees in Polish and English, containing information on the most important legal acts and documents at the stage of adapting to a new workplace, including UKW policy on equal treatment and anti-discrimination procedures**

Target group: newly-employed staff

Indicator: preparation and publication of the guidebook

Units responsible for implementation: Promotion and Communication Department, Human Resources and Training Department

Deadline for implementation: 2024

**• preparation of a guide for learners to familiarize them with the applicable procedures in the field of discrimination phenomena (including discriminatory language, gender-based violence, as well as harassment and sexual harassment)**

Target group: learners

Indicator: preparation and publication of the guidebook

Units responsible for implementation: Promotion and Communication Department, Recruitment and Students Affairs Department

Deadline for implementation: 2025

**• introduction of an information program on supporting people with care responsibilities (e.g. presentation on the university website, indication of contact persons in individual units, enabling the academic community to report needs in the field of support), publishing an annual report on the University as a family-friendly place**

target group: academic community  
Indicator: development and introduction of the program  
Units responsible for implementation: Promotion and Communication Department  
Deadline for implementation: 2024

• **an information program addressed to fathers and the academic community, aimed at promoting the taking up of caring responsibilities by fathers**

Target group: academic community  
Indicator: development and publication of the program  
Units responsible for implementation: Promotion and Communication Department  
Deadline for implementation: 2025

### Target 3: Promoting the University as a space of equality and diversity

• **promotional activities devoted to equality, diversity and preventing discrimination**  
Target group: academic community

Indicator: regular monitoring  
Units responsible for implementation: Rector's Representative for Gender Equality, Promotion and Communication Department  
Deadline for implementation: 2023-2027

• **taking into account the gender aspect in university recruitment campaigns; organization of promotional campaigns encouraging people to take up first - and second-cycle studies as well as education at the doctoral school by women in masculinized fields and by men in feminized fields**

Target group: male and female candidates for studies  
Indicator: regular monitoring  
Units responsible for implementation: Vice-Rector for Students Affairs and Quality of Education, Director of UKW Doctoral School, Promotion and Communication Department  
Deadline for implementation: 2023-2027

• **promotional activities presenting the University as a friendly environment for people with caring responsibilities, building the image of the University as a mother - and father - friendly employer**

Target group: academic community  
Indicator: regular monitoring  
Units responsible for implementation: Promotion and Communication Department  
Deadline for implementation: 2026-2027

• **creating a website dedicated to gender equality (publishing the collected data, informing about the implemented and planned activities in order to build a culture of equal opportunities, informing about current trainings and events related to gender issues, information and education on discrimination and anti-discrimination policy)**

Target group: academic community, UKW surroundings


Indicator: creating and updating of the website

Units responsible for implementation: Promotion and Communication Department

Deadline for implementation: 2023

## 5. Gender Equality Plan: implementation and evaluation

The implementation of the Gender Equality Plan is planned for 2023-2027. In each of the three distinguished areas - awareness and education, equal opportunities policy, communication and promotion - a number of long-term activities are planned, the purpose of which is to achieve effects that require comprehensive involvement, investment of funds, transfer of knowledge in the form of educational campaigns, training, lectures, creation and database monitoring, transformation of organizational culture and information policy. For the years 2023-2024, supplementary analysis and in-depth diagnosis of gender (in)equality as well as the preparation of recommendations and documents introducing changes are planned. The years 2025-2026 will be devoted to further actions aimed at implementing the equal opportunities policy, in particular the introduction of equality and anti-discrimination procedures. Information, communication and promotion are included in the implementation of the project at all its stages. In 2027, the activities carried out will be summarized, the assumptions of the Plan will be verified and the concept of possible continuation in the coming years will be formulated. The Gender Equality Plan is an evolutionary project, therefore its content, objectives and tasks may be subject to adjustments, modifications and updates during implementation. Implementation of this intention requires constant monitoring and evaluation at each stage of implementation. In addition to the permanent monitoring of certain data and systematic summaries of the implementation of individual measures, annual reports and meetings summarizing the implementation of the Plan in individual years are planned.



The Gender Equality Plan for Kazimierz Wielki University for the years 2023-2027 was developed by a team appointed by the Rector of UKW in circular letter No. 7/2021/2022 of 1 April 2022, composed of:

- Prof. Monika Szczepaniak, DSc (Faculty of Cultural Sciences) – chairwoman,
- Univ. Prof. Piotr Siuda, DSc (Institute of Social Communication and Media),
- Univ. Prof. Agnieszka Wedeł-Domaradzka, PhD (Faculty of Law and Economics),
- Justyna Spychalska-Stasiak, PhD (Faculty of Pedagogy),
- Anna Cieślak, PhD (Degree Office),
- Adam Różycki MSc (Science Department).

The team worked under the supervision of the Vice-Rector for Science, Prof. Jarosław Burczyk, DSc.

The introduction to the Plan was prepared by Monika Szczepaniak, the legal basis was prepared by Agnieszka Wedel Domaradzka.